

: 7`5a VYf[`c`h`GhØfa Yf!HU`Ybh`DYfY]fU`
5i ZVfi WX `]b`X]Y`6Yn]f_g`][U°

: 7`5a VYf[`j`Yfgh`Äf`_h`g]WX`a`]h`C`ZYbg]j`hU`Ybh`A`]WX`Y`G]`j`U`
DYfY]fUž`i`a` `]b`XYf`_ca`a`YbXYb`6Yn]f_g`][U!GU]gcb`bYi`Y`
æ`di`gY`ni`gYhnYb"



5a VYf[ž`8Yi`hgWX`UbX`!`8]Y`:`i`»`VU`gnYbY`]b`6UmYfb`V`Y]Vh`
b]WX`h`gh]`ž`i`bX`XUg`Øb[`ghY`HfUbgZYf[`YgWX`ÄZi`XYg`:`7`5a`VYf[`
gcf[`h`ZØf`Zf]gWX`Yb`K`]bX`"A`]WX`UY`G]`j`U`DYfY]fUž`Y]b`&\$`Ä`f][`Yg`
C`ZYbg]j`hU`Ybhž`k`YWX`gY`h`j`ca`GJ`F`U][`Yf]b[` `]b`X]Y`F`Y]\`Yb`XYf`
5a VYf[`Yf`"8Yf`↑`b[`Y`Gd]Y`Yf`k`i`fXY`]b`XYb`
B`UWX`k`i`WX`g`Y]ghi`b[`gnYbhFYb`j`cb`:`fYi`h`Yf`:`Øfh`i`bX`XYf`GdJ`[[`
GJ`K`Y]XYb`Ui`g[`YV]`XYh`i`bX`U`h`VYfY]hg`k`Yfhj`c`Y`9fZU`fi`b[`Yb`]b`
XYf`<`YffYba`UbbgWX`U`Zi`XYg`:`7`9h`a`UbbgXcfZ[`YgUa`a`Y`h`"æ`b`XYf`
`Y`hn`h`Yb`GU]gcb`gWX`bØfhY`Yf`ZØf`9h`a`UbbgXcfZ`X]Y`:`i`»`VU`gWX`i`Y`]b`
&`Gd]Y`Yb`XYf`6Yn]f_g`][`U`i`bX`Yfn]Y`hY`XUVY]`ZØb`Z`HcfY`"9VYbgc`
_c`bb`hY`Yf`U`g`æ`_Yf`]b`XYf`@`Ub`XYg`][`U`XfY]`k`Y]hYfY`HcfY`
VY]ghYi`Yfb"

DYfY]fU`]ghj cf`U`Ya`]a`Ghi fa nYbhfi a`ni` \Ui gYž`_Ubb`UVYf`Ui W
Ui ZXYb`cZZYbg]j Yb`5i » YbVU\`bYb`[`ÀbnYb``GY]bY`GhÀf`Ybž
XUfi bhYf`Y]b`dfÀn]gYf`5VgW`i ggž`ghUf`_Yg`Gd]Y`c`\bY`6U``gck]Y
Y]b`Ui g[YdfÀ[hYg`hU`_h]gW`Yg`J Yfgh`AbXb]gž`gc``Yb`XYa` : 7`5a VYf[
]b`XYf`_ca`a`YbXYb`6Yn]f`_g][U!GU]gcb`bYi Y`a`di`g`Y`j`Yf`Y]\`Yb`
A`h`]bg[YgUa`h`gYW`g`YI`hYfbYb`BYi`ni` [`Àb[Ybž`XUfi`bhYf`Ui`W
9X[UfX`6YW`_Yf`i`bX`đJa`Uf]c`7Uf`gk`Y``ž`[Y\`h`XYf`J`YfY]b`Y]bYb
VY\`YfnhYb`?`UXYfi`a`Vfi`W`Ubž`i`a`]b`XYf`6Yn]f`_g][U`B`cfX
cfXYb`h`]W`ni`di`b`_hYb``K`Y]hYfY`J`Yfgh`Àf`_i`b[Yb`g]bX`VYfY]hg`]b
5i`gg]W`hž`k`Ug`X]Y`J`cfZfYi`XY`Ui`ZX]Y`bYi`Y`GU]gcb`ghY][Yfh`

