

A Y]» Yb`VY_ca a h`bYi Yg
: Yi Yfk Y`fZU`fnYi [.`9]bgUhnVYfY]h`ZØf
Yb[Y`; UggYb`°

C VYfVØf[Yfa Y]ghYf`C`UZ`F UgW`_Y`ØVYf[UV`Ua`'&*"\$*"`&\$&)
Y]b`bYi Yg`A`]hh`YfYg`@ØgW`ZU`fnYi [`Ub`X]Y`: fY]k`j`][Y
: Yi Yfk Y`f`A Y]» Yb`"



A Y]» Yb`ž`8Yi hgW`_Ub`X`!`5a`'&*"'↳ b]`&\$&)`k`Uf`Y]b`Ui`ZFY[Yb`XYf
HU[`ZØf`X]Y`: fY]k`j`][Y`: Yi Yfk Y`f`A Y]» Yb`ž`XYbb
C VYfVØf[Yfa Y]ghYf`C`UZ`F UgW`_Y`ØVYf[UV`ZY]Yf`]W`_Y]b`bYi Yg
A`]hh`YfYg`@ØgW`ZU`fnYi [`fA`@`'(`&#%&`"6Y`'XYf`', VYf[UVY]b`A Y]» Yb
_cbbh`Y`a`Ub`gdØf`Yb`ž`k`]Y`k`]W`h][`X]YgYg`a`cXYfb`Y`: U`fnYi [`ZØf
X]Y`: Yi Yfk Y`f`i`b`X`X]Y`[YgUa`h`Y`; Ya`Y]b`XY`]gh`"F UgW`_Y`VYhcbh`Y
X]Y`6YXYi`hi`b[`XYf`'↳`j`Ygh]h]cb`]b`X]Y`G]W`Yf`Y]hi`b`X`XYb`GW`i`hn
XYf`6Øf[Yf]bb`Yb`i`b`X`6Øf[Yf`"

8 Ug`bYi Y`A`@`VYgh]W`h`Xi`fW`_gY]b`Y`_ca`dU`_h`Y`6Ui`k`Y]gY`ž`X]Y`Yg
XYf`: Yi Yfk Y`f`Yfa`Ø[`]W`h`ž`a`Ø`Y`cg`Xi`fW`_Yb[Y`; UggYb`i`b`X

\]ghcf]gWXY'6i f[hcfY'ni 'bUj][YfYb"Gc`WXY'9][YbgWUZhYb'g]bX
ZØf`X]Y': Yi Yfk Y`f']b`Y]bYf'GhUXh'a]h'gc'fY]W\U'h][Yf'; YgW]W hY
i bYf`Àgg`]W"8 Ug': U\fnYi ['k]fX'j cb`Y]bYf'j c`Yb`@ØgW [fi ddYž
VYghY\YbX`Ui g`bYi b'?Ua YfUX]bbYb'i bX'?Ua YfUXYbž`VYhf]YVYb
i bX`]gh`XUfUi Z`Ui g[Y`Y[hž`gWbY`Y`i bX`YZZ]n]YbhY`<`]ZY'ni `Y]ghYb"

HYW b]gWXY`<][\`][\hg`XYg`bYi Yb`A @:

8]Y`hYW b]gWYb`8UhYb`XYg`bYi Yb`A]hh`YfYb`@ØgWZU\fnYi [g`g]bX
VYY]bXfi W_YbX"A]h`Y]bYf`A chcf`Y]ghi b['j cb`&) \$`DG`i bX`Y]bYa
; YgUa h[Yk]W`hj cb`%\$`HcbbYb`_Ubb`XUg': U\fnYi [`b]W`h`bi f
ghUf_ž`gcbXYfb`Ui W`U[]`U[YfYb"9]b`Ui hca Uh]gWYg'; Yhf]YVY
gcf[h`ZØf`Y]bY`Y]bZUWXY`<UbX\UVi b[`VY]9]bg`ÀhnYb"8]Y`A U»Y`XYg
: U\fnYi [g`VY`Ui ZYb`g]W`Ui Z`*ž) \$`A YhYf`]b`XYf`@Àb[Yž`&ž) `A YhYf
]b`XYf`6fY]hY`i bX`&ž+, `A YhYf`]b`XYf`<Ø\Yž`k Ug`Yg`]XYU`ZØf`XYb
i fVUbYb`9]bgUhn`a UW`h"

8 Ug`A @: `]gh`a]h`Y]bYa `%"\$\$\$\$`@]hYf`ZUggYbXYb`K UggYfhUb_
Ui g[YghUhhYhi bX`V]YhYh`nU\`fY]WXY': YUhi fYgž`X]Y`ZØf
6fUbXY]bg`ÀhnY`i bYf`Àgg`]W`g]bX"8 Uni `nÀ\`Yb`i bhYf`UbXYfYa .

