

: `i [\ UZYb`69F .`%) "\$\$\$`@98!@]W\ hYf`ZØf
a Y\ f`9bYf[]YYZZ]n]Ybn°

8Yf: `i [\ UZYb`6Yf`b!6fUbXYbVi f[`a cXYfb]g]Yfh'gY]bY
6Y`Yi W\ hi b[`a]h`YbYf[]YYZZ]n]YbhYb`@98!HYW\ b]_Ybž`i a `(\$
i `9bYf[]Y`ni `gdUfYb"



: `i [\ UZYb`6Yf`b!6fUbXYbVi f[ž`8Yi hgW\`UbX`!`5a
: `i [\ UZYb`6Yf`b!6fUbXYbVi f[`f69F Ě`hi`h`g]W\`Y]b][Yg`b`GUW\Yb
6Y`Yi W\ hi b[ghYW\ b]_`8Yf: `i [\ UZYbž`XYf`gY]h`gY]bYf`9fÒZZbi b[
]a` `X\ f`&\$&\$`a]h`j YfgW\]YXYbYb`<YfUi gZcfXYfi b[Yb`_cbZfcbh]Yfh
k Ufž`fØghYh`bi b`gY]b`F`c`Z`Y`X`a]h`a`cXYfbYf`@98!HYW\ b]_`Ui`Z`
8]YgY`A`U»bU\`a`Y`\U`h`b]W\`h`bi`f`Ò`_`cb`ca`]gW\Yž`gcbXYfb`Ui`W\
Ò`_`c`c[]gW\Y`J`cfhY]`Yž`k]Y`b!`hj` `VYf]W\`h`h` `æ`g[YgUa`h`gc`Y`Yb
%) "\$\$\$`@]W\ hdi b`_hYž`Ui`W\`VY`_Ubbh`U`g: Yi Yfk Y\ f`ÒW\Yfž
]bghU``]Yfh`k`YfXYbž`k`cVY]`VYfY]hg`Yhk`U`(` \$`DfcnYbh`X]YgYf`Di`b`_hY
Ui`Z`@98`i`a` [YghY``h`g]bX``N]Y``]gh`Ygž`XYb`9bYf[]Yj`YfVfUi`W\
XYi`h]W\`ni`gYb`_Yb"

9]b`k`Y]hYfYg`VYa`Yf`_Yb`gk`YfhYg`A`Yf`_a`U`X`Yf`b`Yi`Yb`@]W\`h`h`Y`W\`b]_

]ghž'XUgg'X]Y'@98!@Yi W\hYb' bUW\ '9bXY'XYg'fY[i 'ÀfYb': 'i [VYhf]YVg
]b'XYf'B UW\h[YX]a a h'cXYf'gc[Uf'j c`ghÀbX]['UV[YgW\U'hYh
k YfXYb' 'Y]bY'A U» bU\ a Yž'X]Y']b'5Vgh]a a i b['a]h'U`Yb
ni ghÀbX][Yb'6Y\ÒfXYb'VYgW\`cggYb'k i fXY"'6Y]'5b!'cXYf
5VZØ[Yb' _Ubb'X]Y'YfZc'fXYf'W\Y'6YZi Yfi b['YXcW\`gW\ bY`
k]YXYf'Y]b[YgW\U'hYh'k YfXYbž'k Ug'XYb'g]W\YfYb'6Yhf]YV'XYg
'i [\UZybg[Yk À\`f'Y]ghYh"Fi bX'i a 'X]Y' l \f'g]bX'Hck Yf'i bX
@Y]hghY`Yb'VYgYhnhž'i a 'X]YgY'J cf[Àb[Y'ni 'ØVYfk UW\Yb"

⇒bbcj Uh]cbYb'Ua '69F

8cW\`X]Y'@98!HYW\ b]_`VYgW\ fÀb_h'g]W\`b]W\h'bi f'Ui Z'XUg'F c`ZY'X"
8Yf'69F '\Uh'&\$&' 'Ui W\`j]Yf'VYY]bXfi W_YbXY'@98!K ÀbXY'ØVYf
XYa 'A Uf_hd'Uhm']bghU`Y]fhž'X]Y'8cc<!K YfVi b['fB][]hU'Y'Ci h!cZ
<ca Ył'gck]Y'⇒Zcfa Uh]cbYb'fi bX'i a 'XYb': 'i [j Yf_Y\`f'nY][Yb"
8]YgY'K ÀbXY'g]bX']b'Y]bYa 'A U»Y'Ui g[YghUhhYhž'XUg'X]Y'Ài »YfYb
i bX']bbYfYb'5bZc'fXYfi b[Yb'Ub'6fUbXgW\i hnVYgh]a a i b[Yb'ghf]_h
Y]b\À'h"8Yf'⇒hY[fUhc'f'6Yb'<i f'gYhnhY'XUVY]'Ui Z'A cXi 'Y'XYg'Hmdg
B97': 9\$&) &`' [fc»Y'GWfYYbg'j cb'+ž' l '(ž%A YhYfb'a]h'Y]bYf
5i ZØgi b['j cb'&', , \$'l '%"*&\$'D]l Yb' i bX'Y]bYf'<Y`][_Y]hj cb
%"\$\$\$'7UbXY'U'dfc' E i UXfUha YhYfž'k]Y']bj]X]g'Yf'Ài hYfh"

