
&\$&(#&)

WYVta Yhc hc

[fUXi Uh]cb" 5Xj]gcfmgYfj Yg Uj U\ca Y VUjY Zcf gVWbXUfmghi XYbhg' -h]gk \YfY k Y`cc_ UhgVXYXi `]b[ž V@a a i b]mVi]X]b[žgYfj]W`YUfb]b[ž`YUXYfg.]džVWbZYfYbWgždcfhž`]cžUbX a i W a cfY"

Gj] h [fUXYfg g\ci `X VY fYUXmhc gUfhh\Y]f WUggYg UZhf]bhYbgj] Yg k]h h\Y gj dd`]Yg`]ghYX VY`ck " 5Xj LbWX bch]W k]` VY dfcj]YX Zcf LbmUXX]h]cbU gj dd`]Yg h\Uha UmVY fYei]fYX Zcf gdYV]U dfc`VWg h\fc] [\ci h\h\Y nYU"

- DYbV]g
- DYbg
- <][\`]\hYfg
- 7c`cfYX dYbV] gYfj
- Dcgh`h bchYg
- %]bW ` f]b[V]bXYf
- f(LdcWYhZ`XYfg

DUFYbh]Gi XYbh7 cbbYVh]gYfj Yg cb`mLj cbY hcc` UbX]g U`ja]hYX k]bXck]bhc h\Y WUggfcca " -hXcYg bch fYd`UW YZVh]j Y V@a a i b]W]cb VYrk YYb ghi XYbhž hYUWYfž UbX dUFYbhg' GY`ZUXj cVWVh]g U`]Z`g.]"" DYLj YbV@i fU[Y nci f W]X hc \Uj Y Lb cdYb X]Uc[i Y k]h h\Y]f hYUWYfg UbX i gY Gi XYbh7 cbbYVh] 5g U dUFYbhž]Znci \Uj Y LbmZ fh\Yf ei Yg]cbgcf V@bWfbg h\fc] [\ci h\h\Y nYUfž d`YUj Yc bch\Yg]h\h` hc V@bWVh]nci f W]X'g hYUWYf Y]h\Yf h\fc] [\ Ya U] cf gYh]b[i d Uh]a Y hc a Yyh]b dYf]cb" 5G8 9a U]. `Ug]bLa Y_Z]f]bLa Y4 UjX`%&"cf[

@b[i U[Y 5fjg	? Uh\Yf]bY ? fUhgW	GcV]U Gi X]Yg	5``Y 6i ff]g
A Uh	5f]_U8 fU_Y	G]YbW	5f]_U8 fU_Y
6LbX	6fUX`Ym< La]hcb	C fWYgfu	5XLa` GhYk Ufh
5fh	?Y`m< YWYfh	D\ng]W] 9Xi W]cb	; fY[cfm<cVgcb FUXY` ; fY[cfm
9l d`cfUhcfmGdLb]g\	=LbU?YfgVXU a	h]fcXi V@cfm8 fLa U	FUXY` ; fY[cfm
7ci bgY`cf	G gLb ; i``]Wgcb	Df]bV]dU	H]U7`Um

5gUgVcc`Wca a i b]mzk Y a U_Y Yj YfmYZcfhc Wca a i b]WNY YZVYbhmK \]Y fYXi V]b[dUdYf k Ugr"
H\Y VYgnci fW Zcf WffYbh]bZfa U]cb UbX i dWca Wca Y

[fYUhf YZcfh`ck [fUXYga cfY cZhb WU gY gi XYbhg hc k]hXfUk Zca `YUfb]b[" WY _bck h\Ungi XYbhg
UFY `YUfb]b[UbX [fck]b[]b WUgg YUW XUhäYj Yb]ZUb Ugg][ba Ybh]g bchhi fbYX]b"

5 a]b]a i a) \$% gVcfY XcYg bch]bX]WUhy dYfZcfa UbW bcf a UghYfnä]b ZUVz]h]g gh]` VY`ck dUgg]b[" H\]g
a]b]a i a gVcfY Uj c]Xg`ck Yf]b[U [fUXY gc g][b]ZUVbhimh\U]ha UmVY X]Z]W`h hc fYVzj YF" H\Y]bhYbh]cb
]gh\h\h\Y a]b]a i a gVcfY WUb \Y`d hc a ch]j Uhy h\Y gi XYbh hc Vza d`YhY h\Y k cf_" A]b]a i a gVcfYgk]`
VY a UF_YX Uj A -GG-B; 5GG- B A 9B Hí]b h\Y [fUXYVcc_ž hc]bX]WUhy h\U U M]cb g\ci `X VY hU_Yb UbX
h\Y Ugg][ba Ybha i ghVY g Va]hYX]b cfXYf hc fYVW]j Y Ub UWWfUhy [fUXY"

