

57@ 'Hf]i a d\g'Ug'I G'7]h]nYb'K]bg'6Uhh`Y
5[U]bgh'K fcb[Zi ``8YdcfhUh]cb

I G'W]h]nYb'DYhYf'6fck b'bUffck `m'YgWUdYX'XYdcfhUh]cb'UZhYf
k fcb[Zi ``XYhYbh]cb'Vm'A cbfcY'7ci bhm`Uk 'YbZcfW'a Ybh
Ua]X'57@ ``Uk gi]h"



A cbfcY'7ci bhmž'I G5'!DYhYf'6fck bž'U'I G'W]h]nYbž'fYW'bh'm\UX
U'bUffck 'YgWUdY'Zfca 'k \Uh'WU'b'cb'm'VY'XYgWf]VYX'Ug'U'hYff]Zm]b[
cfXYU'k]h\ 'ja a][fUh]cb'Ui h\cf]h]Yg''8YhU]bYX'Vm'cWU``Uk
YbZcfW'a Ybh'i bXYf'U'ZU'gY'dfYgi a dh]cb'cZVY]b['U'XYdcfhUV`Y
‡Ja U]WU'b'ja a][fUbhž'\]g'WUgY'\][\][\hg'U'hfci V`]b['b]hYfgYWh]cb
VYhk YYb'cWU'dc'jW'dfUWh]W'g'UbX'ZYXYfU``ja a][fUh]cb
YbZcfW'a Ybh'"H\Y'‡Ja U]WU'; `YUbyf'fYdcfhg'h\Uh'6fck b'k Ug
\Y'X'Uh'h\Y'fYei Ygh'cZ'‡a a][fUh]cb'UbX'7i ghca g'9bZcfW'a Ybh
f79Ł'XYgd]hY'UggYfh]b['\]g'W]h]nYbg\]dž'U'ZUWh'h\Uh'k Ug'gYYa]b[`m
Vfi g\YX'Ug]XY'Vm'Ui h\cf]h]Yg''H\]g'j]bW]XYbhž'k \jW\`UddYbYX
VUW_]b'5df]'&\$%, ž\Ug'g]bW'gd]fU'YX'j]bhc'U'ZYXYfU``Uk gi]h'Z'YX
Vm'h\Y'5a Yf]WU'b'7jj]'@VYfh]Yg'I b]cb'f57@ Ł'U[U]bgh'A cbfcY
7ci bhm'G\Yf]ZZ'F]W_ 'F Ua gUm'Zcf'\]g'cZ]W'g'ja dfcdYf

Wc`UVcfUh]cb`k`jh\`=79"

6fck b`g`hfUi`a`Uh]WYI`dYf]YbW`k`Ug`Wc`a`dci`bXYX`Vm`h\Y`ZUWh`h\Uh
\\Y`\\UX`cb`mj`]g]hYX`JJa`U]WU`cbW`cb`U`Wfi`]gY`Z`a`U_]b[`h\Y
dfcgdYWh`cZXYdcfhUh]cb`U``h\Y`a`cfY`g\cW_]b[``:cfhi`bUhY`mZ`U
Zf]YbX`ghYddYX`]bZ`gYbX]b[`U`Wc`dmicZ`6fck b`g`V]fh\`W`fh]Z]WUhY`hc
Ub`=79`fYdfYgYbUh]j`Y`Z`k`\\jW\`d`UmYX`U`Wfi`W]U`fc`Y`]b`gYW`f]b[`\]g
fY`YUgY``F`YW`b`h`mZ`h\Y`ZYXYfU`Wci`fh[`fUbhYX`U`a`ch]cb`Zcf`dUfh]U`
gi`a`a`Ufm`^`X[`a`Ybh`]b`6fck b`g`Uk`gi`]hZ`ghUh]b[`h\Uh`\]g:ci`fh\`
5a`YbXa`Ybh`f][`h`g`k`YfY`]j`c`UhYX`Xi`f]b[`\]g`XYhYbh]cb``H\Y`Wci`fh
Wc`bWi`XYX`h\Uh`=79`\UX`bc`dfcVUV`Y`WUi`gY`hc`]ggi`Y`U`XYhU]bYf`
U[`U]bgh`\]a`Z`k`\\jW\`i`h]a`UhY`mi`bXYfgWcfYg`h\Y`f]g_g`I`G`W]h]nYbg
ZUW`j]b`h\Y`hUb[`\YX`k`YV`cZ]a`a`][`fUh]cb`YbZcfW`a`Yb`h`

5`GmghYa`I`bXYf`GWfi`h]b`m`

H\]g`]g`bch`Ub`]gc`UhYX`]bW]XYbh``F`Ydcfhg`\Uj`Y`Wc`bh]bi`ci`g`m`
gi`fZUW`X`UVci`hgYf]ci`g`]ggi`Yg`k`jh\]b`=79`ZUW`]h]Yg`bUh]cbk`]XY``5g
\\[`\`][`\hYX`Vm`**BDF**`Z`]bgdYWh]cb`fYdcfhg`fYj`YU`bY[`\][`Ybh`a`YX]WU`
WUfY`Z`i`bgUZY`Wc`bX]h]cbgZ`UbX`WUgYg`cZ`UVi`gY`h\Uh`\Uj`Y`Yj`Yb`YX`
hc`ZUhU`]h]Yg``:cf`]bghUbW`Z`U`XYhU]bYY`]b`A`]W\][`Ub`k`Ug`Y`Zh`
k`jh\ci`h`Ugg]ghUbW`Zcf`Ub`cdYb`gi`f[`]WU`k`ci`bX`Z`k`\\j`Y`Ubch\Yf`]b`
;`Ycf[`]U`k`Ug`XYb]YX`i`f[`]Ybh`a`YX]WU`WUfY`XYgd]hY`d`YUX]b[`]Zcf`Ub`
]b\U`Yf`

