

@UbXc`Bcff]g`[Yk]bbh`Dc`Y!Dcg]h]cb`]b
A cbUWc`j cf`@YWYfWi bX`D]Ughf]`

@UbXc`Bcff]g`ghUfhYhj`cb`XYf`Dc`Y!Dcg]h]cb`VY]a
: cfa`Y`!%F`YbbYb`]b`A cbUWc`"J cf`U`fYgg]Y[Yf`7`Uf`Yg
@YWYfWVY`Y[h`XYb`nk`Y]hYb`D`Uhn"



A cbUWc`ž`A cbUWc`!`5a`'&("A U] &\$&) `ghY`hY`@UbXc`Bcff]g`VY]a
E i`U`]Zm]b[`Z0f`XUg`: cfa`Y`!%F`YbbYb`]b`A cbUWc`Y]bY
VYY]bXfi`W_YbXY`@Y]ghi`b[`i`bhYf`6Yk`Y]g`8Yf`Vf]h]gWXY`: U`fYf
g]WYfhY`g]W`X]Y`Dc`Y!Dcg]h]cb`a`]hY]bYf`gW`bY`ghYb`Fi`bXY`j`cb
%.\$-`ž-) (`A`]bi`hYb`"8Ua`]hj`Yfk`]Yg`Yf`XYb`J cf`U`fYgg]Y[Yf`7`Uf`Yg
@YWYfWV`XYf`a`]h`\$ž%\$-`GY`_i`bXYb`F`0W`ghUbX`XYb`nk`Y]hYb`D`Uhn
VY`Y[`hY`"C`gWUf`D]Ughf]ž`YVYbZU`g`Ui`g`XYa`A`W`UfYb!HYUa`ž
ei`U`]Zn]YfhY`g]W`Ui`ZXYa`Xf]hYb`D`Uhn`i`bX`Z0`f`h`a`ca`Yb`hUb`X]Y
K`Y`ha`Y]ghYfgW`UZhk`Yfhi`b[`Ub`ž`a`]hY]bYa`J`c`f`g`d`f`i`b[`j`cb`%
Di`b`_hYb`j`cf`B`c`f`f]g"

8Yf`U`_hi`Y`Y`K`Y`ha`Y]ghYf`A`U`i`J`YfghUddYbž`XYf`8f]hY`]b`XYf`K`A`!
K`Yfhi`b[`]ghž`YffY]W`hY`bi`f`XYb`Z0`b`Z`hYb`D`Uhn`"9f`"Y[`h`&`Di`b`_hY

\]bhYf'D]Ughf]"8]Y`GhfUHy[]Y`ZØf`XUg`VYj`cfghY\YbXY`FYbbYb`g]Y\h
j`cfž`XUgg`U`Y` : U\fyf`a`]bXYghYbg`nk`Y`]6cl`Ybghcddg`Y]b`Y[`Yb
a`ØggYbž`k`Ug`X]Y`GdUbbi`b[`]a` `FYbb[`YgW\Y\Yb`Yf\Ø\Yb`XØfZhY"
8Ug`FYbbYb`Z]bXYh`Ua` `GcbbhU[`i`a` `%)`.\$`\$`I` \f`fG`mċ`ghUhh"

E i U`]Zm]b[!< YfUi gZcfXYfi b[Yb

8]Y`E i U`]Zm]b[!G]hni`b[`Yb`cZZYbVUfhYb`Y]b][`Y`<YfUi`gZcfXYfi`b[`Yb
ZØf`UbXYfY` : U\fyf`"7Uf`cg`GU]bn`\UhhY`GWk`]Yf][`_Y]hYb`a`]h`XYa
;`f]d`gY]bYfk`Y]W\Yb`FY]ZYb`i`bX`_cbbhY`g]W\`bi`f`Ui`ZXYa``%"`D`Uhn
ei`U`]Zn]YfYb`"M`_]`Hgi`bcXUž`XYf`a`]h`XYa` `FYX`6i`"!DU`_Yh`_Åa`dZhž
Yfn]Y`hY`XYb`%&"`D`Uhn`"B]Wċ`<Ø`_YbVYf[`j`cb`?]W`_GUI`VYf`_Ua` `Ui`Z
XYb`%` "D`Uhnž`k`Å\fybX` ;`Ycf[`Y`Fi`ggY``j`cb`A`YfWXYg`k`Å\fybX
XYf`nk`Y]hYb`D\UgY`XYf`E i U`]Z]_Uh]cb`hYW\`b]gW\Y`DfcV`Ya`Y`\UhhY
i`bX`Ui`ZXYa``%(`"D`Uhn`YbXYhY"

