

B: @/ ˆ \$' - /g'; fYUhYgh'7ca YVUW_g. 'K ci `X
Mci f'HYUa 'A U_Y'h\Y'@]gh3

9I d`cfY`HUa dU/ ˆ \$' - /g'bchUV`Y`B: @Wta YVUW_` \]ghcfmž
]bWi X]b['h\ f]]b['[Ua Yg'UbX'_Ymia UhW\i dgž'cb'>`m'%*ž
&\$&) "



HUa dUž'I b]hYX`GhUhYg!'H\Y'k cf`X'cZ'B: @ZcchVU``]g'bc
ghfUb[Yf'hc'h\ f]]b['Wta YVUW_gž'UbX'h\Y'YI W]hYa Ybh'gi ffc i bX]b[
h\YgY'[Ua Yg'cZhYb'hfUb gWbXg'h\Y'Z]bU'`gWcfY": Ub g`j] Y'Zcf'h\cgY
bU]'V]h]b['a ca Ybhg'k \Yb'U'hYUa žU[U]bgh'U``cXXgž'di ``g'cZZU
ghi bb]b['hi fbUfci bX""5WwcfX]b['hc'gdch"XYž'gca Y'hYUa g'\Uj Y
a UXY`\]ghcfm'k]h\`fYa Uf_UV`Y`Wta YVUW_g'h\Uh']bj c'j YX`YfUg]b[
g][b]Z]WUbh'XYZ]W]hg": fca 'h\Y'7Ufc`]bU'DUbh\Yfg'hc'h\Y'A]bbYgchU
J_]b[gž'YUW\`cZ'h\YgY'[Ua Yg']g'U'hYghUa Ybh'hc'h\Y'hYbUW]hm'UbX
gd]f]h'cZ'5a Yf]WUb'ZcchVU``"

HU_Yž'Zcf'YI Ua d`Yž'h\Y'7Ufc`]bU'DUbh\Yfgž'k \c'gbUhW\YX'j]Whcfm
Zfca 'h\Y'`Uk g'cZ'XYZYUh'k]h\`U'h\ f]]b['(&!&'`k]b'U[U]bgh'h\Y
>UW_gc b]j`Y`>[i Ufg']b'&\$&' ž'UZhYf'VY]b['Xck b'Vm%+'dc]bhg""C f

h\Y'7\]WU[c'6YUfgž'k \c'WUk YX'h\Y]f'k Um'VUW_`Zfca 'U'&\$!dc]bh
XYZ]W]h'hc'YX[Y'h\Y'HUa dU'6Um'6i WUUbYYfg'&+!*']b'%- , +'"H\YgY
a ca Ybhg'UfY'k \Uh'ZUbg'fYa Ya VYf'`cb['UZhYf'h\Y'Xi gh'gYhh'Yg'cb
h\Y'Z]Y'X"

=Wcb]W7ca YVUW_g'cZ'h\Y'B: @

7cbh]bi]b['k]h\ 'h\Y'h\Ya Y'cZ'fYg`]YbWž'Dfc': cchVU`
F YZYfYbW'`\[\'][\hg'Yj Yb'a cfY'Ughcb]g\]b['Wca YVUW_g
h\fc[[\ci h'B: @\]ghcfm"BchUV`mž'h\Y'6i ZZU`c'6]`g'gWcfYX'U
'Y[YbXUfm('%' , 'j]Wcfm'U[U]bgh'h\Y'<ci ghcb'C']Yfg']b'%- - ' 'UZhYf
hfU`]b['Vm'U'ghU[[Yf]b[' ' &'dc]bhg'"`h'g'cbY'cZ'h\cgY'[Ua Yg'h\Uh
YbWUdgi `UhY'h\Y'XfUa U'UbX'i bdfYX]WUUV`]hmicZ'ZcchVU`°

<YfY'UfY'gca Y'ch\Yf'a Ya cfUV`Y'Wca YVUW_g'hc'_YYd']b'a]bX.