A`cfYcj`YfZ`h\Y`X]ghfYgg]b[`]Wc`bX]h]cbg`YW`c`h\fc`i`[`\ci`h`ZUW`]h]Yg`
UW`c`gg`%*`ghUhYgZ`k`\\YfY`h\Y`hfYUha`Ybh`cZ`a`YbhU``mi`]`XYhU]bYYg`
fU]gYg`U`Ufa`Z`dUfh]W`Uf`mi`fY[`]fX]b[`]b\i`a`UbY`fYghfU]bhg`UbX`
ghf]d`gYUfW`Yg``B`U`gmghYa`c`ZhYb`V`YbX]b[`]Wj`]`XYhYbh]cb`k`jh\`
Wf]a`]bU`Y`Ya`YbhgZ`k`\\YfY`]bX]j`]Xi`U`g`Uk`U]h]a`a`][`fUh]cb`
UX`^`X]WUh]cbZ`h\Y`XcW`a`YbhYX`a`]ghfYUha`Ybh`]g`U`WUi`gY`Zcf`
Wc`bW`fb``5Xj`c`WUhYg`UfY`WU``]b[`]Zcf`fY`Zcfa`g`Ug`fYdcfhg`cZ`
\UfUgga`Ybh`UbX`fYhU`]Uh]cb`U[`]U]bgh`XYhU]bYYg`Wc`a`Y`hc``][`\h`

@Y[`U`6Uhh`Yg`Zcf`HfUb`gdUfYbWm`

H\Y`57@`][`g`bch`cb`m`ZcW`g]b[`]cb`]bX]j`]Xi`U`WUgYg``_Y`6fck b`g/
]hg`U`gc`W`U`Yb[`]b[`]VfcUXYf`dfUWh]W`g`fY[`]fX]b[`]fYWcfX!_YYd]b[`

]b`ja a][fUh]cb`XYhYbh]cb""b`A]W\][Ubž`h\Ymj Y`Z]`YX`U`ZYXYfU`
`Uk gi]h`U[U]bgh`Wci bhm`U]`g`UbX`ZYXYfU`cZ]W]U`g`Zcf`YI d`c]h]b[
k \Uh`h\Ym`XYgWf]VY`Ug`U`Y[U`cccd\c`Y`h\Uh`YYdg`ja a][fUh]cb
XYhYbh]cb`fYWcfXg`gYWfYh`5WwcfX]b[`hc`@Y[U`fYUXYfž`h\]g
g][b]Z]W]b`h`Uk gi]h`UXXfYggYg`Ub`cVgW`fY`ZYXYfU`fY[i`Uh]cb`h\Uh
U`ck g`Wci bhm`U]`g`hc`fYZ`gY`fYWcfXg`fYei Yghgž`Z`fh\Yf
Wca d`]WUh]b[`h\Y`Z][\h`Zcf`hfUbgdUfYbWm`UbX`UWwci b`hUV`]`hm]b`h\Y
XYhYbh]cb`gmghYa "

<][\`][\h]b[`h\Y`]ja dcfhUbW`cZ`di V`]WgWfi h]bmi]b`a U]bhU]b]b[
XYa cWfUh]Wj U`i Ygž`h\Y`57@`g`dcg]h]cb`fYZYWhg`U`VfcUXYf
a cj Ya Ybh`UXj cWUh]b[`Zcf`h\Y`f][\hg`cZ`XYhU]bYYg`H\Y
cf[Ub]nUh]cb`UggYfhg`h\Uh`Y[U`cccd\c`Yg`\]bXYf`]bj Ygh][Uh]cbg
]bh`Wj`]`f][\hg`]c`Uh]cbg`UbX`bY[Uh]j Y`m]a dUWh`XYhU]bYY
fYdfYgYbhUh]cb`]b`Y[U`a UhYfg"

5g`XYVUhYg`cj Yf`]ja a][fUh]cb`dc`]Wm`UbX`YbZcfWw`a Ybh`Wcbh]bi Y`hc
i bZc`Xž`h\Y`g]hi Uh]cbg`ZUWwX`Vm]bX]j]Xi U`g`]Y`DYhYf`6fck b`UbX
a Ubmich\Yfg`\][\`][\h`h\Y`i f[Ybh`bYXX`Zcf`gmghYa]WfYZcfa "`H\Y
Ya ch]cbU`ZU`ci h`YI dYf]YbWwX`Vm`XYhU]bYYgž`Wca dci bXYX`Vm
]bUXYei UhY`a YX]WU`WUfY`UbX`i bgUZY`WcbX]h]cbgž`gYfj Yg`Ug`U`[f]a
fYa]bXYf`cZ`h\Y`WwU`Yb[Yg`k]h\]b`h\Y`]ja a][fUh]cb`gmghYa "`H\Y
\cdY`]g`h\Uh`Ug`a cfY`ghcf]Yg`Wca Y`hc`][\hž`gi Ww`]b↑gh]Ww`g`k`]`VY
UXXfYggYXž`dUj]b[`h\Y`k UmZcf`U`ZU]fYf`dfcWwgg"

8YhU]`g	
Cfh	AcbfcY`7ci bhmž`l G5
Ei Y`Yb	<ul style="list-style-type: none">• ^Ua U]WU![`YUbYf"Wca• k k k "bdf"cf[• k k k "`Y[U`fYUXYf"Wca

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