8]Y'⇒ghU`Uh]cb'X]YgYf'@98!K ÀbXY'k Uf'_Y]bY'Y]bZUW\Y'GUW\Y'"G]Y
i bhYf'U['ghfYb[Yb'6fUbXgW\i hnVYgh]a a i b[Ybž'X]Y'Y]bY
i a ZUggYbXY'D'Ubi b['i bX'a Y\fyfY'5bdUggi b[Yb'YfZc'fXYfhYž
Ub[Yg]W\hg'XYf'j cfUb[Y[Ub[YbYb'J YfnØ[Yfi b[Yb'Xi fW\`X]Y
7cj]X!%- !?f]gY"'>hnhž'k c'X]Y'bYi Yb'@98!K ÀbXY']b'6Yhf]YV'g]bXž
_ca a h'YXYf'UVZ]Y[YbXY'DUggU[]Yf']b'?cbhU_h'a]h'X]YgYb
a cXYfbYb'?ca a i b[_Uh]cbga]hY'bž'X]Y']bg[YgUa h'&\$\$
E i UXfUha YhYf'K YfVYZÀW\Y'V]YhYb' i bX'XYb': 'i [\UZy b']b'Y]b
bYi Yg'@W\hfØW_Yb"

HYW\ bc`c []gW\ Yf': c fhgW\ f]hh']b'XYf'@i ZhZU\ fh

8Ug'DchYbn]U`'j cb'@98!HYW\bc`c []Y']gh'b]W\h'bi f'Ua '69F 'Yf_Ubbh
k cfXYb"'5i W\`]bhYfbUh]cbU`gYhnh'a Ub'Ui Z'a cXYfbghY'GmghYa Y"
8Yf'?9: 'i [\UZyb']b'FYm_`Uj]_`d'Ubh'Y]bY' i a ZUb[fY]W\Y
HYfa]bU'Yfk Y]hYfi b['i bX'a cXYfb]g]Yfh'gY]bY'GmghYa Y'a]h

]bbcj Uhj] Yb': `]d'7\]d'Xj @98!HYWbc`c[]Yb"'8]YgY'HYWbc`c[]Yb
V]YhYb`b]W'h'bi f'Y]bY'\Yfj cffU[YbXY'6]'Xei U`]h`hž'gcbXYfb`Ui W
Y]bYb`[Yf]b[YfYb`Ghfca j YfVfUi W` `k Ug'XYb'5]fdcfhg'j cb`\Yi hY
ni [i hY_ca a h"A Uf_hžc'fgW Yf'dfc[bcgh]n]YfYbž'XUgg'X]YgY': `]d!
7\]d!@98g'&\$&) `X]Y'J Yf_Ui ZgnU\`Yb`XYf'hfUX]h]cbY`Yb`@98g
ØVYfhfYZZYb`k YfXYbž`k Ug'Ui W`UbXYfY': `i [\ÅZYbž`k]Y
?cdYb\U[Ybž'XUni `VYk Y[hž`Å\b`]W Y`GmghYa Y`ni
]a d`Ya Ybh]YfYbž`k]Y`]bj]X]g`\Yfj cf\YVh"

⇒ Y]bYf'NY]hž]b`XYf`XYf': c_i g'Ui Z'9bYf[]YYZ]n]Ybn'i bX`X][]hU`Y
@Øgi b[Yb`ZØf`Y]bY`VYggYfY`DUggU[]YfYfZU\fi b[``]Y[hž`]gh'XYf
: `i [\UZYb`69F`Ui Z'XYa `VYghYb`K Y[ž`Y]bY`J cffY]hYffc``Y`]b`XYf
6fUbWY`ni `ØVYfbY\`a Yb"A]h`X]YgYb`9bhk]W`i b[Yb`k]fX`XYf`69F
b]W'h'bi f`VYggYf`Ui g[YghUhhYhž'gcbXYfb`dfÅgYbh]Yfh'g]W`Ui W`U`g
Y]b`UhhfU_hj] Yg`N]Y`ZØf`F Y]gYbXY`i bX`5bV]YhYf` `i bX`XUg`U`Ygž
k Å\fybX`Yf`[`Y]W`nY]h][`X]Y`l a k Y`h'gW`cbh"

8YhU]`g	
C fh	: `i [\UZYb`6Yf`]b!6fUbXYbVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY •]bj]X]g"XY •]bj]X]g"Wċa

6Ygi WYb`G]Y`i bg`Ui Z.`b!U["bYh