- BYk '9b[`UbX'DUhf]c hg. '&) 'dc]bhg'Xck b'hc'XYZUh'h\Y
5h'UbhU': U`Wcbg'" (!& , 'b'Gi dYf'6ck ``@=f&\$%+Ł
- >UW_gcbj]`Y`>U[i Ufg. 'Cj YfWUa Y'U'&+!dc]bh'XYZ]W]h'hc
VYUh'h\Y'@cg'5b[Y`Yg'7\Uf[Yfg'" %!' \$']b'&\$&'
- 7`Yj Y`UbX'6fck bg. 'BUj][UhYX'U'&) !dc]bh'XYZ]W]h'hc
Ya Yf[Y'j]Wcf]ci g'cj Yf'h\Y'HYbbYggYY'H]hUbg'&- !& , 'b
&\$%(
- A]bbYgchU'J]_]b[g. 'Di ``YX'cZZ'U'Wca YVUW_`Zcf'h\Y'U[Ygž
fU``m]b['Zfca 'U' ' ' !dc]bh'XYZ]W]h'hc'hcd'h\Y'`X]UbUdc`]g
7c'hg'" -!' *']b'&\$&&

H\YgY']bghUbW'g'gYfj Y'Ug'fYa]bXYfg'h\Uh]b'h\Y'k cf`X'cZ'gdcfhgž
Ubmh\]b['WUbb'\UddYb'"H\Y'h\Yf`]`]g'cZhYb']b'h\Y'W\UgYž'UbX'Zcf'U
X]Y!\UfX'ZUbž'h\YfY'g'fYU``m'bch\]b['ei]hY``]_Y'k]hbYgg]b['U'hYUa
f]gY'Zfca 'h\Y'Ug\Yg'hc'gbUhW\j]Wcfm]b'h\Y'Wcg]b['a ca Ybhg'cZ'U
[Ua Y"

K \Uh'?YYdg': Ubg'7ca]b['6UW_3

6i h'k \m'Xc'h\YgY'bU]`!V]h]b['Z]b]g\Yg'_YYd'ZUbg['i YX'hc'h\Y]f
gYUhg3`h'g'h\Y'XfUa Už'h\Y'gi gdYbgYž'UbX'h\Y'Wc``YW]h] Y'VY`]YZ
h\Uh'Ubmh\]b[']g'dcgg]V`Y'"H\Y'Yi d\cf]WZY`Y`]b['cZ'U'Wca YVUW_

j]Wĥcfm[YbYfUhYg'ghcf]Yg'h\Uh'UFY'dUggYX'Xck b'h\fc i [\
[YbYfUh]cbg"9j Yfm'hUW_Y'UbX'ĥci W\Xck b'VYWĥa Yg'Yb[fU]bYX'jb
h\Y'cfY'cZ'h\Y'hYUa ž'hi fb]b['a ca Ybhg'cZ'XYgdU]f'jbĥc'cbYg'cZ
i bWĥbhU]bUV_Y'ĥm"

5g'k Y'fYZYWh'cb'h\Y`Y[UWmicZ'h\YgY'Ughcb]g\]b['Wĥa YVUW_gž'hg
WYUf'h\Uh'h\Ym'XYZ]bY'bcĥ'ĥ gh'gYUgcbgž'Vi h'WUfYYfg"K \Yh\Yf'jhg
h\Y'\YUfhVfYU_cZ'U'bYUf!a]gg'cf'h\Y'Y'Uh]cb'cZ'U`Ugh!a]bi hY
ĥci W\Xck bžYUW\ [Ua Y'UXXg'ĥc'h\Y'f]W\hUdYghfmcZ'B: @\]ghcfm"

Gcž'\YfY g'ĥc'h\Y'i bXYfXc[g'UbX`UhY![Ua Y'\YfcYg'h\Uh]bgd]fY
ZUbg'Yj Yfmk \YfY`H\Y'B: @]g'bcĥ'ĥ gh'UVci h'h\Y'k]bg'UbX`cggYg/
]hg'UVci h'h\Y'ghcf]Ygž'h\Y'\YUfhž'UbX'h\Y']bWfYX]V_Y'Wĥa YVUW_g
h\Uh_Y_Yd'i g'Wĥa]b['VUW_Zcf'a cfY"

8YhU]`g	
Cfh	HUa dUž! b]hYX'GhUhYg
E i Y`Yb	<ul style="list-style-type: none">• k k k "gdcfh"XY• k k k "dfc!ZcchVU`!fYZYfYbW"Wĥa

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