

6Yk UfY. 'H\Y'%'\$'A cgh'8Ub[Yfci g
6YUW\Yg']b'5a Yf]WU'9I dcgYX°

9I d`cFY'h\Y'XUb[Yfg'cZ'DUbUa U'7]hm'6YUW\ž'\][\`][\hYX'Zcf
]hg'ghfcb['f]d'W ffYbhg'UbX'a Uf]bY'\UnUfXgž'Wfi W]U'Zcf'gUZY
VYUW\ 'j]g]hg"



DUbUa U'7]hm'6YUW\ž': `cf]XU'!'5g'h\Y'gi a a Yf'gi b'VYW_cbg
VYUW\ [cYfg'hc': `cf]XU g'WŁUgh']bYž']hg'YggYbh]U'hc'Ya VfUW'h\Y
VYUi hm'k \]Y'VY]b['Uk UfY'cZ'h\Y'i f_]b['XUb[Yfg'"H\Y'U'i fY'cZ
gi bž'gUbXž'UbX'gi fZ'cZhYb'cj Yfg\UXck g'h\Y'\]XXYb'\UnUfXg'h\Uh
WŁa Y'k]h\ 'ci f'VY'cj YX'VYUW\Yg'"H\]g']gb h'† gh'U'WUgi U`
k Ufb]b[]hg'j]hU'']bZcfa Uh]cbž'YgdYW]U'm'Zcf'h\cgY'YU[Yf'hc
a U_Y'h\Y'a cgh'cZ'h\Y'gi bbmXUmg'U\YUX"

5WŁcfX]b['hc'5G"WŁa ž'VYUW\Yg']b': `cf]XU'']gh\YUj]'m'Ua cb['h\Y
a cgh'XUb[Yfci g']b'h\Y'I b]hYX'GhUhYg'"†hg'Wfi W]U'hc'i bXYfghUbX
h\Uh'h\YfY g'a cFY'hc'VYUW\'\UnUfXg'h\Ub'† gh'dYg_m'gi bVi fbg"
F]d'W ffYbhg'ghUbX'ci h'Ug'U'dUfh]W 'Uf'h\fYUhž'WU]i g]b['cj Yf'%'\$ \$
XYUh\g'Ubbi U'm'UWf'cgg'I "G" 'WŁUgh']bYg'"H\YgY'Z]YfW'W ffYbhg'UfY

dfYgYbh'Uh'U``gi fZ'VYUW'Ygž']bWi X]b['h\cgY'U`cb['h\Y'; fYUh
@U_Yg""6i h'h\Uh'g'bch'U`` 'Y``mZ]g\ 'gh]b[gž'g\Uf_ 'YbWłi bhYfgž'UbX
\Ufa Ž ``U`[U``V`cca gž'cZhYb'fYZffYX'hc'Ug'fYX'h]XYgž'U`gc
Włbhf]Vi hY'hc'h\Y'XUb[Yfg'i f_]b['b'h\Y'k UhYf"

H\Y'Hcd'7cbhYbXYfg'Zcf'8Ub[Yf

Ż'mci fY'd`Ubb]b['U'hf]d'hc'h\Y'VYUW'ž'gca Y``cWWh]cbg'WUffm
\[\Yf'f]g_g'h\Ub'ch\Yfg"@Yhg'hU_Y'U`cc_'Uh'h\Y'hYb'a cgh
dYf]'ci g'VYUW'Ygž'\[\'][\hYX'Vm'5G"Włca .'

F Ub_	6YUW'BUa Y	< UnUfXg
%	BYk 'Ga mfbU'6YUW'ž : `cf]XU	<][\Ygh'fUhY'cZ g\Uf_'V]hYgž'ghfcb[W ffYbhgž'Y``mZ]g\ ž gh]b[fUmgž'WfUVg
&	7cWłU'6YUW'ž : `cf]XU	Ghfcb['f]d'W ffYbhgž g\Uf_'YbWłi bhYfg
'	Cfa cbX'6YUW'ž : `cf]XU	Ghfcb['W ffYbhgž g\Uf_'UWh]j]hmž Y``mZ]g\ 'gh]b[gž '][\hb]b[
(DUbUa U'7]hm'6YUW'ž : `cf]XU	Ghfcb['f]d'W ffYbhgž Xfck b]b[gž'g\Uf_ UhhUW_g
)	A mfhY'6YUW'ž'Gci h\ 7Ufc`]bU	Ghfcb['f]d'W ffYbhgž g\Uf_'UhhUW_gž Y``mZ]g\ ž'\[\ 'W]a Y fUhY
*	A Y`Vci fbY'6YUW'ž : `cf]XU	: fYei Ybh'g\Uf_ YbWłi bhYfgž hfYUW'Yfci g'f]d W ffYbhg
+	đUW_gc]bj]``Y'6YUW'ž : `cf]XU	F]d'W ffYbhgž \i ff]WUbY'f]g_g
,	C U_`=g'UbXž'Bcfh\ 7Ufc`]bU	F]d'W ffYbhgž'g\Uf_ YbWłi bhYfgž U``[Uhcfg

