

7G8 ']b ' F Y [YbgVi f [. ' G] W X Y f \ Y] h ' [Y \ h j c f °
F Y W X h g Y I h f Y a Y ' V Y X f c \ Y b ' J] Y ` Z U ` h

F Y [YbgVi f [' Y f ' Y V h ' Y b X Y f i b [Y b ' V Y] a ' 7G8 ' &\$&) . ' G h U h h ' Y] b Y f
D U f U X Y ' [] V h ' Y g ' Y] b Y ' ? i b X [Y V i b [' U i Z [f i b X ' f Y W X h g Y I h f Y a Y f
6 Y X f c \ i b [Y b "



F Y [YbgVi f [ž ' 8 Y i h g W X ` U b X ! ' ð ' 6 U m Y f b ' g c f [h ' X] Y ' k U W X g Y b X Y
6 Y X f c \ i b [' X i f W X ' f Y W X h g Y I h f Y a Y ' ; f i d d] Y f i b [Y b ' Z Ø f
V Y g c f [b] g Y f f Y [Y b X Y ' 9 b h k] W _ i b [Y b ž '] b g V Y g c b X Y f Y '] b ' 6 Y n i [' U i Z
X] Y ' 7 \ f] g h c d \ Y f ' G h f Y Y h ' 8 U m i f 7 G 8 ě ' J Y f U b g h U ` h i b [Y b " : ' ` c f] U b
G] Y _ a U b b ž ' Y] b ' A Ø b W X b Y f ' ; f Ø b Y b ! D c `] h _ Y f ž ' k U f b h ' Y] b X f] b [`] W X ' j c f
X Y b ; Y Z U \ f Y b ž ' X] Y ' 7 G 8 g '] b ' 6 U m Y f b ' b i b ' a Y \ f ' X Y b b ' Y ' U i g [Y g Y h n h
g] b X " ' 8] Y ' C f [U b] g U h c f Y b ' X Y f ' 7 G 8 ! J Y f U b g h U ` h i b ['] b ' F Y [YbgVi f [\ U V Y b ' U i Z X] Y g Y ' U ' U f a] Y f Y b X Y ' G] h i U h] c b ' f Y U [] Y f h i b X '] \ f Y ' D ` Ä b Y
[Y Ä b X Y f h ' G h U h h ' Y] b Y f ' D U f U X Y ' U a ') " ' ħ '] ' k] f X ' b i b ' Y] b Y ' g h U h] c b Ä f Y
? i b X [Y V i b [' U V [Y \ U ` h Y b ž [Y Z c ` [h j c b ' Y] b Y a ' _ i f n Y b ' A U f g W X "

5 i W X ' k Y b b ' X] Y ' D c `] n Y] ' _ Y] b Y b ' _ c b _ f Y h Y b ' 8 f c \ V f] Y Z Ø V Y f a] h Y ` h
\ U h ž ' V Y g h Y \ h ' Y] b Y ' U V g h f U _ h Y ' 6 Y X f c \ i b [g ' U [Y " ' ð ' X Y b ' Y h n h Y b

➤\fYb`gh]Y[Yb`X]Y`fY\hgYI hfYa Yb`8fc\i b[Yb`i bX` , VYf[f]ZZY
Ui Zgc`WXY`J YfUbgH`hi b[Yb`XfUa`Uh]gW`Ub``6Yf]W`hY`ØVYf`<YhnY
Ui g`fY\hgYI hfYa Yb`i bX`]g`Ua`]gh]gW`Yb`A`]`Yi g`VY`Y[Yb`X]Y
; YZU`fYb`ž`XYb`Yb`g]W`X]Y`ei YfY` ; Ya`Y]bgW`UZh`Ui g[YgY`hnh`g]Y`h`
6Ygcb`XYfg`]a`Gca`a`Yf`&\$&(`nY][hY`g]W`X]Y` ; Yk`U`hVYfY]hgW`UZh`
U`g`<i bXYfhY`j`cb`fY\hgYI hfYa Yb`bUW`6Ui`hnYb`fY]ghYb`ž`i`a
Y]b`Yb`7G8`ni`gh`ØfYb`ž`k`cVY]`nU`fY]W`Y`fY[Yb`Vc[Yb`ZU`b`Yb
j`YfVfUbb`h`k`i`fXYb``5i`W`]b`@Jb`Xg`i`h[UV`Yg`]b`&\$&(`Y]b`Yb
[YgW`Y]hYfhYb`J`Yfgi`W`fY\hgYI hfYa`Yf` ; fi`ddYb`ž`XYb`7G8`ni
gh`ØfYb`"

