

Bcfh\ : `cf]XU/ , \$' - /g'Ga]h\ '@U_Y
DfYgYfj Y`7`YUbg'l d`Zcf`K]`X`]ZY`GUZYhm°

Bcfh\ : `cf]XU`@UbX`Hfi gh' , \$' - /g'fYa cj U`cZ'gi Va Yf[YX
ZYbW]b[`]b`7`Um'7ci bhm' , \$' - /g'Ga]h\ '@U_Y`DfYgYfj Y`U]a g
hc`fYghcfY`k]`X`]ZY`a][fUh]cb`UbX`]a dfcj Y`gUZYhm"



7`Um'7ci bhmž'l G5`!`H\Y`dfYgYfj Uh]cb`cZ: `cf]XU g`bUhi fU`
`UbXgWUdY`\]h`U`g][b]Z]WUbh'a]YghcbY`fYW`bh`mž`h\Ub_g`hc`h\Y
XX]WUhyX`Y`Zc`fhg`cZ`h\Y`Bcfh\ : `cf]XU`@UbX`Hfi gh`fB: @HŁ`H\Ym
a UbU[YX`hc`fYa cj Y`%)`a]Yg`cZ'gi Va Yf[YX`ZYbW]b[`]b`h\Y
d]W`hi fYgei Y`Ga]h\ '@U_Y`DfYgYfj Yž`U`Wfi W]U`dUfh`cZ`h\Y`C`WU`U`hc
C`gW`c`U`fC`&C`Ł`K]`X`]ZY`7`cff]Xcf``H\]g`d`fc`Y`Wž`k`\]W`U]a g`hc
fYghcfY`Y`WŁ`c[]WU`VU`UbW`UbX`Yb\UbW`gUZYhm`Zcf`U_Y`i`gYfgž
i bXYfgWŁ`fYg`h\Y`dfYgg]b[`bYYX`Zcf`WŁ`cdYfUh]cb`VYhk YYb`\i a Ub
bYYXg`UbX`k]`X`]ZY`WŁ`bgYfj Uh]cb``5g`B: @H`DfYg]XYbh`UbX`7`9C
5``]gcb`8Y: ccfb`chYXž`h\]g`]b]h]Uh]j Y`k Ug`d`cgg]V`Y`h`fci [\
[YbYfci g`XcbUh]cbg`Zfca `WUf]b[`WŁ`a a i b]h`mia Ya VYfg``]_Y': U]h\
UbX`F]W`_<cZ`a Ub`UbX`h\Y`8Y`cfYg`6Uff`K YUj Yf`@Y[UW`mi: i bXg"

H\Y`Ga]h\`@U_Y`DfYgYfj YžgdUbb]b[`(*' `UWfYgž\Ug`VYYb`U
W\Yf]g\YX`WcbgYfj Uh]cb`UfYU``<ck Yj Yfžh\Y`ZYbW]b[`k Ug
cf][]bU``m]bghU``YX`]b`h\Y`YUf`m&\$\$\$g`hc`a UbU[Y``j YghcW_
[fUn]b[`Xi f]b[`h]a Yg`cZ`Xfci [\h`k \Yb`h\Y`U_YVYX`k Ug`UVcj Y
k UhYf``K]h\`k UhYf``Yj Y`g`bck `bcfa U`]nYXž`h\Uh`ZYbW]b[`VYWUa Y`U
\XXYb`XUb[Yf`cVghfi W]b[`VcUhYfg`UbX`gk]a a YfgžUg`k Y``Ug
X]gfi dh]b[`Uei Uh]W`]ZY`UbX`h\Y]f`bUhi fU`a][fUh]cb`dUhYfbg``B: @H
hcc`_gk]Zh`UW]cbž\`f]b[`Bcfh\`:`cf]XU`8cW`GYfj]W`hc`hUW`Y`h\Y
fYa cj U`i g]b[`a cXYfb`Yei]da Ybh`_]Y`a]b]!YI WUj Uhcf`g`UbX
ZcUh]b[`VUf[Yg``H\]g`fYa cj U`bch`cb`m]a dfcj Yg`WcbX]h]cbg`Zcf
fYWfYUh]cbU`UW]j]h]Yg`Vi h`U`gc`fYj]hU`]nYg`a Uf]bY``]ZY`]b`h\Y
fY[]cb"

H\Y`=a dcfhUbW`cZ`<UV]hUh`7cff]Xcfg

H\Y`fYa cj U`cZ`h\]g`ZYbW]b[`h]Yg`WcgY`m`hc`U`j]hU`WcbW`dh]b
k]X`]ZY`a UbU[Ya Ybh`\UV]hUh`Wcff]Xcfg``5W`cfX]b[`hc`
9W`@UbXgWUd]b[ž`h\YgY`Wcff]Xcfg`gYfj Y`Ug`YggYbh]U``]b_g
W`bbYW]b[`ZfU[a YbhYX`YW`gmghYa gž`U`ck]b[`k]X`]ZY`hc`bUj][UhY
h\Y]f`Ybj]fcb`a Ybhgž`Z]bX`ZcXž`UbX`gYY`_a UhYg``K \Yb`\i a Ub
UW]j]h]Yg`WfYUhY`VUff]Yfg`h\]b`_cZ`fcUXg`cf
XYj Y`cda Ybhg`k]X`]ZY`ghfi [[`Yg`hc`a cj Y`ZfYY`mž`k \]W\`WUb
i`h]a UhY`m`h\YUhYb`h\Y]f`gi fj]j U``