6YgcbXYfg`VYXUi`Yf`]W\`k`Uf`XYf`7fUg\`j`cb`?`]a`]`5bhcbY``]`]b`E`%ž
XYf`]\b`Ui`ZXYb`%)`"D`Uhn`ni`fØW`_k`UfZ`"GY]b`HYUa`_c``Y[`Y`Fi`ggY``
j`Yf`cf`k`Å\fybX`XYf`E i U`]Z]_Uh]cb`@Y]ghi`b[`i`bX`_Ua` `]a` `Hi`bbY`
ni`a` `Gh]`ghUbX`"J]Y`Y` : U\fyf`"hhYb`i`bhYf`XYb`Ubgd`fi`W\`gj`c``Yb
6YX]b[`i`b[`Yb`ž`k`Ug`g]W\`Ui`W\`]b`XYb`9f[`YVb]ggYb`k`]XYfgd]Y[`Y`hY`"
8]Y`GhfYW`_Y`]b`A`cbUWċ`ghY`hY`g]W\`YfbYi`h`U`g`<YfUi`gZcfXYfi`b[
ZØf`X]Y`HY`]bY\`a`Yf`XUf"

<]ghcf]gW\Yf`?`cbhYI`h

≠a`]hYb`X]YgYf`gdUbbYbXYb`E i U`]Z]_Uh]cb`ggnYbUf]Yb`_`Åggh]g]W\
XYf`K`YhhVYk`YfV`XYf` : cfa`Y``%`]a` `]\]ghcf]gW\Yb`?`cbhYI`h
VYhfUW\`hYb`"A`UI` `J`YfghUddYb`\`Å`h`j`]Y`Y`FY`_cfXYž`k`]Y`X]Y`a`Y]ghYb
G]Y[`Y`]b`Y]bYf`GU]gcb`f%\$ċ`i`bX`X]Y`a`Y]ghYb`Di`b`_hY`]b`Y]bYf
GU]gcb`f)`)`ċ`5i`W\`XUg`U`_hi`Y``Y`FYbbYb`]b`A`cbUWċ`k`]fX`]b`X]Y
;`YgW\]W\`hY`XYf` : cfa`Y``%`Y]b[`Y\Ybž`XYbb`X]Y
GhfYW`_YbVYX]b[`i`b[`Yb`i`bX`ghfUHy[`]gW\Yb`9bhgW\Y]Xi`b[`Yb
_ØbbhYb`YbhgW\Y]XYbX`ZØf`XYb`5i`g[`Ub[`X]Yg`FYbbYbg`gY]b"

8Ug`VYj`cfghY\YbXY`FYbbYb`]b`A`cbUWċ`j`Yfgdf]W\`h`Ui`ZFY[`YbX`ni
k`YfXYbž`b]W\`h`bi`f`Ui`Z[`fi`bX`XYf`Dc`Y!Dcg]h]cb`j`cb`B`c`ff]gž`gcbXYfb
Ui`W\`k`Y[`Yb`XYf`ghfUHy[`]gW\Yb`?`ca`d`YI`]hÅhž`X]Y`X]Y

j YfdZ]W hYbXYb'6cl Ybghcddg'a]h'g]W 'Vf]b[Yb''8]Y'Ni gWUi Yf
XØfZYb'[YgdUbbh'gY]bžk Yf'g]W 'Ua '9bXY'Xi fWgYhnYb'k]fXž'k Ybb
X]Y'@]W hYf'Ua 'GcbbhU['Yf'ÒgWYb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ØVYf'X]Y'@Y]ghi b[Yb'']b'XYf': cfa Y''%
_ÒbbYb'G]Y'X]Y'6Yf]W hY'j cb'GÀW g]gWY"XYž: cfa i`U%"WŁa
i bX'X]Y'XYhU]''YfhYb'GhUh]gh]_Yb'Ui Z'K]_]dYX]U'Y]bgY\Yb"

| | |
|-----------|---|
| 8YhU]`g | |
| J cfZU`` | Gcbgh][Yg |
| C fh | A cbUWŁž'A cbUWŁ |
| E i Y``Yb | <ul style="list-style-type: none">• k k k "gUYW g]gWY"XY• k k k "Zcfa i`U%"WŁa• XY"k]_]dYX]U"cf[|

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