Ni`bU`a`Y`[Yk`U`hc`f]Yb`h]Yf`hYf`5`b[f]ZZY

8]Y` ; YZ`A`fX`i`b[ž`X]Y`j`cb`[Yk`U`hc`f]Yb`h]Yf`hYb`f`Y\hgYI hfYa`Yb
Ui g[Y`h`ž`b]a`a`h`k`Y]hYf`ni``B`UW`5b[UVYb`XYg
6i`bXYg]bb`Yba`]b]ghYf]i`a`g`g]b`X`gY]h`ž`b]`&\$&(`d`mg]gW`!
[Yk`U`hc`f]Yb`h]Yf`hY`5b[f]ZZY`VY]`7G8!J`YfUbgH`hi`b[Yb
ZYghni`ghY`Yb``Nk`]gW`Yb`ž`b]i`bX`GYdhYa`VYf`&\$&(`k`UfYb`a`Y`f`
U`g`&\$`?`i`bX[YVi`b[Yb`[Y[Yb`7G8!9j`Yb`hg`fY[]ghf]Yf`h`k`cfXYb`ž`X]Y
`A`i`Z[]`j`cb`fY\hgYI hfYa`Yb` ; fi`ddYb`cf[Ub]g]Yf`h`cXYf`Xca`]b]Yf`h
k`i`fXYb``6Ygcb`XYfg`f`Ø`Yf`a`cV]`g]Yf`h`nY][h`g]W`X]Y
; Yk`U`hVYfY]hgW`UZh]b`Gh`A`X`hYb`k`]Y`6Ui`hnYb`i`bX`@Y]dn]["

➤`Y]bYf`NY]h`ž`]b`XYf`X]Y`6Y`Ub[Y`XYf`ei`YfYb` ; Ya`Y]bgW`UZh
`Ui`hYf`XYbb`Y`[Y`Ø`fh`k`YfXYb`i`bX`7G8`g`ZØf`K`Yf`h`k`]Y`Hc`YfUbn
i`bX`5`_nYdhUn`ghY`Yb`ž`ghY`Yb`X]YgY`J`YfUbgH`hi`b[Yb
ni`bY`a`Yb`X`]b`XYf`G`W`i`gg`]b]Y`fY\hgYf` ; fi`dd]Yfi`b[Yb`` ž`b[`i`bX
GhUf`_6UmYfb`ž`Y]bY`j`ca`J`YfZUggi`b[ggW`i`hn`VYc`VUW`hY`hY
; fi`dd]Yfi`b[ž`fY`_fi`h]Yf`h`U`_h]j``f`b[Y`A`]h[`]YXYf`ØVYf`gc`n]U`Y
A`YX]Yb`ž`k`Ug`X]Y`6Ygcf[b]g`k`Y]hYf`ghY][Yf`h`8]Yg`a`Ø`bXYh]b`Y]bYf
C`b`]bY!`?`Ua`dU[bY`Ghc`n!A`cbUh`ž`X]Y`XYb`ž`b]`U`g`Df]XY!A`cb`h`
ghUf`_Ub[fY]Zh`"

5ddY``Ub`X]Y` ; YgY``gW`UZh

➤`F`U`a`Yb`XYf`9b`hk`]W`_i`b[Yb`ZcfXYfh`G]Y`_a`Ubb`b]W`h`bi`f`Y]bY
ghUUh]W`Y`5Vg]W`Yfi`b[`ZØf`X]Y`7G8`gž`gcb`XYfb`Ui`W`Y]b`ghUf`_Yg
NY]W`Yb`XYf`G]W`hVuf`_Y]h]j`cb`GY]hYb`XYf`ei`YfYb` ; Ya`Y]bgW`UZh`"