<UV]hUh`Wcff]Xcfg`W`a Y`]b`j Uf]ci g`Zcfa g``7cbh]bi ci g`Wcff]Xcfg
cZYf`i b]bhYffi dhYX`ghfYhW\Yg`cZ`\UV]hUhž`Wfi W]U`Zcf`g]nYUV`Y
Ub]a U`g`h\Uh`fYei]fY``Uf[Y`hYff]hc]f]Yg``GhYdd]b[`ghcbY`Wcff]Xcfg
W`bg]gh`cZ`ga U``Yf`dUhW\Yg`h\Uh`a U_Y`]h`YUg]Yf`Zcf`gdYW]Yg`hc
hfUj YfgY`h`fci [\`XYj Y`cdYX``UbXgWUdYg``@]bYUf`Wcff]Xcfg`Zc`ck
bUhi fU`ZYUhi fYgž`gi ddcfh]b[`U`X]j YfgY`fUb[Y`cZ`gdYW]Yg``5g
\[\`][\hYX`Vm**6]c`c[m`b]g]** \hgž`h\YgY`a UbU[YX`dUh\k Umg
a U]bhU]b[`YbYh]WX]j Yfg]hm`Vm`ZUW`]hUh]b[`[YbY`Zck ž`k \]W\`]g`j]hU`
Zcf`UXUdh]b[`hc`W\Ub[]b[`Ybj]fcb`a Ybhg``H\]g`a UbbYf`cZ`h\]b_]b[
ci [\h`hc`VY`]bhY[fUhYX`]bh`c`W`a a i b]hmid`Ubb]b[ž`YgdYW]U``m`Ug
UfYUg``_]Y`h\Y`Ga]h\`@U_Y`DfYgYfj Y`g\ck`\ck`WcbgYfj Uh]cb
YZcfhg`WUb`\Ufa`cb]nY`k]h\`fYWfYUh]cbU`UW]j]h]Yg`

6YbYZ]hg`cZ`7c``UVcfUh]cb`VYhk YYb`<i a Ub g

UbX`K]`X`]ZY

H\Y`B: @H g`fYWbhd`fc`YWh`Uh`Ga]h\`@U_Y`bch`cb`m`UXXfYggYg
gUZyhmiUbX`YWc`c[]WU`b`hY[f]hm`Vi h`U`gc`fYZYWhg`U`VfcUXYf
a`cj`Ya`Ybh`hck`UfXg`ZcghYf]b[`Wc`YI]ghYbW`k]h\`b`Uhi`fY``F`YWb`h
ghi`X]Ygž`gi`W\`Ug`h\cgY`bchYX`Vm`9Wc`@UbXgWUd]b[ž`gi [[Ygh`h`Uh
k`Y``!YghUV`g\YX`k]`X`]ZY`Wc`ff]Xc`fg`WU`b`d`fcj]XY`bi`a`Yfci`g
VYbYZ]hg`Zfca`ja`d`fcj`YX`k`UhYf`ei`U`]hm`hc`Yb\UbW`X`U[f]W`hi`fU`
d`fcXi`Whj]]hm`h`fci [\`b`Uhi`fU`d`c``]b`Uhc`fg`UbX`d`Ygh`Wc`b`hfc``

5g`h\Y`dcdi`Uh]cb`Ufci`bX`Ga]h\`@U_Y`[fck`g`UbX`XYj`Y`cdgž
i`bXYfghUbX]b[`UbX`Udd`m]b[`h\Y`d`f]bW]d`Yg`c`Z`Wc`ff]Xc`f`YWc`c[m
WU`b`d`Uj`Y`h\Y`k`Um`Zc`f`U`V`U`UbW`X`Udd`fc`UW\``K`Y`WU`b`Vi`]`X
]bZfUghfi`Whi`fY`h`Uh`gi`ddcfhg`YWc`bca`]W[fck`h\`k`\]Y
g]a`i`h`UbYci`g`m`fYghc`f]b[`a`][fUhc`fm`d`Uh\g`Zc`f`k]`X`]ZY``
7ca`a`i`b]hm`d`Ufh]W]d`Uh]cb`UbX`YXi`WUh]cb`VYWc`a`Y`j`]hU``]b
]a`d`Ya`Ybh]b[`h\YgY`ghfUhY[]Yg`YZZYWhj`Y`m`H\]g`\Ufa`cbm
VYhk`YYb`\i`a`Ub`YbXYUj`c`fg`UbX`b`Uhi`fY`g`b`Y`Y`Xg`Wc`i`X`k`Y``XYZ]bY
ci`f`Z`hi`fY``UbXgWUdY``

:`c`f]XU`g`Wc`a`a`]ha`Ybh`hc`d`fYgYfj`]b[`]hg`i`b]ei`Y`Y`bj`]fcb`a`Ybhgž
gi`W\`Ug`h\Y`Ga]h\`@U_Y`D`fYgYfj`Yž`]g`U`hYghUa`Ybh`hc`h\Y`d`chYbh]U`
Zc`f`dcg]h]j`Y`W\Ub[Y``K]h\`Wc`a`a`i`b]hm`gi`ddcfh`UbX`U`WYUf`j`]g]cbž
]b]h]Uh]j`Yg``]_Y`h\Y`YfUX]WUh]cb`c`Z`gi`Va`Yf[YX`ZYbW]b[`WU`b
h\f]j`Y`fYa`]bX]b[`i`g`h\Uh`Yj`Yfm`V]h`c`Z`Y`Zc`fh`Wc`i`b`hg`]b`h\]g`j`]hU`
YbXYUj`c`f`c`Z`k]`X`]ZY`Wc`bgYfj`Uh]cb``

8YhU]`g	
C`fh	7`Um`7ci`b`hmž`I`G5
E`i`Y``Yb	<ul style="list-style-type: none">• Z`c`f]XUd`c``]h]Wg`Wc`a• k`k`k`"YWc`UbXgWUd]b["c`f[• V]c`c[m]b`g][\`hg`Wc`a

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