

<]hnYk Ufbi b['ZØf'F cgYb\Y]a .
HYa dYfUhi fYb'ØVYf" \$; fUX'Yfk UfhYb °

⊖'F cgYb\Y]a '[]h'UV'\Yi hY'Y]bY'<]hnYk Ufbi b['a]h
HYa dYfUhi fYb'ØVYf" \$; fUX"6YgcbXYfY'J c f g]W\h'gh
Ya dZc\`Yb"



F cgYb\Y]a ž'8Yi hgW\`UbX'!'5a '&- " ' † b] ' & \$ &) 'gW\`À[h'XYf
K YhYfVYf]W\h'5'Ufa . '8Yf'8Yi hgW\Y'K YhYfX]Ybgh'fBK 8'ē\`Uh'Y]bY
cZ]n]Y`Y'<]hnYk Ufbi b['ZØf'GhUXh'i bX'@UbX_fY]g'F cgYb\Y]a
Ui g[Y[YVYb"@Ui h'XYb'Dfc[bcgYb'k YfXYb'X]Y'HYa dYfUhi fYb
XYi h]W\`ØVYf" \$; fUX'7Y`g]i g'UbghY][Yb"6YgcbXYfg'j b'XYb
Ghi bXYb'nk]gW\Yb'%%i bX'%- 'I \f'gc`hYb'[Ygi bX\Y]h]W\
Ub[YgW\`U[YbY'DYfgcbYb'i bVYX]b[h'XUfUi Z'UW\hYbž'g]W\`ja
: fY]Yb'b]W\h'ni `Ub[Y'Ui Zni \U'hYb"8Yf'8K 8'Ya dZ]Y\`hž
Ui gfY]W\YbX':`Øgg][_Y]h'ni 'g]W\`ni 'bY\`a Ybž'i a'XYb'? ØfdYf'a]h
XYf'bchk YbX][Yb'9bYf[]Y'ni 'j Yfgcf[Yb'i bX'Y]bYf'8Y\mXfU]cb
j c f ni VYi [Yb"8]YgY'A Y`Xi b['j YfUb`Ugghi bgž'Y]bYb'6`]W\`Ui Z'X]Y
dchYbn]Y`Yb'[Ygi bX\Y]h]W\Yb'5i gk]f_i b[Yb'XYf'<]hnY'ni 'k YfZYb
i bX'X]Y'GW\i hna U»bU\`a Yb'ni 'VYhfUW\hYb"

K i gghYb`G]Yž`XUgg`Y]bY`Yf\`Ò\`hY`<]hnYVY`Ughi b[`Y]bY`Yfbgh\`UZhY
; YZU\`f`ZØf`X]Y`a`YbgW\`]W\Y;`Ygi`bX\`Y]h`XUfghY``Yb`_Ubb3`8]Yg
nY][`h`X]Y`U`_hi`Y``Y`K`Ufbi`b[`ž`X]Y`b]W\`h`bi`f`ZØf`X]Y`_ca`a`YbXYb
HU[`Y`[`]`hž`gcbXYfb`Ui`W\`U`g`<]bk`Y]g`X]Ybž`XUgg`j`cf`U``Ya
gYbg]V`Y`DYfgcbYb[`fi`ddYb`Xi`fW\`X]Y`<]hnY`VYhfc`ZYb`gY]b
_ÒbbYb``Y`hYfY`A`YbgW\`Ybž`gW\`k`Ub[`YfY`:`fUi`Ybž`?]bXYf`i`bX
DYfgcbYb`a`]h`W\`fcb]gW\`Yb`9f`_fUb`_i`b[`Yb`gc``hYb`VYgcbXYfg
j`cfg]W\`h][`gY]b``8]YgY`ϕ`Zcfa`Uh]cbYb`Z]bXYh`a`Ub`Ui`W\`Ui`Z`XYf
K`YVgY]hY`j`cb`\]hnYk`Ufbi`b[`Yb`"XYž`X]Y`i`a`ZUggYbXY`5b[`UVYb`ni
XYb`?`f]hYf]Yb`ZØf`<]hnYk`Ufbi`b[`Yb``]YZYfhi`bX`Ui`Z`X]Y
A`Yf`_Z\`][`_Y]h`XYf`<]hnYVY`Ughi`b[`]b`XYb`_ca`a`YbXYb`HU[`Yb
\]bk`Y]gh``\]hnYk`Ufbi`b[`Yb`"XY`Yf`_`À`hž`XUgg`X]Y`Ua`h]W\`Yb
K`Ufbi`b[`Yb`ZØf`XYb`U`_hi`Y``Yb`i`bX`XYb`:`c`[`YhU[`Ui`g[`Y[`YVYb
k`YfXYb`i`bX`j`YfgW\]YXYbY`:`U`_hc`fYb`VYfØW`_g]W\`h][`h`k`YfXYbž`k`]Y
X]Y`6Y`Ughi`b[`hU[`gØVYf`i`bX`bUW\`hg"

