

?]!J c f \ Y f g U [Y . ' 5 Z 8 ' _ Ö b b h Y '] a
6 U m f Y i h \ Y f ' G h U X h f U h ' n i f ' : f U _ h] c b
k U W \ g Y b °

D f c [b c g Y b ' n i f ' 5 Z 8 '] a ' 6 U m f Y i h \ Y f ' G h U X h f U h ' ? ≠ [Y g h Ø h n h Y
5 b U ` m g Y ' n Y] [h ' a Ö ['] W \ Y ' G h] a a Y b n i b U \ a Y ' Z Ø f ' X] Y
? c a a i b U ` k U \ ` & \$ & * "



6 U m f Y i h \ ž ' 8 Y i h g W \ ` U b X ' ! ' 8] Y ' d c `] h] g W \ Y ' @ U b X g W \ U Z h] b ' 6 U m f Y i h \
n Y] [h ' g] W \ ' j c f ' X Y f ' ? c a a i b U ` k U \ ` U a ' , " ' A Ä f n ' & \$ & * '] b ' V Y k Y [h Y b
N Y] h Y b " ' 9] b Y ' U _ h i Y ` Y ' D f c [b c g Y ' n i f ' 5 Z 8 '] a ' 6 U m f Y i h \ Y f ' G h U X h f U h
_ Ö b b h Y ' Z Ø f ' 5 i Z g Y \ Y b ' g c f [Y b " ' @ U i h ' ? i f] Y f ' _ Ö b b h Y ' X] Y ' D U f h Y '] Y] b Y b
G h] a a Y b U b h Y] ` j c b ' V] g ' n i ' * ž ' D f c n Y b h ' Y f f Y] W \ Y b ž k U g ' n i ' Y] b Y a
N i k U W \ g ' j c b ' G] h n Y b '] a ' G h U X h f U h ' Z Ø \ f Y b ' _ Ö b b h Y " ' 5 _ h i Y ` \ U h ' X] Y
5 Z 8 ' n k Y] ' G] h n Y ž ' X c W \ ' a] h Y] b Y a ' a Ö ['] W \ Y b ' 5 b g h] Y [' U i Z ' X f Y] ' G] h n Y
k Ä f Y ' Y g] \ f ' Y f g h a U ` g ' a Ö ['] W \ ž ' Y] b Y ' Y] [Y b Y ' : f U _ h] c b ' n i ' [f Ø b X Y b "
8] Y g] g h ' k] W \ h] [ž ' X Y b b ' X] Y ; Y g W \ Ä Z h g c f X b i b [' X Y g ' G h U X h f U h g
g W \ f Y] V h ' a] b X Y g h Y b g ' X f Y] ' G] h n Y ' Z Ø f ' X] Y ; f Ø b X i b [' Y] b Y f ' : f U _ h] c b
j c f "

≠hYfYggUbh]ghžXUggVY]XYf'9fghY`i b[X]YgYf'Dfc[bcgY
?Øbgh]WXY'≠hY`][Ybn'fP≠ni a'9]bgUhn'_Ua "'8]Y': Å\[_Y]hj cb
A UgW]bYbž'K U\j Yf\U'hYb'j cf\Yfni gU[Ybž'k]fZhi: fU[Yb'ni f
HfUbgdUfYbn'i bX': U]fbYgg]a'K U\`dfcnYgg'Ui Z'9]bV']W_Y]b'XYb
H\Ya YbVYfY]W'?=gck]Y'XYfYb'9]bZi gg'Ui Z'XYb'K U\`_Ua dZ
_ØbbYb`Y]W'hVY]'HU[YggWUi`bUW[Y'YgYb'k YfXYb"

9fZc`[fY]WXY'Gh]a a UV[UVY']b'GhUXhhY]'Yb

6YgcbXYfgVYa Yf_Ybgk Yfh'g]bX'X]Y'9f[YVb]ggY'Ui g
j YfgW]YXYbYb'GhUXhhY]'Ybž'X]Y'nY][Ybž'XUgg'X]Y'5Z8'\]Yf'hY]'g
ghUf_]a'5i Zk]bX'j]gh"'8]Y'6Yn]f_Y' BYi Y'<Y]a Uh' i bX
đ [YbXhfYZZ: @ L'ghUWXYb'\Yfj cf"'a'VYgU[hYb'K U\`c_U'
Yf\]Y'h'XYf'5Z8!?'UbX]XUh'DYhYf_U'ghc`nY' (&ž) 'DfcnYbh'XYf
9fghgh]a a Ybž'k cVY]'G]'_Y'@Ui bYfh'j cb'XYf'7Gl'bi f'Ui Z&' ž
DfcnYbh'_Ua "'6Y]'k Y]hYfYb'K U\`Ybž'n"6"'b'XYf' A]hhY'gW'i`Y'Gh"
; Ycf[Yb ž'gW]b]hh'DYhYf_U'VYbZU`g[i h'UV'a]h') ž%DfcnYbh"
8]YgY'NU\`Ybž'gc'VYf]W'hYh'≠6UmfYi h\ž'k YfZYb': fU[Yb'ni f
K Å\`Yfa ch]j Uh]cb'Ui Zi bX'ni`XYb'H\Ya Ybž'X]Y'X]Y'A YbgWXYb
VYk Y[Yb"