-	; i `Z'G\cfYgž 5`UVUa U	Ghfcb[`f]d`W ffYbhgž `][\hb]b[`ghf]_Ygž \i ff]WUby j i `bYfUV]`]hm
'%\$: cfh@Ui XYfXU`Yž : `cf]XU	8 Ub[Yfci g`f]d W ffYbhgž`i ff]WUby f]g_gž`Y`mZ]g\

6YUW\`UXj]gcf]Yg`Wca a cb`mUf]gY`Zfca `dccf`k UhYf`ei U`]hmž`Ug
ci h]bYX`Vm`h\Y`BC55``7cbhUa]bUbhg`gi W\`Ug`i bhfYUhYX`gYk U[Y
cf`\UnUfXci g`gd]`g`WUby`hi fb`U`Zi b`XUm`Uh`h\Y`VYUW\`]bhcf`U`\YU`h\!
f]g_]b[`YbXYUj cf``5XX]h]cbU`mž`\][\`Yj Y`g`cZVUW\Yf]U`WUby`YUX`hc
[Ughfc]bhYgh]bU`]]`bYggYgž`a U_]b[`]h]]hU`Zcf`j]g]hcf`g`hc`ghUm
]bZcfa YX`UVci h`Wcgi fYg`UbX`UXj]gcf]Yg`**BC55**`Ya d\Ug]nYg`h\Y
]a dcfhUbW\`cZVY]b[`Uk UfY`cZ`h\YgY`f]g_g`Ug`h\Ym`cZhYb`[c
i bbch]W\Xž`cj Yfg\UXck YX`Vm`h\Y`h\f]]`cZ`h\Y`k Uj Yg`

H\Y`<]XXYb`8 Ub[Yfg`I bXYf`h\Y`Gi fZUW\

5XX]b[`hc`h\Y`Wca d`YI]hm`cZVYUW\`gUZYhmž`f]d`W ffYbhg`dcgY
g][b]Z]WUby`XUb[Yfg`UbX`UfY`cZhYb`a]gi bXYfghccX``**H\Y`B Uh]cbU`
K YUh\Yf`GYfj]W\`**dfcj]XYg`j U`i UV`Y`fYgci fW\g`Zcf`fYWc[b]n]b[
UbX`i bXYfghUbX]b[`h\YgY`W ffYbhgž`\Y`d]b[`VYUW\`[cYfg`ghUm
gUZYf``K]h\`]bZc[fUd\]Wg`UbX`YXi WU]cbU`a UhYf]U`g`Uj U]`UV`Y`]b
a i`h]d`Y`Ub[i U[Ygž`]hg`YUg]Yf`h\Ub`Yj Yf`hc`dfYdUfY`mci fgY`Z`UbX
mci f`ZUa]`mZcf`U`XUm`Vm`h\Y`k UhYf```hfYU`midUm]hc`g\UfY`h\YgY
gUZYhm`a YggU[Yg`cZhYb`_bck`YX[Y`]g`h\Y`VYgh`XYZYbgY`U[U]bgh
h\Y`i bdfYX]WUUV`Y`Y`Ya Ybhg`cZ`bUhi fY`

5g`\i ff]WUby`gYUgcb`fYa U]bg`i dcb`i gž`]hg`]a dcfhUb`h`hc`bchY`h\Uh
h\YgY`ghcfa g`UfY`Ubch\Yf`gYf]ci g`f]g_`Zcf`h\cgY`Yb`cm]b[`h\Y
VYUW\``K]h\`i ff]WUby`g`dYU_]b[`]b`GYdhYa VYfž`Zi W`hi Uh]b[
k YUh\Yf`WcbX]h]cbg`WUby`WfYUhY`XUb[Yfci g`gi fZ`UbX`\YUj m
W ffYbhg`h\Uh]g\ci `X`bch`VY`hU_Yb``][\`hm`

⊕`WcbWi g]cbž`k \]Y`h\YfY g`bch\]b[`ei]hY``]_Y`gcU_]b[`i d`h\Y`gi b
cb`: `cf]XU g`VYUi h]Zi ``VYUW\Ygž`j]g]hcf`g`a i gh`fYa U]b`j][]`Ubh``H\Y
a cgh`XUb[Yfci g`VYUW\Yg`WUby`ei]W_`mihi fb`Zfca `U`gi b!gcU_YX

[YhUk Um'hc'U'dYf]'ci g'g]hi Uh]cb']Z'cbY']gb h']bZcfa YX"Gcž'VYZcfY
mci f'bYI h'VYUW'ci h]b[ž'WXYW'h\Y'gi fZ'ZcfYWUghg'UbX'ghUm
i dXUhYX'cb'UbmiUXj]gcf]Yg" ħg'U``UVci h'Yb'cm]b['h\Y'k Uj Yg
gUZY`m UZhYf'U``ž'h\Uhg'k \Uhgi a a Yf']g'hfi `mUVci h`

8 YhU]'g	
C fh	DUbUa U'7]hm'6YUW'ž': `cf]XU
E i Y``Yb	<ul style="list-style-type: none">• Yb"Ug"WŁa• cWUbgYfj]W"bcUU"[cj• k k k "k YUh\Yf"[cj

6Ygi WXYb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh