

: Y\`YbXY`J c fgW\ f]ZhYb. `8 fc\ Yb
6fUbX[YZU\ fYb`Xi fW\`@]h\]i a !6UhhYf]Yb 3

@]h\]i a !€bYb!6UhhYf]Yb`VYf[Yb`6fUbXf]g]_Yb"
6Y\`0fXYbk]ggYb`ZY\`hž`k`À\`fYbX`bYi`Y`J`c`f`g`W`f`]`Z`h`Y`b`
[YZcfXYfh`k`YfXYb"

=ggYfcXUž`8Yi`hgW\`UbX`!`#`0b[ghYf`NY]hg]bX`#Zcfa`Uh]cbYb
0VYf`X]Y`dchYbn]Y`Yb`6fUbX[YZU\`fYb`VY]`XYf`@U[Yfi`b[`j`cb
@]h\]i a !€bYb!6UhhYf]Yb`Ui`Z[YhUi`W`h`8]Y`H\`Ya`Uh]_`k`i`fXY`]b
Y]bYa`U`_`hi`Y`Yb`6Yf]W`h`j`cb`A`8`F`VY\`UbXY`hi`bX`k`]fZh: fU[Yb
0VYf`G]W`Y`f`Y]hgj`c`f`g`W`f`]`Z`h`Y`b`i`bX`X]Y`J`Y`f`U`b`h`k`c`f`h`i`b[`j`cb
l`bhYfbY\`a`Yb`Ui`Z'

9]bY`@U[Yfi`b[`j`cb`[f0» YfYb`A`Yb[Yb`Ub`6UhhYf]Ya`cXi`Yb`]b
Y]bYa`VYhfYZZYbXYb`6Yhf]YV`V`]YV`gck`c\`XYa`@UbXfUhgUa`h
K`Y]a`UfYf`@UbX`U`g`Ui`W`X`Yf`;`Ya`Y]bXY`i`bVY`_`U`b`b`h`8]YgY
HUhgUW`Y`Z0\`fhY`X`Uni`ž`X`Ugg`V`f`U`b`X`g`W`i`h`h`Y`W`b]g`W`Y`5`gd`Y`_`h`Y`]a
J`c`f`Z`Y`X`b]W`h`Ui`g`f`Y]W`Y`b`X`V`Y`h`f`U`W`h`Y`h`k`Y`f`X`Y`b`_`c`b`b`h`Y`b`ž`k`U`g`X]Y
F`Y`Y`j`U`b`n`j`cb`G]W`Y`f`Y]hga`U»`b`U`a`Yb`bc`W`Y]ba`U`j`Y`f`X`Y`i`h]W`h`
#`X]YgYa`Ni`gUa`a`Yb\`Ub[`k`]X`Y`f`g`d`f]W`h`X]Y`Gi`b`W`m`W`Y`;`a`V`<`X`Y`b
j`c`f[YVfUW`h`Y`b`5i`ggU[Yb`i`bX`V`Y`h`c`b`h`ž`X`Ugg`X]Y`@U[Yfi`b[
c`f`X`b`i`b[g[Ya`À»`a`]h`X`Y`f`ni`g`h`À`b`X][Yb`: Yi`Y`f`k`Y`\`f`i`b`X`X`Ya
@UbXfUhgUa`h`_`c`b`g`c`]X]Y`f`h`k`i`f`X`Y"

: Y\`YbXY`J c fgW\ f]ZhYb`i`bX`; YZU\`f`j`cb
6fÀbXYb

9]b`nYbhfU`Yg`DfcV`Ya`ghY`h`X]Y`5VgYbW`gdYn]Z]gW`Y`f`X`Y`i`hgW`Y`f`
@U[Yf!; YgYhnY`Z0f`@]h\]i a !€bYb!6UhhYf]Yb`XUf`5b]hU`G`W`a`]Xh
j`cb`X`Y`f`6i`b`X`Y`g`U`b`g`h`U`h`Z0f`A`U`h`Y`f]U`Z`c`f`g`W`i`b[`i`b`X`!`d`f`0`Z`b[`f`b`5`A`Ł
Yf`_`À`fh`ž`X`Ugg`g]Y`g]W`]b`]`f`Y`f`:`i`b`_`h]cb`U`g`@Y]hYf]b`X`Y`f`5`V`h`Y`]i`b[