H\]g g\ci `X bchVY]bhYdfYhYX Uj `Yb]YbVz Vi h]bghYUX Uj Ub cddcfhi b]m5 a]b]a i a gVcfY U`ck g Zcf
[fUXYg h\U UFY a cfY a U\hYa h]W`mUWWfUhy/k \YfYUg UnYfc XcYg bchUWWfUhy`mfYdcfhUgh XYbhg
_bck `YX[Y"

HfncK]h]g h\U UFY m]b]bYX UbX Ugg][bYX UFY Ub]a dcfhUbdUfhcZh\Y Vci fgy Wff]Vhka`Gri XYbhg
UFY YI dYVWX hc Vza d`YhY YUW cZhcgy Ugg][ba Ybhg" H\Y b]h] fu Vzbgyei YbW Zcf bchXc]b[h\Y k cf_ž
g\ci `X VY Xc]b[h\Y k cf_ž bchUnYfc"

h gll h [fUXYž`Uhy k cf_ k]` VY UWWdhyX" <ck Yj Yfzh\Y a cghYZZVh]j Y `YUfb]b[ci hVza Yg\UddYb k \Yb
gi XYbhg UFY k cf_]b[k]h UbX `YUfb]b[Uj U [fci d" H\Y `UghXUmcZh\Y ei UfhYfz Zci f h]a Yg YUW mYUfz UFY
gddcfhX \UFY XYUX]bYg" C h\Yf XYUX]bYgž g W Uj h\Y YbX cZU i b]h]za UmUgc VY Yg]UW]g\YX k Y`]b Uxj UbW"

Zi bXYfg]UbX]b[h\Y hc d]Wcf h\Y X]fYVh]cbg cZUb Ugg][ba Ybh]g UVUff]Yf hc Vza d`Yh]cbž gi XYbhg g\ci `X
hU_ k]h h\Y]f hYUWXYF" WY k Ubh hc YbVzi fU]Y gi XYbhg hc Vza a i b]WUhy k]h h\Y]f hYUWXYfg f][\h Uk Um]Z
h\YmbYX YI hfUg ddcfh" C ddcfh i b]h]Yg Zcf VzfYVh]cbg UbX]a dfcj YX fYg Va]gg]cbg a UmUgc

VcfYVf_X]Y

8 i f]b[h\Y G] h ; fUXY #hYbgj] Y nci k]` a Yhci f a i g]VX]fVWc'fg' H\Ymk]` d`UmUj Uf]YmcZ
]bgrfi a Ybhg Zcf nci hc Vch\ gY Ubx \YU" #]g Uk cbXYfZ `hja Y hc Uj_ ei Ygh]cbg Ubx `YUfb Uci h\Y
]bgrfi a Ybhcdh]cbg Uj U]U'Y Zcf G] h [fUXYfg' Yci k]` h\Yb \Uj Y gca Y hja Y hc h\]b_ Uci hnci f Vc]W
Ubx fY[]ghYf Zcf 6Y[]bb]b[6Ubx cf 6Y[]bb]b[C fVXYgfU Xi f]b[h\Y *h ; fUXY #hYbgj] Y" Yci k]` bch
bYYX U]bgrfi a YbhVYZfY WUggYg VY[]b"

G] h [fUXYfg UfY YI dYVWX hc dfUW]W h\Y]f VUbx#cfVXYghU]bgrfi a Ybhg Ua]b]a i a cZ] Y XUhg dYf
k YY_ Zcf Udfcl]a UY'mhYb!a]bi hYgdYf XUUh\ca Y" H\]g]g h\Y a]b]a i a YI dYVW]cb hc gY dfc[fYgg
Ubx hc UW]Yj Y h\Y bYWggUfmdYfZfa Ubw g_]`g fYei]fYX Zcf g VVggZ `YbX:cZ h\Y!nYUf dYfZfa Ubwg
g V Uj Gcb]W6cca "

8 i f]b[h\Y G] h ; fUXY #hYbgj] Yzgi XYbhg k]` VY U'Y hc df]cf]h]nY h\Y]f Y'YV]j Y Vc]Wg d\ng]W
YXi W]cbzUf hz<]gdUb]W]Yc[fUd\mUbx W`hi fYznc[U Ubx]bfcXi Vc]fmXfUa U'

H\YfY k]` cWU]cbU`mVY Ugg][ba Ybhg Ubx HU_g hc VY Vc]a d`YhX ci hg]XY cZWUgg hja Y" <ca Yk cf_ a Um
]bW XY k cf_ h\Uhk Uj bchVc]a d`YhX Xi f]b[WUgg hja Yzdfc`V]g Ubx gi Xn]b[" H\Y]bhYbh]g hc \Yd
gi XYbhg XY] Y'cd g]fcb[gi Xm\U]hgZdfUW]W hja Y a Ubu]Ya YbhZ Ubx [U]b]bXYdYbXYbW" <ca Yk cf_
g]ci X bchfY[i `Uf`mYI WYX cbY \ci f dYf Yj Yb]b["