DfcV]YfYb`G]Y`Y]b][`Y`J`c`fg]W\`hga`U»`b`U\`a`Yb Ui`g

K`J]Y`_Ubb`a`Ub`g]W\`U`gc`]b`X]YgYf`<]hnY`UVg]W\`Yfb3`8Yf`A`YbgW\`
]gh`b]W\`hj`cb`B`Uhi`f`Ui`g`Y]b`<]hnY!:`Ub``@Ui`h`XYa`f`cVYfh`?`cW\`
ϕ`gh]hi`h`fF`?`ϕ`]gh`Yg`VYgcbXYfg`k`]W\`h][`ž`Y`ZY`_h]j`Yb`i`bX
df`Aj`Yb]j`Yb`<]hnYgW\`i`hn`ni`[`Yk`À`\`f`Y]ghYb``8Yf`?`^]a`Uk`UbXY`
ZØ\`fh`X`Uni`ž`XUgg`<]hnYdYf]cXYb`]b`8Yi`hgW\`UbX`]b`XYb
_ca`a`YbXYb`ϕ\`fnY\`bhYb`ni`bY\`a`Yb`k`YfXYb``8Yg\`U`V`gc``hY`a`Ub
U`_h]j`ZØf`g]W\`gY`Vgh`gcf[`Ybž`i`a`[`Ygi`bX\`Y]h]W\`Y`F`]g]_Yb`ni
a`]b]a`]YfYb``8Uni`[`Y\`Øfh`b]W\`h`bi`f`[`YbØ[`YbX`Hf]b`_Ybž`gcbXYfb
Ui`W\`X]Y`J`Yfa`Y]Xi`b[`]j`cb`_ØfdYf`]W\`Yf`5bghfYb[`i`b[`]b`XYf`<]hnY"

- H]ddg`ni`f`<]hnYVYk`À`h][`i`b[`.
 - J]Y`K`UggYf`ni`g]W\`bY\`a`Yb
 - FY[`Y`a`À»][`DUi`gYb`]b`gW\`Uhh][`Yb`cXYf`_Ø\`Yb`
C`fhYb`a`UW\`Yb
 - @Y]W\`hYž`i`Zh][`Y`?`Y]Xi`b[`]k`À\`Yb
 - 5i`ZgW\`k`YfY`A`U\`nY]hYb`j`Yfn]W\`hYb

8`Ug`F`?`=VYhcbž`XUgg`XYf`GW\`i`hn`j`cf`<]hnY`Y]bY`[`Ya`Y]bgUa`Y`
5bghfYb[`i`b[`]YfZc`fXYfž`X]Y`j`YfgW\]YXYbY`A`]b]ghYf]Ybž`6Y\`ØfXYb

i bX' ðgh]hi h]cbYb'Y]bVYn]Y\h"Bi f'Xi fW'YZY_h]j Yg'A cb]hcf]b[
i bX'fY[Y'a À»][Y' ðZcfa Uh]cbYb' _Ubb'a Ub'XYf'\]hnYVYX]b[hYb
, VYfghYfV']W_ Y]h'Ybh[Y[Ybk]f_Yb"8 UVY]'UfVY]hYh'XUg'F? =
]bhYbg]j 'a]h'DUfhbYfb'k]Y'XYa '6i bXYga]b]ghYf]i a 'ZØf
; Ygi bX\Y]h'XYf'6i bXYgnYbhfU'Y'ZØf'[Ygi bX\Y]h]WXY'5i Z_Àfi b[
i bX'XYa 'l a k Y'hVi bXYgUa h'ni gUa a Ybž'i a 'U''Y'bØh][Yb
A U» bU\ a Yb'ni '_ccfX]b]YfYb"

ð'5bVYhfUW'h'XYf'VYj c fghY\YbXYb'<]hnYk Y''Y']b'FcgYb\Y]a ']gh
Yg'XU\Yf'XYf'f]W h][Y'NY]hdi b_hžg]W'Ui ZX]Y'VYj c fghY\YbXYb
< YfUi gZcfXYfi b[Yb'j cfni VYfY]hYb"5W hYb'G]Y'Ui Z'g]W' i bX'ÀfY
A]ha YbgWYbž'j cf'U''Ya 'X]Y'Yb][Ybž'X]Y'a Ø[']WYfk Y]gY'XUg
[fØ» hY'F]g]_c'hfU[Yb"6'Y]VYb'G]Y']bZcfa]Yfh'i bX'\UbXY'b'G]Y
fYW hnY]h][ž'i a 'X]Y'[Ygi bX\Y]h]WXYb'5i gk]f_i b[Yb'XYf'<]hnY'ni
a]b]a]YfYb" ðZcfa]YfYb'G]Y'g]W'fY[Y'a À»]['ØVYf'U_hi Y''Y
9bhk]W_i b[Yb'i bX'<]hnYk Ufbi b[Ybž'i a 'VYghYbg'[YfØghYh'ni
gY]b"

8YhU]`g	
C fh	FcgYb\Y]a ž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • fUX]c!W Uf]j Uf]"XY • k k k "\]hnYk Ufbi b[Yb"XY • k k k "f_"XY

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