

6YhfØ[Yf']b'7\Ya b]hn. ' , VYf'+\$"\$\$\$'9i fc
GWX UXYb'VY]'GYb]cfYb°

↵'7\Ya b]hn'k i fXY'Y]b'' *!↵\f][Yf'j Yf\UZhYhž'XYf'ØVYf
+\$"\$\$\$'9i fc'Xi fW'6Yhfi ['Ub'GYb]cfYb'Yf[Ui bYfhY''8]Y
Dc`nY]'Yfa]hhY'h"



7\Ya b]hnž'8Yi hgW'UbX'!'↵'XYf'FY []cb'7\Ya b]hnž'9fn[YV]f[Y
i bX'Nk]W_Ui ' []b['_Øfn']W'Y]bY'YfgW'fYW_YbXY'6Yhfi [ga UgW'Y
ni '9bXY''@Ui h'XYb'U_hi Y''Yb'6Yf]W'hYb'XYf': fY]Yb'DfYggY'k i fXY
Y]b'' *!↵\f][Yf'HUj] YfXÅW'h][Yf'ZYgh[Ybca a Ybž'XYf'j YfXÅW'h][h
k]fXž'Y]bY'GYf]Y'j cb'6Yhfi [gXY`_hYb'VY[Ub[Yb'ni '\UVYb''8UVY]
VY'Ài Zh'g]W'XYf'; YgUa hgW'UXYb'Ui Za Y'f'U'g'+\$"\$\$\$'9i fc''8Yf
A Ubbž'Y]b'8Yi hgW!HØf_Yž'[UV'g]W'ja 'A Åfn'&\$&'U'g
6Ub_a]hUfVY]hYf'Ui g'i bX'_]b[Y'hY'VY]'GYb]cfYb']b'XYf
I a [YVi b["

8Yf'<Ø\Ydi b_h'X]YgYf'g_fi dY`cgYb'5_h]cbYb'ZUbX'Ua '%+'A Åfn
ghUhhž'U'g'XYf'HÅhYf'Y]bYb'-, !↵\f][Yb'Ui g'7\Ya b]hn!; fØbU
_cbhU_h]YfhY''8Yf'5bfi ZYf'VY\Ui dhYhYž'Yg'[ÅVY'Yfbgh\UZhY

I bfY[Y`a Å»][_Y]hYb`Ui Z`XYa`6Ub__cbhc`XYg`GYb]cfg`i bX
Ybh`cW_hY`]\a`gYbg]V`Y`8UhYbž`XUfi bhYf`X]Y`dYfg`Òb`]W`Y
=XYbh]Z_`Uh]cbgbi a a Yf`fD`BŁ`I a`XYb`6Yhfi [`UVni fi bXYbž
gW`]W_hY`Yf`Ub[YV`]W`Y`]bYb` Dc`n]ghYb ž`XYf`Y]bY`97!`?UfhY`i bX
a Y`fYfY`HUi gYbX`9i fc`6Uf[Y`X`UV`c`hY`"Nk]gW`Yb`XYa``%+`"i bX
&` "A`Åfn`[UV`Yg`]bg[YgUa`h`&\$`fY[]ghf]YfhY`6Yhfi [gXY`_`hY`]b`XYf
FY[]cbž`k`cVY`]b`bYi b`: Å`Yb`6Uf[Y`X`ØVYf[YVYb`k`i`fXY`
;`ØW`_]W`Yfk`Y]gY`Yf`_UbbhYb`j`]Y`Y`dchYbn]Y`Y`C`dZYf`XYb`6Yhfi [
fYW`hY]h]["

8]Y`9b`hk`]W`_`i`b`[`XYg`:`U`g`

8]Y`?`f]a`]bU`dc`nY`]7`Y`a`b]hn`fYU[]YfhY`gW`bY`i`bX`g]W`YfhY
k`]W`h][Y`8UhYb`j`cb`;`Y`XUi`hca`UhYbž`Ub`XYbYb`X]Y`[Yghc`Y`bYb
97!`?UfhYb`VYbi`hnh`k`i`fXYb`"8]YgY`9fa`]hhi`b[Yb`Ø`fhYb`ni`f
=XYbh]Z]n]Yfi`b[`XYg`HUhj`YfX`ÅW`h][Yb`6Y`]gY]bYf`:`Yghb`U`a`Y`]b
B`cfX`f`Y]b!`K`YghZ`U`Yb`Z`Ub`X`X]Y`Dc`nY`]Ui`W`[Yghc`Y`bY
;`Y`X`_`UfhYb`i`bX`Y]b`I`bhYfgi`W`i`b[g`U`Z`j`YfZ`U`fYb`[Y[Yb`]b`
k`i`fXY`Y]b[Y`Y]hYh`8Yf`:`U`k`]fX`bi`b`j`cb`XYf`GhU`Uhg`Ub`k`U`hg`W`U`Zh
7`Y`a`b]hn`i`bX`Ub`gW`]Y»`Yb`X`j`cb`XYf`GhU`Uhg`Ub`k`U`hg`W`U`Zh
?`Uf`gfi`Y`k`Y]hYfj`YfZc`[`h`