- (`DfYgg`i ZhUha Yf`]b`XYf`A UbbgWUZhg_UV]bY
- 5hYa gW`i hmbchZU`hUgWY
- HØfØZZbi b[gk Yf_nYi [
- 9`Y`_hfc`ØZhYf
- ðhY[f]YfhYf`Ghfca YfnYi [Yf
-) \$`a `GW`bY`Ub[f]ZgY]bf]W`hi b[
- FUi W`gW`i hnj cf\Ub[
- K `Àfa YV]`X_Ua YfU
- @]W`ha Ugh`i bX`6Y`Yi W`hi b[g[Yf`Àh

8 Ug': U\fnYi [`k i fXY`bUW`XYa `GhUbXUfX`XYf`B cfa `8`B`%()' \$
Ybhk]W_Y`hž`X]Y`j YfgW]YXYbY`@ØgWZU\fnYi [hmdYb`]b`8Yi hgW`UbX
VYgW`fY]Vh"8 Ug`A @: `b]a`a`h`Y]bY`nYbhfU`Y`Dc]h]cb`nk]gWYb`XYa
HfU[_fUZhgd]hnYbZU\fnYi [!K UggYf`fHG: !K Ł`i bX`XYa
@ØgW [fi ddYbZU\fnYi [`f@: `%\$Ł`Y]bž`k cXi fW`Yg`cZha U`g`X]Y
dYfZY`_hY`K U\`ZØf`9]bg`ÀhnY`]ghž`VY]`XYbYb`VY]XY`HmdYb`]W`h
Ui gfY]WYb`cXYf`ØVYfX]a Ybg]cb]Yfh`k `ÀfYb"8]YgY': `YI]V`]h`Àh

a UW hXUg'A @ 'ni 'Y]bYa 'k Yfhj c''Yb'6YghUbXhY]'`YXYf
 : Yi Yfk Y\ f'z'k]Y'Ui W : Yi Yfk Y\ f'A U[Un]b'Ui gZ\ f'jW
 VYgW fY]Vh"

9]b'5b`Ugg'ni a : Y]Yfb

B UW 'XYf'cZ]n]Y''Yb', VYf[UVY'[UV'Yg'; `ØW_k ØbgWY'j cb
 J YfhfYhYfb'XYf'6Yhf]YVgZYi Yfk Y\ f'XYf'GhUUh]WYb
 Dcfny''Uba Ubi ZU_hi f'A Y]» Yb'i bX'XYa 'ghY''j YfhfYhYbXYb
 ?fY]gVfUbXa Y]ghYfz'X]Y'X]Y'6YXYi hi b['XYg'bYi Yb': U\fnYi [g'ZØf
 X]Y'Ni gUa a YbUfVY]h]b'XYf'FY []cb'i bhYfghf]WYb""8]Yg'nY][h
 b]W h'bi f'XYb'ghUf_Yb'Ni gUa a Yb\U'h]bbYf\U'V'XYf': Yi Yfk Y\ f'z
 gcbXYfb'Ui W'X]Y'Yb[Y'J YfV]bXi b['XYf': Yi Yfk Y\ f'a]h'XYf'GhUXh
 i bX']\fYb'`bgh]hi h]cbYb"

8]Y': fY]k]''[Y': Yi Yfk Y\ f'A Y]» Yb'\UhhY'Ui W' ['Y]W'Y]bYb'YfghYb
 9]bgUhmž'ki fXY'ni 'Y]bYf'HØfbchØZbi b[[Yfi ZYbž'_cbbhY'YXcW
 YfZfYi 'jWYfk Y]gY'b]W h'hÅh]['k YfXYb"Gc'V']YV'[Ybi ['NY]hžXYb
 5VYbX'b[YgY''[Yf'Fi bXY'a]h]Y]bYa '[Ya Y]bgUa Yb'; f]''Yb
 Ui g_]b[Yb'ni ''UggYb' 'Y]bY'hc''Y'; Y'Y[Yb\Y]hž'i a 'g]W'U'g'HYUa
 ni gUa a Ybni Z]bXYb'i bX'XUg'bYi Y': U\fnYi ['VY]_ØbZh][Yb
 9]bgÅhmYb'ni 'ZY]Yfb""5a '_ca a YbXYb'A]hkcW'k]fX'XUg'A @
 XUbb'YbX']W']b'XYb'fY[i 'ÅfYb'8]Ybgh[YghY''hi bX'ghY\h'VYfY]hž
 VY]'U''Yb'< YfUi gZcfXYfi b[Yb'ni '\Y'ZYbž'X]Y'X]Y': Yi Yfk Y\ f'
 Yfk UfhYb""9]b'hc''Yg'9fY][b]g'ZØf'A Y]» Yb'i bX'gY]bY': Yi Yfk Y\ f'

: Øf'k Y]hYfY'`bZcfa Uh]cbYb'ØVYf'X]Y'j YfgW]YXYbYb'HmdYb'j cb
 @ØgW ZU\fnYi [Ybž'X]Y']b'8Yi hgW'U'UbX'j Yfk YbXYh'k YfXYbž'gY]'Ui Z
 X]Y'i a ZUggYbXY', VYfg]W h'VY]: Yi Yfk Y\ f'@YVYb'j Yfk]YgYb"

8 YhU]`g	
C fh	A Y]» Ybž'8Yi hgW'U'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "X]YgUW gYb"XY • k k k "ZYi Yfk Y\ fa U[Un]b"XY • k k k "ZYi Yfk Y\ f'YVYb"XY

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