F ØW__Y`f`XYf`HfUX]h]c`bgj`YfY]bY

9]b`UbXYfYf`J`YfY]bž`XYf`ZØf` : i`fcfY`gcf[hž`]gh`XYf`GJ` :`hYf`
6Yf[ghY][`5a`VYf[``8Yf`HfUX]h]c`bg`_i`V`\`Uh`g]W`X]Y`A`Y]ghYfgW`UZh
]b`XYf`?`fY]g][U`GØX`[Yg]W`Yfh`i`bX`_Y`\`fh`XUa`]h]b`X]Y`6Yn]f`_g][U
B`cfX`ni`fØW`ž`k`c`Yf`nk`]gW`Yb`%`-`-` ,`i`bX`&\$\$`*_`U`_h]j`k`Uf``h`XYf`
UV[Y`Ui`ZYbYb`GU]gcb``]YZYfhYb`g]W`h`hYf`6Yf[ghY][`i`bX`XYf`HGJ
?`Øb][gghY]b`Y]b`gd`UbbYbXYg`?`cdZ`Ub!`?`cdZ`FYb`bYbž`]b`XYa` :`hYf`
a`]h`Y]bYf`VYggYfYb`HcfX]ZZYfYbn`XYb`A`Y]ghYfh]hY``g]W`YfhY``<`Y`a`i`h
đ`fY`_ž`XYf`j`cf`XfY]`đ\`fYb`U`g`gd]Y`YbXYf`7`\`YžfU]bYf`
ØVYfbca`a`Yb`\`Uhž`k`]fX`gY]b`HfU]bYfXi`c`bi`b`a`]h`đ`]Ub`7`YYgUm`Ub
gY]bYf`GY]hY``Y]hYb``7`YYgUm`Vf]b[h`ØVYf`Y]b`đ\`fnY`\`bh`9fZU`fi`b[
Ui`g`XYf`6UmYfb`][U`i`bX`FY[]cbU``[U`a`]hž`k`Ug`XYf`A`UbbgW`UZh
ni`g`Àm`]W`Yb`5i`Zhf]YV`[YVYb`_`ØbbhY`

đ`fY`_\`Uh`a`]h`XYa`J`YfY]b`_`UfY`N]Y`Y`ZØf`X]Y`6Yn]f`_g][U`B`cfX
[YghYW`_h`K`À`\`fYbX`X]Y`BYi`ni` [`Àb[Yž`XUfi`bhYf`Gd]Y`Yf`Ui`g`XYa
Y][YbYb`BUW`k`i`W`g`gck`]Y`J`Yfgh`Àf`_i`b[Yb`j`ca` : 7`5a`VYf[ž`g]W`
bU`\`h`cg`]b`XUg`HYUa`Y]b[`]YXYfb`gc``Ybž`ghfYVh`a`Ub`b]W`h`bi`f`XYb
?`UggYbYf`\`U`h`Ubž`gcbXYfb`Y]bY`ghUV]Y`F`c``Y`]a`j`cfXYfYb
HUVY``YbXf]hhY``8Yf`?`UXYf`k`i`fXY`a`]h]bg[YgUa`h`Y`Z`BYi`ni` [`Àb[Yb
Ui`Z`Yghc`W`_hž`i`bX`đ`fY`_\`YVh`X]Y`[i`hY`Hfi`ddY`\`Yfj`cfž`X]Y
a`Ul`]a`U`Y`5bghfYb[i`b[`nY][Yb`a`i`gg`

9]b`6`]W`_`Ui`Z`XYb`?`UXYf`

- A]W`Y``G]j`U`DYfY]fU`fi`7`5a`VYf[ž`BYi`ni` [Ub[Ł

- 9X[UfX'6YW_Yf'fBYi ni [Ub[': 7'5a VYf[Ł
- ȻJa Uf]c'7Ufgk Y''fBYi ni [Ub[': 7'5a VYf[Ł
- J]g`Ub`@U`UmYj`fBYi ni [Ub[': 7'5a VYf[Ł
- Ȼ`]Ub`7YYgUm'fbYi Yf'7c!HfU]bYf'VY]`ǂhYf'6Yf[ghY][Ł

A]h'X]YgYf'A]gWxi b['Ui g'bYi Yb'?fÀZhYb'i bX'YfdfcVhYb'Gd]Y`Yfb
 _ÒbbhY`X]Y`_ca`a`YbXY`GU]gcb`ZØf`X]Y': i »VU`VY[Y]ghYfhYb`]a
 FUi a`'5a VYf['i bX`XUfØVYf`\]bUi g'gdUbbYbX`k YfXYb""8Ug
 ?fÀZhYj Yf\À`hb]g]b`XYf'6Yn]f_g][U`BcfX`k]fX`g]W`j YfÀbXYfbž
 UVYf`X]Y': Ubg`XØfZYb`g]W`Ui ZdUW_YbXY`8i Y`Y`ZfYi Yb""<À`hXUg
 5i Z[YVchj cb`ǂhYf'6Yf[ghY]['XYa`'8fi W`_ghUbXžk À\fYbX`XYf': 7
 5a VYf['gY]bY`5i ZghY][YfUa`V]h]cbYb`bYi`YbhZUW`h3

8]Y`bÀW`ghY`GU]gcb`j Yfgdf]W`hUi Z`YXYb': U`Y]bY`]bhYfYggUbhY
 9bhk]W`_i b['i bX`gdUbbYbXY`Gd]Y`Y""6`Y]VYb`G]Y`XfUb`': Øf
 k Y]hYfY`ǂZcg`ni`XYb`HfUbgZYfg`i bX`XYf`U`_hi Y`Yb`GU]gcb`_ÒbbYb
 G]Y`X]Y`6Yf]W`hYfghUhi b['j cb': i DUž`A]hhY`VUmYf]gW`Y`i bX`
 <Y]a`gd]Y`!Cb`]bY`j YfZc`[Yb"

8YhU]`g	
Cfh	5a VYf[ž'8Yi hgW`_UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "Zi dU"bYh • k k k "a]hhY`VUmYf]gW`Y`XY • k k k "\Y]a`gd]Y`!Cb`]bY`XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY