

: `cf]XU/ ı \$' - /g'6c`X`A cj Y.`@]ZYh]a Y
A YX]WU]X`9`][]V]`]hm'DfcdcgU``Zcf`=88°

: `cf]XU'dfcdcgYg'g]a d`]Zm]b[`A YX]WU]X`Y`][]V]`]hm'Zcf
]bX]j]Xi U`g`k]h\`]bhY``YWhi U``X]gUV]`]h]Ygž]U]a]b[`Zcf``]ZY`cb[
Wcj YfU[Y`]Z'Uddfcj YX"



HU``U\UggYYž': `cf]XUž'I G5`!': `cf]XU`]g'cb`h\Y`W gd`cZ'U
g][b]Z]WU]bh`WU]b[Y`fY[UfX]b[`A YX]WU]X`Y`][]V]`]hm'Zcf`]bX]j]Xi U`g
k]h\`]bhY``YWhi U``UbX`XYj Y`cda YbhU``X]gUV]`]h]Yg`f#88Ł"5g
`Uk a U_Yfg`Wcbg]XYf`U`bYk `dfcdcgU`ž`h\Y`U]f`]g`Z``YX`k]h\` \cdY`Zcf
a UbmiZUa]`]Yg`bUj][Uh]b[`h\Y`Wca d`YI]h]Yg`cZ`YU`h\WUfY
Wcj YfU[Y``H\Y`<ci gY g'dfcdcgU``U]a g`hc`Y`]a]bUhY`h\Y`cZhYb
Vi fXYbgca Y`Ubbi U`fYXYhYfa]bUh]cb`dfcWgg`Zcf`h\cgY`k]h\`=88ž
U`a cj Y`h\UhWci `X`dfcZci bX`m]a dUWh`h\Y]f`UWWgg`hc`bYWWggUfm
gYfj]Wg"

Ž`h\]g'dfcdcgU`]g`Uddfcj YXž`]bX]j]Xi U`g`k]h\`=88`k ci `X`VY
dfYgi a dh]j Y`mY`][]V`Y`Zcf`A YX]WU]X`h\fcI [\ci h`h\Y]f``]j Ygž`i b`Ygg
h\Y]f`WfW a ghUbWg`WU]b[Y`cf`h\Ym`bc``cb[Yf`ei U`]Zm`J U`Yf]Y

6fYYbž'h\Y'9I YW hjj Y'8]fYWhcf'cZ'h\Y':`cf]XU'8Yj Y`cda YbhU`
8]gUVj`]h]Yg'7ci bWjž'\Ug`W\UfUWYf]nYX'h\]g`]b]h]Uh]j Y`Ug`U
dchYbh]U` [Ua Y`W\Ub[Yf" `6fYYb`\"[\`][\hg'h\Y`hfUj U]`g`cZ'a Ubm
]bX]j]Xi U`g`k \c`\Uj Y`ZUWX`]ggi Yg`Xi f]b[`h\Y`fYXYhYfa]bUh]cb
dfcWggžfYgi`h]b[`]b`k fcb[Z ``cggYg`cZ'A YX]WU]X`Wcj YfU[Y"
5`Ufa]b[`mž]h]g`Ygh]a UhYX'h\UhUfci bX`%ž\$\$\$]bX]j]Xi U`g`k]h\
=8 `cgh'h\Y]f'A YX]WU]X`Wcj YfU[Y`YffcbYci g`mUZhYf'h\Y`7CJ =8!%-
di V`]W\YU'h\`Ya Yf[YbWmWUa Y`hc`U`WcgY"

7f]g]g`cZ'7ca a i b]WUh]cb

H\Y`W\U`Yb[Yg`Xcb h`YbX'h\YfY""H\Y`fYXYhYfa]bUh]cb`dfcWgg
XYdYbXg`\YUj]`micb`Wca a i b]WUh]cb`Ua cb[`h\Y`8YdUfha Ybh`cZ
7\`]XfYb`UbX`: Ua]]Yg`fB7: Łž'h\Y`5[YbWmZcf`<YU`h\`7UfY
5Xa]b]ghfUh]cb`fB<75Łž`UbX'h\Y`5[YbWmZcf`DYfgcbg`k]h\
8]gUVj`]h]Yg`fB D8Ł`I bZcfhi bUhY`mž`dccc`Wca a i b]WUh]cb`\Ug`YX`hc
a Ubm]bX]j]Xi U`g`c]g]b[`UW`Wgg`hc`Wf]h]WU`\ca Y`UbX`Wca a i b]hml
VUgYX`gYfj]W`gžYI UW`fVUh]b[`Ub`U`fYUXm`X]Z]W`h`g]hi Uh]cb"

