

@UXm'6]hW`F Um'gd f]W`h'c ZZYb`ØVYf`] \ fYb
? Ua dZ`[Y[Yb`6fi gh_fYVg`

A i g]_Yf]b`@UXm'6]hW`F Um'gd f]W`h'c ZZYb`ØVYf`] \ fY
6fi gh_fYVgYf_fUb_i b[`i bX`V]YhYh`VYhfc ZZYbYb`<c ZZbi b[`i bX
l bhYfghØhni b["



< Ua Vi f[ž'8Yi hgW`UbX`!`8]Y`VY`_UbbhY`A i g]_Yf]b`F Ym\ Ub
U\]bž`VYggYf`VY`_Ubbh`U`g`@UXm'6]hW`F Umž`\Uh'g]W`Yb hgW]YXYbž
ÖZZYbh]W`ØVYf`] \ fY`6fi gh_fYVgYf_fUb_i b[`ni`'gd fYW`Yb`"8]YgY
8]U[bcgY`Yf\]Y`h'g]Y`5bZUb[`XYg`j`Yf[Ub[YbYb`đ\ fYgž`bUW`XYa
g]Y`Y]bYb`? bchYb`YfhUghYh`\UhY`i`bX`XUfUi`Z]b`]\ fYb
; mb`Ä`c`c[Yb`_cbgi`h]YfhY`"8Ug`9f[YVb]g`XYf`6]cdg]Yž`XUg`bi`f
Y]bY`K`cW`Y`gd`Ä`hYf`_Ua`ž`k`Uf`Z`Ø`f`g]Y`Y]b`GW`cW`_`I`a`'] \ fYb`? fYVg
ni`VY`_Aa`dZYbž`i`bhYfnc[`g]Y`g]W`Y]bYf`Vfi`ghYf`\U`hYbXYb
C`dYfUh]cbž[`YZc`[`h`j`cb`Y]bYf`7\Ya`ch\YfUd]Y`i`bX
GhfU\`Yb`h`YfUd]Y`"8]YgY`6Y\UbX`i`b[`YfghfYW`_hY`g]W`ØVYf`bYi`b
A`cbUhY`i`bX`YfZcfXYfhY`gck`c`\`gYY`]gW`Y`U`g`Ui`W`d`fU`_h]gW`Y
l`bhYfghØhni`b[`Xi`fW`j]\ fY`:`Ua`j]Y`i`bX`:`fYi`bXY`"

@Ui h'hl'c b`]b Y"XY`nY][h'X]Y`? Øbgh`Yf]bž`XUgg`Yg`]\f`Yhnh`VYggYf
[Y\`h'i bX`g]Y`Ui g`XYf`? fUb`_`Y]h[Ygh`Åf`_h`\`Yfj`cf[Y[Ub[Yb`]gh" `À`fY
Y][YbY`d`Yfg`Øb`]W`X`Y`<]bhYf[fØbXY`g]bX`VYa`Yf`_`Ybgk`Yfh`'@UXm
6]hW`'F`Um`\`Uh`Y]bYb`'8`c`_`hc`fh]hY`'`]b`GdfUW`k`]ggYbgW`UZhYb`'i`bX
Zc`fgW`h`Ub`'XYf`<`Y`a`i`h`GW`a`]Xh!`I`b]`Yfg]h`Åh`]b`<`Ua`Vi`f[`ni
F`Ugg]ga`i`g"`,`VYf`'\`fY`'9fZU`\`fi`b[Yb`'a`]h`'6`fi`gh`_`fYVg`'d`'Ub`h`g]Yž`]a
<`YfV`gh`Y]b`'6`i`W`'ni`'j`Yf`ØZY`b`h`]W`X`Y`b`ž`X`U`g`'H]dd`g`ZØf`'Ub`X`Y`f`Y
6`Y`h`f`c`ZY`b`Y`'[`Y`V`Y`b`'gc`""

I`b`h`Y`f`g`h`Ø`h`ni`b`[`'`ZØf`'5`b`[`Y`\`Øf][`Y`

9]bY`?`fYVgYf`_`fUb`_`i`b`[`'`j`Yf`Åb`XYf`h`'X`Y`b`'5`""hU[`]b]W`h`b`i`f`'ZØf`'X]Y
DUh]Yb`h`]b`b`Y`b`'g`Y`V`ghž`'gc`b`X`Y`f`b`'Ui`W`'ZØf`'X`Y`f`Y`b`'5`b`[`Y`\`Øf][`Y`"@Ui`h`
_`f`Y`V`g`]\`ZY`"XY`Ya`d]b`X`Y`b`'X]Y`g`Y`'c`Zh`Hf`Ui`Yfž`G`c`f[`Y`'i`b`X
<`]Z`cg][`_`Y]h`'9`g`]gh`j`cb`'`[`fc»`Yf`'6`Y`X`Y`i`hi`b`[`ž`X`U`gg`'5`b`[`Y`\`Øf][`Y`'g]W`X
a`]h`]\`f`Y`b`'Y][`Y`b`Y`b`'9`a`c`h]c`b`Y`b`'Ui`g`Y]b`Ub`X`Y`fg`Y`h`n`Y`b`ž`'V`Y`j`c`f`g]Y`'a`]h
X`Y`b`'Y`f`_`f`Ub`_`h`Y`b`':`Ua`]`]Y`b`a`]h[`']`Y`X`Y`f`b`'g`d`f`Y`W`X`Y`b`"C`ZY`b`Y`'i`b`X
nY]h`b`U`Y`';`Y`g`d`f`Å`W`X`Y`\`Y`Z`Y`b`ž`'J`Y`f`h`f`Ui`Y`b`'ni`'Y`f`\`U`h`Y`b`'i`b`X`'Y`b`[`gh`Y`'ni
a`]b`X`Y`f`b`" `b`g`V`Y`g`c`b`X`Y`f`Y`?`]b`X`Y`f`'gc`""h`Y`b`'g`W`f]h`h`k`Y]g`Y`'i`b`X
U`h`Y`fg[`Y`f`Y`W`h`Ø`V`Y`f`'X]Y`'9`f`_`f`Ub`_`i`b`[`'`j`b`Z`c`f`a`]Y`f`h`'k`Y`f`X`Y`b`ž`'X`U`'g]Y`'c`Zh
Y]b`';`Y`g`d`Øf`'X`U`ZØf`\`U`V`Y`b`ž`'k`Y`b`b`'Y`h`k`U`g`'b]W`X`h`g`h]a`'a`h"