8]Y'9bhgWXY]Xi b[ž'X]Y'DUfUXY']b'FY[YbgVi f['UVni gU[Ybž'Z]Y'XYb
 J YfUbgH'hyfb' b]W h'Y]W hž'XU'g]Y']b'XYb'J cf'U\ fYb'Ui Z[fc» Yg
 ðhYfYggY' [Yghc» Yb'k Uf''l a'X]Y'G]WXYf\Y]h'XYf'HY]'bY\ a Yf'ni
 [Yk Å\ f'Y]ghYbž'k YfXYb'G]WXYf\Y]hga U» bU\ a Yb'k]Y'ni gÅh'WXY
 GYW f]hmi bX'6Yhcbdc''Yf']bghU''Yfh"

ð'5bVYhfUW h'X]YgYf'\YfUi gZcfXYfbXYb'@U[Y']gh'Yg'i bYf'Àgg'W ž
 XUgg'A U» bU\ a Yb' [Y[Yb'FYW hgyI hfYa]ga i g'Ui Z'a Y\ fYfYb
 9VYbYb'UbgYhnYb'' ð]h]Uh]j Yb'ni f'8YfUX]_U']g]Yfi b[ž
 5i Z_Àfi b[gUfVY]h'ØVYf'F Ugg]ga i g'i bX'5bh]gYa]h]ga i g'gck]Y'X]Y
 : ØfXYfi b['j cb'gcn]U'dÅXU[c[]gWXYb'Dfc[fUa a Yb'g]bX
 bchk YbX][''8]Y'6i bXYgfY[]Yfi b[\Uh'a]h'Yfk Y]Y'Yf_Ubbhž'XUgg
 FYW hgyI hfYa]ga i g'Y]bY'XYf'[fØ» hYb'6YXfc\i b[Yb'ZØf'X]Y
 8Ya c_fUh]Y'XUfghY''h'8Yb'bcW'VfUi W h'Yg'a Y\ f'dc'h]gWXY
 5bhk cfhYb'Ui ZX]YgY'FUX]_U']g]Yfi b['i bX'j cf'U''Ya 'Ui W'Y]bY
 l a gYhni b['j cb'A U» bU\ a Ybž'i a'X]Y'N]j]' [YgY''gW UZh'ni
 ghÅf_Yb"

9g'V'Y]Vh'ni '\cZZYbž'XUgg'Xi fW'Y]b'j YfY]bhYg'J cf[Y\Yb'X]Y
 U_hi Y''Yb'HfYbXg'[Yghcdd'hk YfXYb'_ØbbYbž'XUa]h'ni _ØbZh][Y
 J YfUbgH'hi b[Yb'k]Y'XYf'7G8]b'FY[YbgVi f['k]YXYf
 i bVYgWk Yfh'[YZY]Yfh'k YfXYb'_ØbbYb'i bX'XYf'; YXUb_Y'Ub
 8]j Yfg]hÅh'j b'XYf'; YgY''gW UZh'ZYghj YfUb_Yfh'V'Y]Vh''8]Y'Gh]a a Yb
 'YbYfž'X]Y'ZØf'Hc'YfUbn'i bX'; 'Y]W\Y]h'Y]bhfYhYbž'a ØggYb
 k Y]hYf\]b'Ui h'i bX'XYi h]W\ \ØfVuf'V'Y]VYb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'XYb'6YXfc\i b[Yb'i bX'A U» bU\ a Yb
 [Y[Yb'FYW hgyI hfYa]ga i g'YgYb'G]Y'5VYbXnY]hi b['A ØbWXYb
 gck]Y'HU[YggW U i 'i bX'VdV"XY"

8YhU]`g	
C fh	FY[YbgVi f[ž'8Yi hgW`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "UVYbXnY]hi b[! a i YbWXYb"XY • k k k "hU[YggW U i "XY • k k k "VdV"XY

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