5g`dUfh`cZ`cb[c]b[`X]gW`gg]cbgž'h\Y':`cf]XU`@Y[]g`Uhi fY`\Ug
YI hYbXYX'h\Y`&\$&) `GYgg]cbž`Xf]j Yb`Vm`X]gU[fYYa Ybhg`cj Yf`ghUhY
gdYbX]b[`UbX`hU`fY`]YZ``<ci gY`GdYU`Yf`8Ub]Y`DYfYn`UbX`GYbUhY
DfYg]XYbh`6Yb`5`Vf]h`cb`Ubbci bW`X`Ub`YI hYbg]cb`i bh]`ž bY`%*ž
k]h\`U`dfcdcgYX`Vi X[Yh`cZ`UVci h`) \$`V]``]cb`Zcf`h\Y`Z]gWU`mYUf
&\$&) !&*""BchUV`mž`h\]g`Vi X[Yh`U`cWUhYg`cj Yf``&&`V]``]cb`Zcf
YXi WUh]cb`UbX`UddfcI]a UhY`m`%+") `V]``]cb`Zcf`\YU`h\WUfYž
i bXYfgWcf]b[`h\Y`ghUhY g`Wca a]ha Ybh`hc`]a dfcj]b[`YggYbh]U`
gYfj]W`g"

<YU`h\WUfY`UbX`@Y[]g`Uh]j Y`Df]cf]h]Yg

H\Y`<ci gY`]g`df]cf]h]n]b[`gYj YfU`dfcdcgU`g`U]a YX`gdYW]Z]WU`mUh
gi ddcfh]b[`]bX]j]Xi U`g`k]h\`=88""5a cb[`h\YgY`]g`<6`%%\$' ž`k \]W
gYY_g`hc`YI dUbX`U`a UbU[YX`WUfY`d]`ch`dfc[fUa `ghUhYk]XY`UbX
a UbXUhYg`h\Uh`5D8`fY[i `Uf`midi V`]g\`fYdcfhg`cb`gYfj]W
Uj U]`UVj`]hm`UbX`k U]h]ghg""=U`fY`UhYX`XYj Y`cda Ybhž;`cj Yfbcf
Fcb`8YGUbh]g`\Ug`U`fYUXm]g][bYX``Y[]g`Uh]cb`dYfhU]b]b[`hc`<6
%%\$' ž`a Uf_]b[`U`g][b]Z]WUbhghYd`Zcfk UfX`]b`Yb`\UbW]b[

\YU`h\WfY`dfcj]g]cbg`Zcf`h\]gj i `bYfUV`Y`dcdi `Uh]cb"

: `cf]XU`g`A`YX]WU]X`UbXgWUdY`\Ug`VYYb`i`bXYb]UV`m`UZZYWHYX`Vm
h\Y`7CJ`8!%-`dUbXYa`jW`: fca`A`UfW\`&\$&\$`i`bhj`h\Y`YbX`cZ`h\Y
ZYXYfU`di`V`]W\YU`h\`Ya`Yf[`YbWmž`bc`A`YX]WU]X`hYfa`]bUh]cbg
cWw`ffYX``H\Y`: Ua`j`]Yg`:]fgh`7cfcbUj`]fi`g`F`YgdcbgY`5Wh`d`UmYX`U
Wfi`W]U`fc`Y`]b`dfchYWh]b[`Wc]`YfU[`Y`Zcf`fYW]d]Ybhg`k`\c`k`YfY
Ybfc``YX`Ug`cZ`A`UfW\`%,`ž`&\$&\$``5g`\YU`h\`gYfj`]W`g[`fUXi`U`m
ghUV`]nYž`5<`75`]g`k`cf_]b[`hc`bch]Zm`fYW]d]Ybhg`k`\c`fYW`j]YX
hYfa`]bUh]cb`bch]W`g`]b`A`UfW\`h\Uh`h\Y]f`VYbYZ]hg`k`]`VY
fY]bghUhYX"