8]Y`6Yhfi`[ga`UgW`Yž`VY`]XYf`H`ÅhYf`g]W`U`g`Dc`nY]VYUa`hY
Ui`g[YVYbž`]gh`_`Y]bY`bYi`Y`A`Yh`c`XY`"8]Yg`VYf]W`hYh`Ui`W`X]Y`
**Dc`nY]!6YfUhi`b`[`"8]YgY`J`cf[Y`Y`b`gk`Y]gY`g]Y`h`j`c`fž`X`Ugg`X]Y`
6Yhf`Ø[Yf`Ua`HY`Y`Zc`b`VY`U`i`dhYbž`9]bVfYW`Yf`Å`hYb`Yg`Ui`Z`X`Ug
9fgd`UfhY`XYf`C`dZYf`UV[YgY`Y`b`"8`UVY`]bi`hnYb`g]Y`Ui`W`hY`W`b]gW`Y
A`]hY`ž`i`a`c`Z]n]Y`Y`B`chfi`Zbi`a`a`Yfb`Ubni`nY][Yb`i`bX`[YZ`Å`gW`hY
8]Ybgh`Ui`gk`Y]gY`j`cfni`nY][Yb`C`dZYf`Yf`U`hYb`gc`c`Zi`XYb`9]bXfi`W`ž
X`Ugg`g]Y`a`]h`Y`W`hYb`6YUa`hYb`gd`fY`W`Yb`"**

H]dd`g`ni`f`6Yhfi`[`gd`f`Åj`Yb`h]c`b`

8]Y`Dc`nY`]`U`h`Y]b][Y`Y]bZ`U`W`Yž`U`VYf`Y`Z`Y`_`h]j`Y`9a`dZY`i`b[Yb`ni`f
J`Yfa`Y]Xi`b[`j`cb`6Yhfi`[`ni`gUa`a`Yb[YghY`h`8`Uni`[Y`Å`Ö`fYb`.

- I`bVY`_`UbbhY`DYfgcbYb`b]W`h]b`X]Y`K`c`b`i`b[``UggYb`"
- =a`a`Yf`XYb`8]Ybgh`Ui`gk`Y]g]j`cb`Ub[YV`]W`Yb`

- 5a hgdYfgcbYb j Yf`Ub[Yb"
- 6Y]`Nk Y]ZY`b`ghYhg`X]Y`6Y\`ÖfXY`gY`Vgh`Ubfi ZYb"
- 5a `HY`YZcb`_Y]bY`gYbg]V`Yb`Z]bUbn]Y``Yb`ϻZcfa Uh]cbYb dfY]g[YVYb"
- ϻa `Nk Y]ZY``Ui ZY[Yb"
- ?Y]b` ; Y`X`Ub`i bVY`UbbhY`DYfgcbYb`ØVYf[YVYb"

8 UfØVYf`\]bUi g`g]bX`X]Y`gc[YbUbbhYb` 9b`_Y`hf]W_g `YVYbZU`g k Y]hj YfvfY]hYhž`VY]`XYbYb`6YhfØ[Yf`g]W\`U`g`J Yfk UbXhY`Ui g[YVYb i bX`i bhYf`8fi W`_gYhnYbž; Y`X`ni `ØVYfk Y]gYb"i a gc`k]W]h[Yf`]gh Ygž`VYgcbXYfg`VY]`À`hYfYb`A YbgWYb`ZØf`5i Z`_Àfi b[`ni `gcf[Yb i bX`J YfhfUi Yb`ni `gW`UZZYb" @Ui h`**Dc`nY]**\`**YggYb**`\`Uh`X]Y`5b[gh j cf`_f]a]bY``Yb`6YXfc\i b[Yb`i bhYf`GYb]cfYb`ni [Ybca a Ybž`Ui W k Ybb`g]Y`ghUh]gh]gW`i [YgY`Yb`gY`hYbYf`CdZYf`j cb`GhfUZhUhYb k YfXYb"8]YgY`gi V`Y`_hj Y`K U\fbY`a i b[`VYY]bZi ggh`XUg G]WYf\Y]hg[YZØ`\`i bX`_Ubb`X]Y`@YVYbgei U`h`h`XYf`6YhfcZZYbYb a]bXYfb"

GW`i`hn`i`bX`G]WYf\Y]h`g]bX`k]W]h[Y`H\Ya Yb"i: Øf`a Y`f ϻZcfa Uh]cbYb`ghY`Yb`<]Zga]hhY``i bX`F Uh[YVYf`ØVYf`df`Àj Ybh]j A U» bU`a Yb`ni f`J YfZØ[i b[ž`X]Y`gdYn]Y``Ui Z`GYb]cfYb ni [YgW]b]hhYb`g]bX" `G]Y`_ØbbYb`XUg`@YVYb`b]W]h`bi f`g]WYfYfž gcbXYfb`Ui W`Yb`hgdUbbhYf`a UW`Yb"

8 YhU]`g	
C fh	7\Ya b]mž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • k k k "dc`nY]!VYfUhi b["XY • k k k "dc`nY]"\`YggYb"XY

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