G]WYf\Y]hj cb'; YZU\ f[i hj YfdUW_i b[Yb'i bX'6UhhYf]Yb']bhYbg]j
a]h'X]YgYa 'H\Ya U'VYgW\ÀZh][h''ÀfYb'5b[UVYb'ni Zc`[Y'VYghY\h
X]Y'; YZU\ fž'XUgg'VY]'XYf'VYghY\YbXYb'FY[Y'i b['ghY][YbXY
6fUbX[YZU\ fYb'b]W h'Ui gfY]W YbX'VYfØW_g]W h][h'k YfXYb"

GWa]Xh'Ya dZ]Y\`hž'X]Y'FY[Y'i b[Yb'ni a 'l a [Ub['a]h'@]h\]i a !
€bYb!6UhhYf]Yb'ni 'ØVYfUfVY]hYb''8]Y'F]g]_Yb'Y]bYf
i bgUW[Ya À»Yb'@U[Yfi b['g]bX'[fUj]YfYbX''5i »YfXYa 'k]fX
VYghÀh][hž'XUgg'6fUbXgW'i hna U»bU\ a Yb'ZØf'gc`WY'6UhhYf]Yb
XYfnY]h'b]W h'\]bFY]W YbX'FY[i 'Yfh'g]bX''@Ui h'XYa
6fUbXgW'i hna U»bU\ a Yb!8c_i a Ybh'XYf'6J G'gc`hY'VY]'XYf
@U[Yfi b['i bX'XYa 'HfUbgdcfh'VYgcbXYfY'Gcf[ZU'h'k U'hYbž'i a
6fÀbXY'ni 'j Yf\]bXYfb"

? cbhYI h'i bX'g]WYf\Y]hghYW\ b]gWY
9a dZY\`i b[Yb

8]Y'8Yi hgWY': Yi Yfk Y\ f'J YfVUbX'fB: J Ł'VYgWfY]Vh'j b']\fYa
A Yf_V'Uhh'X]Y'F]g]_Yb'j cb'@]h\]i a !6UhhYf]Yb'i bX'X]Y'bchk YbX][Yb
J cfg]W hga U»bU\ a Yb''8]YgY'VYhfYZZYb']bgVYgcbXYfY'XYb
HfUbgdcfh'i bX'X]Y'@U[Yfi b['XYf'6UhhYf]Ybž'i a 'dchYbn]Y''Y
6fUbX[YZU\ fYb'ni 'a]b]a]YfYb''K Y]hYfY'8YhU]'g'ni 'XYb
[YY][bYhYb'6fUbXgW'i hna U»bU\ a Yb'i bX'XYb'7\UfU_hYf]gh]_U
j cb'@]h\]i a !€bYb!6UhhYf]Yb'Z]bXYb'g]W'ja 'A Yf_V'Uhh'XYf'J : 86"

≠bg[YgUa h'k]fX'XYi h'W\ž'XUgg'X]Y'; YZ\ fXi b['Xi fW'@]h\]i a !
€bYb!6UhhYf]Yb'b]W h'bi f'ja '≠Xi ghf]Y''Ybž'gcbXYfb'Ui W'ja
U'hÀ['WYb'; YVfUi W'Yfbgh'[Ybca a Yb'k YfXYb'a i gg''8]Y
Bchk YbX][_Y]h'ZØf'ghf]_hYfY'5i ZU[Yb'i bX'Y]bY'VYggYfY
5i Z_Àfi b['ØVYf'6fUbXgW'i hna U»bU\ a Yb'k]fX'ja a Yf
cZZYbg]W h'WYfž'i a 'X]Y'G]WYf\Y]hj cb'A YbgWYb'i bX'A UhYf]U'
ni '[Yk À\ f'Y]ghYb"

8YhU]'g	
J c fZU``	6fUbXgh]Zi b[
I fgUWY	ZY\`YbXY'J c fgW f]Z hYb'ni f'@U[Yfi b[ž

8YhU]`g	
	i bni fY]WXYbXY`6fUbXgWxi hj cf_Y\fi b[Yb
Cfh	ggYfcXUž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "Vj g!ccY"Uh • k k k "j ZXV"XY

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