≠bbcj Uh]j Y`GYfj]W`g`UbX`Gi`ddcfh

≠`U`VfcUXYf`Wc`bhYl`hž`h\Y`88`D`]ch`K`Uj`Yf`cZZYfg`U
Wc`a`dfY\Ybg]j`Y`dfc[`fUa`ž`]bWi`X]b[`A`UbU[`YX`A`YX]WU`5gg]ghUbW`
fA`A`5Łž`@cb[`!HYfa`7UfY`f@H7Ł`K`Uj`Yf`gYfj`]W`gž`UbX`h\Y`: `cf]XU
8Yj`Y`cda`YbhU`8]gUV`]h]Yg`≠X]j`]Xi`U`6i`X[`Yh]b[`f]6i`X[`YhŁ
K`Uj`Yf`gYfj`]W`g``H\]g`]b]h]Uh]j`Y`bch`cb`midfca`]gYg`hU`]cfYX
Wc]`YfU[`Y`Zcf`]bX]j`]Xi`U`g`Vi`h`U`gc`Ybgi`fYg`UWW`gg`hc`YggYbh]U`
\ca`Y`UbX`Wc`a`a`i`b]hm`VUgYX`gYfj`]W`g`XYg][`bYX`hc`dfca`chY
\YU`h\`UbX`dfYj`Ybh]bgh]hi`h]cbU`]nUh]cb"

GYfj`]W`g`Wc]`YfYX`]bWi`XY`U`fUb[`Y`cZ`cdh]cbg`Zfca`UXi`h`XUm
\YU`h\`WfY`hc`VY\Uj`]cf`UbU`mg]g`UbX`g_]`YX`bi`fg]b[``]:`cf`h\cgY
`cc_]b[`hc`VYbYZ]h`Zfca`h\YgY`dfc[`fUa`gž`h\Y`Y`][`jV`]hm
fYei`]fYa`Ybhg`UfY`ghfU][`hZcfk`UfX`Vi`h`gdYW]Z]Wž`fYei`]f]b[
Udd`]WUbhg`hc`VY`X]U[`bcgYX`k`]h\`ei`U`]Zm]b[`X]gUV`]h]Yg`UbX`hc
a`YYh`A`YX]WU]X`Y`][`jV`]hm`W`hYf]U``H\]g`]b]h]Uh]j`Y`Wc`i`X`[`fYUh`m
Yb\UbW`h\Y`ei`U`]hmicZ`]ZY`Zcf`a`Ubmi]bX]j`]Xi`U`g`UWfcgg`h\Y`ghUhY"

H\Y`ghU`Yg`UfY`\][`\`Ug`: `cf]XU`bUj`][`UhYg`h\YgY`d]j`chU`W\Ub[`Yg
]b`]hg`\YU`h\WfY`gmghYa`"K`]h\`dfcdcgU`g`cb`h\Y`hUV`Y`h\Uh]U]a`hc
g]a`d`]Zm`UbX`Yb\UbW`UWW`gg`Zcf`h\cgY`k`]h\`88ž`h\YfY`g`W`fhU]b`m
U`gYbgY`cZ`i`f[`YbWm`UbX`\cdY``5g`Yj`Yfmc`bY`k`U]hg`Zcf`Uddfcj`U`
Zfca`h\Y`i`"G``7YbhYfg`Zcf`A`YX]WfY`/`A`YX]WU]X`GYfj`]W`gž`cbY
h\]b[`]g`WYUf.`h\]g`dfcdcgU`]g`a`cfY`h\Ub`↑`ghU`dc`]Wm`W\Ub[`Y/
]hg`U`dc`hYbh]U`]ZY`]bY`Zcf`Wc`i`bhYgg`: `cf]X]Ub`g"

: cf'Zi fh\Yf'XYhU]`g'cb`\YU`h\WUfY'dfcdcgU`gž'j]g]h'g`UbXYf'B Yk gž
: `cf]XU'Dc`]Wm' bgh]hi hYž'cf`YUfb'a cfY'UVci h'h\Y'A YX]WU]X
k U]j Yf'dfc[fUa 'h\fc i [\ '5 < 75 ': `cf]XU"

8YhU]`g	
C fh	HU``U\UggYYž': `cf]XUž'I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "]"g`UbXYfbYk g"WŁa• k k k "Z`cf]XUdc`]Wm"cf[• U\WU"a mZ`cf]XU"WŁa

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