

(!GhUf`F YWfi]h`J cXbYm`7`Yj Y`UbX/ , \$' - /g
8 YW]g]cb`8 Um`HYI Ug`cf`5`UVUa U3

Duf_Yf`fYWfi]h`J cXbYm`7`Yj Y`UbX`hc`Ubbci bW`Wc`Y[Y
XYW]g]cb`GUhi fXUm`C h\Yf`hcd`dfcgdYW`hg`U`gc`a U_]b[`Wf]h]WU`
Wca a]ha Ybhg`gccb"



Duf_Yfž`I G5`!`9I W]hYa Ybh`]g`VfYk]b[`]b`h\Y`k cf`X`cZ`\][\`gW\cc`
ZcchVU``Ug`Duf_Yf`(!ghUf`fYWfi]h`J cXbYm`7`Yj Y`UbX`]g`gYh`hc
Ubbci bW`\]g`Wc`Y[Y`XYW]g]cb`h\]g`GUhi fXUm`Uh` `d"a ""] U`gcW]U`
a YX]U``GhUbX]b[`Uh`*!Zcch!(`UbX`k Y][\]b[` ` \$, `dci bXgž`7`Yj Y`UbX
VcUghg`cj Yf`` \$`cZZYfgž`dfYj]ci g`m`Wca a]hYX`hc`5`UVUa U`Vi h`]g
bck`k]XY`m`YI dYWhYX`hc`d]W`HYI Ugž`UW`WcfX]b[`hc`5@`Wca "

5g`7`Yj Y`UbX`fYUX]Yg`hc`a U_Y`U`d]j chU`W\c]Wž`Ubch\Yf`hcd
fYWfi]hž`9>7fck Y``Zfca `XUW_gcbž`k]``g\UfY`\]g`XYW]g]cb`cb
H\i fgXUm`7fck Y`ž`U`) !%%ž`&%) !dci bX`fi bb]b[`VUW_ž`\Ug`d]ei YX
]bhYfYgh`Zfca `a Ubm`G97`gW\cc`gž`C`\]c`GhUhYž`A]Ua]ž`CfY[cbž`UbX
DYbb`GhUhYž`UbX`]g`Ubh]W]dUhYX`hc`gY`YWh`5`UVUa Už`UXX]b[`hc`h\Y
7f]a gcb`H]XY g`U`fYUXm]a dfYgg]j Y`fYWfi]h]b[`YZZcfhg"

≡!GhUhY`7ca a]ha Ybhg`UbX`C h\Yf`<][\`][\ hg

H\]g`k YY_` \Ug`VYYb`Ubmh\]b[`Vi`h`Xi` ``Zcf`fYWfi`]h]b[`]b`5`UVUa`U"
≡`U`b`chUV`Y`hi`fb`ž`Hfcm`UXXYX`h\`fY`]b!ghUhY`WŁa a]ha Ybhg"
Hf]bhcb`Df]hW\Yhž`U`!ghUf`fYWfi`]h`Uh`*!`*`UbX`&, \$`dci`bXgž`WŁcgY
Hfcmic`j`Yf`f`j`U`g`_`_Y`A`]W\][`Ub`GhUhY`UbX`Bcfh\`7Ufc`]bU"
5`cb[`g]XY`\]a`ž`B]WŁc`Ug`<Ua`dhcb`f*!`ž%,)`dci`bXgŁ`UbX
?YbXUf]i`g`FYmbc`Xg`f*!`ž%,)`dci`bXgŁ`U`gc`a`UXY`WŁa a]ha Ybhgž
g\ck`WŁg]b[`Hfcmg[`fck`]b[`UddYU`Ua`cb[``cWŁ`hU`Ybh"

:`i`fh\Yf`Ya`d\Ug]n]b[`h\Y`WŁa`dYh]h]j`Y`Ybj`]fcb`a`Ybhž`DUf_Yf`g
?YbhFY``8Uj`]gž`U`*!`ž%-`\$!dci`bX`!`!ghUf`k`]XY`fYW\]j`Yfž`\Ug
WŁcgYb`hc`WŁa a]h`hc`;`Ycf[`]U`HYWŁ``<`]g`c`ZYfg`U`gc`]bWi`XYX
?Ybhi`WŁmž`A`]ggci`f]ž`UbX`J`UbXYfV]`hž`k` \]WŁ`gdYU_g`j`c`i`a`Yg`UVci`h
\]g`dchYbh]U`"