; i [[Ya cgž'Y]b'_f]h]gWYf'Gh]a a Yb'Ui g'XYf'FY[]cbž'\YVh'\Yfj cfž
XUgg'Y]b][Y'DUfhY]Yb'X]Y'Gh]a a i b['[Yn]Y'h'Ui gbi hnYb"'8UVY]
k YfXYb'DfcV`Ya Y'cZh'Yi U[[YfUhYX'XUf[YghY`hž'k Å\`fYbX'UbXYfYž
k]Y'X]Y'NU\`XYf'J Yf_Y\`fghc'hYbž'b]W'h'X]Y'bØh][Y'5i Za Yf_gUa _Y]h
Yf\U'hYb"'≠'X]YgYf'Ui Z[Y\Y]nhYb'5ha cgd\`ÅY'fi Zh'H\ca Ug
<cZa Ubbž'DZUffYf'XYf'B]_cXYa i g_]fWYž'XUni'Ui Z'X]Y'Gcf[Yb
VYbUW'hY][hYf'A YbgWXYb]b'XYf'; Ya Y]bXY'Yfbgh'ni`bY\`a Yb"'9f
_ØbX][h'Ubž'XUgg'X]Y'?]fWY'k Y]hYf\]b'6Y[Y[bi b[gcfhY'gW]UZZYb
a ØW'hYž'i a'X]Y'; Ya Y]bgW]UZh'ni'ghÅf_Yb"

HYW]bc`c[]Y'i bX'K U\`_Ua dZ

8]Y'H\Ya Uh]_fi bX'i a'?'=n]Y\`h'g]W]k]Y'Y]b'fchYf': UXYb'Xi fW]X]Y
U_hi Y`Y'8YVUmh"'K Å\`fYbX'X]Y'5Z8'Ub[]Vhž'?=ZØf'; fUZ]_Yb'i bX
a Ø[`]WYfk Y]gY'J]XYcW]dg'bi hnYb'ni`k c`Ybž'[]Vh'Yg'Ui W]'[fc»Y
6YXYb_Yb'VYnØ[`]W]XYf'A Ub]di`Uh]cbgdchYbh]U`Yž'X]Y'gc`WY
HYW]bc`c[]Yb'VYf[Yb"'9i dYfhYb'k UfbYb'XUj cfž'XUgg'g]WYfY

A U» bU\ a Yb`cZhi\]bhYf`XYf`fUgUbhYb`hYW\ b]gW\ Yb`9bhk]W_`i b[
 ni fØW_V`Y]VYb``8]Yg`VYhf]Zh`b]W\ h`bi f`X]Y`5Z8 ž`gcbXYfb`_Ubb`Ui W\
 UbXYfY`DUfhY]Ybž`k]Y`X]Y`78I`cXYf`GD8ž`]b`Ni _`i bZi`VYY]bZi`ggYb`
 9]b`YbhgW\ Y]XYbXYf`Di b`_h`k]fX`gY]bž`k]Y`XYf`9]bgUhn`j cb`?`=]a
 K U\`_Ua`dZ`_Yb`bnY]W\ b`Yh`k]fX`i b`X`k]Y`X]Y`DUfhY]Yb`g]W\`XUfUi Z
 j`cfVYfY]hYb`"

Ni gUa`a`YbZUggYbX`Äggh`g]W\`bi f`gU[Yb.`X]Y`_ca`a`YbXYb`A`cbUhY
 V]g`ni f`K`U\`_ÖbbhYb`gdUbbYbX`k`YfXYb``8]Y`k`UW\`gYbXY
 I`bhYfghØhni b[`XYf`5Z8`]b`Y]bnY`bYb`GhUXhhY]`Yb`i b`X`XYf
]bbcj`Uh]j`Y`9]bgUhn`j`cb`?`=ni f`Gh]a`a`Ybdfc[`bcgY`ghY`Yb`gck`c`\`
 Y]bY`<`YfUi`gZcfXYfi b[`U`g`Ui`W\`Y]bY`7\`UbW\`XUfž`X]Y`Dc`h]_`XYf
 F`Y[]cb`bUW\`U`h][`ni`dfÄ[Yb`"

8YhU]`g	
C`fh	6UmfYi`h\ž`8Yi`hgW\`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"_`i`f]Yf"XY • k`k`k`"]bVUmfYi`h\`XY • k`k`k`"hU[YggW\`Ui`"XY

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