J`Y`f`h`f`Ui`h`Y`';`Y`g]W`X`h`Y`f`'gd]Y`'Y`b`'ZØf`?`f`Y`V`gd`U`h]Y`b`h`]b`b`Y`b`'Y]b`Y
Y`b`h`g`W`X`Y]X`Y`b`X`Y`'F`c`""Y`'5`b`[`Y`\`Øf][`Y`'g]b`X`'c`Zh`'a`]h`'c`f[`Ub]g`U`h`c`f]g`W`X`Y`b
5`i`Z[`U`V`Y`b`'Ø`V`Y`f`Z`c`f`X`Y`f`h`ž`'X]Y`'b`U`W`X`Y`f`'8]U[`b`c`g`Y`]b`'X`Y`b`'5`""hU[
h`f`Y`h`Y`b`'9`g`]gh`'k`]W`X`h][`ž`'X]Y`g`Y`'5`i`Z[`U`V`Y`b`'[`Ya`Y]b`g`Ua`'ni`'j`Y`f`h`Y`]Y`b
i`b`X`'X]Y`'I`b`h`Y`f`g`h`Ø`h`ni`b`[`'`j`cb`':`f`Y`i`b`X`Y`b`'i`b`X`'6`Y`_`U`b`b`h`Y`b`]b`'5`b`g`d`f`i`W`X
ni`'b`Y`\`a`Y`b`"8]Y`'6`Y[`'Y]h`i`b`[`ni`'a`Y`X]n]b]g`W`X`Y`b`'H`Y`f`a`]b`Y`b`'i`b`X`'X]Y
U`_`h]j`Y`'H`Y]`b`U`\`a`Y`'U`b`';`Y`g`d`f`Å`W`X`Y`b`'a`]h`'X`Y`b`'V`Y`\`U`b`X`Y`'b`X`Y`b`'Y`f`n`h`Y`b`g
]b`X`'Y`g`g`Y`b`n]Y`""Y`'G`W`f]h`h`Y`ž`'i`a`'X`Y`b`'V`Y`h`f`c`ZY`b`Y`b`'D`Y`f`g`c`b`Y`b`'ni
\`Y`'Z`Y`b"

D`f`c`Z`Y`g`g]c`b`Y`""Y`'<`]Z`Y`'i`b`X`'I`b`h`Y`f`g`h`Ø`h`ni`b`[`

@Ui`h`_`f`Y`V`g[`Y`g`Y`""g`W`X`U`Z`h`"XY`_`Ø`b`b`Y`b`'5`b`[`Y`\`Øf][`Y`'d`f`c`Z`Y`g`g]c`b`Y`""Y
I`b`h`Y`f`g`h`Ø`h`ni`b`[`'`j`b`?`f`Y`V`g`V`Y`f`U`h`i`b`[`g`g`h`Y`""Y`b`'i`b`X`'G`Y`'V`g`h`\`]Z`Y[`fi`d`d`Y`b`g
i`W`X`Y`b`"8`Y`f`'Ni`[`Ub[`'ni`'X]Y`g`Y`b`'5`b`[`Y`V`c`h`Y`b`]gh`\`Å`i`Z[`'_`c`g`h`Y`b`Z`f`Y]
i`b`X`'_`U`b`b`'Y]b`Y`'k`]W`X`h][`Y`'<`]Z`Y`'X`U`f`g`h`Y`""Y`b`ž`'i`a`'a`]h`'X`Y`f`'V`Y`'U`g`h`Y`b`X`Y`b`

G]hi Uh]cb`VYggYf'i a ni [Y\Yb"9g]ghYbHgWXY]XYbXžXUgg
 5b[Y\Öf][Y`b]Wxh]\fY`Y][YbYb`6YXØfZb]ggY`j YfbUW`Ägg][Yb`i bX
 g]Wx`5i gnY]hYb`[ÖbbYbž`i a `]\fY`dgmWx]gWXY; Ygi bX\Y]h`ni
 k U\fyb"

8]Y`<YfUi gZcfXYfi b[Yb`Y]bYf`?fYVgYf_fUb_i b[`YfZcfXYfb`Y]bY
 ghUf_Y`; Ya Y]bgWxUZh`C ZYbY`?ca a i b]_Uh]cb`i bX`I bhYfghØhni b[
 j cb`j YfhfUi hYb`DYfgcbYb`_ÖbbYb`YbHgWXY]XYbX`gY]bž`i a `gck c\
 XYb`VYhfc ZYbYb`DUh]Ybhf`]bbYb`U`g`Ui Wx`]\fYb`5b[Y\Öf][Yb`X]Y
 gWxk]Yf][Y`NY]h`ni `Yf`Y]Wx`hYfb"

8YhU]`g	
J c f Z U ``	; Ygi bX\Y]hg_f]gY
C fh	< Ua Vi f[ž`8Yi hgWx`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "h!c b`]bY"XY • k k k "_fYVg\]`ZY"XY • k k k "_fYVg[YgY``gWx UZh"XY

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