9`]hY`%%`:`]bU`g`G\ck`WŁgY

Hi`fb]b[`ci`f`[`UnY`VYmcbX`ghUhY``]bYgž`h\Y`9`]hY`%%`:`]bU`g`UfY
WŁffYb`h`m`hU_]b[`d`UW\]b`A`Ub`\UhhUb`6YUWŁ`ž`7U`]Zcfb]Už`XfUk`]b[
&\$`c`Zh\Y`bUh]cb`g`hcd`\][` \`gWŁcc`ei`UfhYfVUW_g`žfca`ž`bY`%-`hc
ž`bY`&%"`B`chUV`Y`Z]j`Y!ghUf`fYWfi`]hg`gi`WŁ`Ug`8]U`6Y``fHYI`Ug
WŁa a]hŁ`UbX`:`U]ncb`6fUbXcb`fHYbbYggYYŁ`UfY`Ua`cb[`h\Y
dUfh]WŁdUbhg"<ck`Yj`Yfž`a`Ub`m`ch\Yfg`fYa`U]b`i`bWŁa a]hYXž
]bWi`X]b[`@UbXcb`8i`WŁk`cfh\ž`C`gWŁf`F`]cgž`UbX`6ck`Y`6Ybh`Ymž
YUWŁ`c`Z`k` \ca`]g`k`Y][` \]b[` \]g`cdh]cbg`]bj`c`j`]b[`a`U`cf`dfc[`fUa`g
_`Y`5i`Vi`fb`UbX`@GI`"

H\Y`fYWfi`]h]b[`]bhYbg]hm]g`ZY`h`b`ch`ŧ`gh]b`5`UVUa`U`Vi`h`U`gc`UWf`cgg
h\Y`bUh]cb`ž`YgdYWŁU``m`k`]h\`h\Y`fYWfi`]h]b[`XYUX`dYf]cX
UddfcUWŁ]b[`žfca`ž`bY`&` `hc`ž`m` "%`DfcgdYWŁg`UfY`gWfUa`V`]b[`hc
Z]bU`nY`j`]g]hg`VYZcfY`h\Y`dUi`gYž`k` \]WŁ`]bWi`XYg`hcd`fYWfi`]h`@Ua`Uf
6fck`b`\YUX]b[`hc`@GI`ž`k` \]Y`ch\Yfg`_`Y`a`a`Ubi`Y``AYUbUWŁc
UfY`YmY]b[`hf]dg`hc`C`fY[`cb"

:`i`hi`fY`C`i`h`cc`_`

ð' h\Y'k YY_g'hc'WŁa Yž'YI dYWh'U'Zi ffmicZ'Ubbci bWŁa Ybhg'Ug
 d`UmYfg'Z]bU`]nY'h\Y]f'WŁ`Y[Y'Zi hi fYg"K]h\`5`UVUa Už: `cf]XUž
 A]WŁ][Ubž'HYI Ugž'UbX`HYI Ug'5/ A `]b'h\Y'a]I ž'h\Y'gi a a Yf
 dfca]gYg'YI W]hYa Ybhž'YgdYW]U``m'Ug'dfc[fUa g'WŁbh]bi Y'hc'hUf[Yh
 Y`]hY'hU`Ybh`YfY'UbX`Y`gYk`YfY"5g'ZUb'g'UbX'UbU'mghg'U`]_Y`_YYd
 U`_YYb`YmY`cb'h\YgY`XYj Y`cda Ybhgž'cbY'h\]b[`]g'WYUf. 'h\]g
 fYWfi]h]b[`gYUgcb`]g'dc]gYX'hc`YUj Y'Ub`]bXY`]V`Y'a Uf`_cb'WŁ`Y[Y
 ZcchVU``"

: cf'h\Y`UhYgh'Vi nn'UbX'i dXUhYg']b'fYWfi]h]b[ž'gYY'a cfY'Uh'**9GDB**"

8YhU]`g	
Cfh	DUf_Yfž'I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`"WŁa • k k k "Ygdb"WŁa

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