

F cUX`F U[Y` ; c bY`K]`X. `8i bXY`Y`A Ub
5ffYghYX`Zc f`5hhYa dhYX`A i fXYf`°

5`8i bXY`Y`a Ubž`ægYd` \`A Ufh]bYnž`k Ug`UffYghYX`]b`Dc`_
7ci bhm`Zcf`UhhYa dhYX`a i fXYf`Zc`ck]b[`U`fcUX`fU[Y
g\cch]b[`]bW]XYbh`cb` ħ bY`+"`



@U_Y` < UhW\]bY` \U`F cUXž` < U]bYg`7]hmž` : `cf]XUž`I G5` !` ħ`U
Wc bWfb]b[`]bW]XYbh`cb` ħ bY` +h`ž`ægYd` \`A Ufh]bYnž`") ž`k Ug
UffYghYX`]b`Dc`_`7ci bhmž` : `cf]XUž`Zc`ck]b[`U`fcUX`fU[Y`Yd]gcXY
h\Uh`gd]fU`YX`]bh`c`Ub`U`Y[YX`UhhYa dhYX`a i fXYf`"5WwcfX]b[`hc`
HUa dU` : fYY`DfYggž`h\Y`Yj Ybh`i bZc`XYX`Ufci bX` (.%` `d"a " `cb
@U_Y` < UhW\]bY` \U`F cUXž`YUgh`cZ` < U]bYg`7]hm"

ħ]h]U`fYdcfhg`Zfca `A Ufh]bYn`gi [[YghYX` \Y` \UX`UWW]XYbhU`m`Z]fYX
 \]g` \UbX[i b`k` \]Y`a UbYi j Yf]b[` \]g`j Y\]WY" < Y`WU]a YX` \Y`k Ug
Vch`ghY`Yf]b[`UbX` \c`X]b[`h\Y` [i b`]b`cbY` \UbX`k \Yb`U`V`UW_
HcmchU`7Y`]WU`i bYI dYW`YX`m`igk Yfj YX`]b`Zfcbh`cZ` \]a ž`WU`i g]b[` \]a
hc` \]h`h\Y`VfU_Yg`UbX`i b]bhYbh]cbU`m`X]gW\Uf[Y`h\Y`Z]fYUfa ž
k \]W\ `g\UhYfYX` \]g`Zfcbh`dUggYb[Yf]g]XY`k]bXck " < ck Yj Yfž`h\Y

Xf]j Yf'cZ'h\Y'HcmchU'dfcj]XYX'U'ghUf_'m'X]ZYfYbh'UWwci bh'ghUh]b[
h\Uh'A Ufh]bYn'k Ug'hU]'[Uh]b['UbX'UWh]b['U[[fYgg]j Y'mVYZcfY
VY]b[' VfU_Y!WXYW_YXž 'dfca dh]b['h\Y'XUb[Yfci g'g\ch'h\Uh
g\UhhYfYX'h\Y]f'g]XY'k]bXck "

5'8Ub[Yfci g'HfYbX

H\]g']bW]XYbh]g'dUfh'cZ'U'hfci V']b['hfYbX'UWfcgg'h\Y'I]b]hYX
GhUhYgž'k \YfY'fcUX'fU[Y'g\cch]b[g'\Uj Y'gYYb'U'ghU[[Yf]b[
]bWfYUgY'cZcj Yf(\$ \$i 'Zfca '&\$%('hc'&\$&' ž'UWwcfX]b['hc'**H\Y**
HfUW"'K \Uh'k Ug'cbW'U'\UbXZi 'cZ]bW]XYbhg'\Ug'YgWU'UhYX'hc
(, %fYdcfhYX'WUgYgž'Wcbhf]Vi h]b['hc'U'W']''b['ghUh]gh]W'bYUf'm
'ž\$-) 'j]Wh]a g'\Uj Y'VYYb'g\ch']b'fcUX'fU[Y'Yj Ybhg'Xi f]b['h\]g
XYWUXYž'Uj YfU[]b['U'a cgh'cbY'g\cch]b['dYf'XUm"

⊖': `cf]XUž'fcUX'fU[Y']bW]XYbhg']bj c'j]b['Z]fYUfa g'\Uj Y'VYWca Y
U'Ufa]b['m'Wca a cb"'H\Y'ghUh]gh]Wg'gdYU_]c'i a Yg. 'jb'&\$&'
U'cbYž'Ui h\cf]h]Yg'fYdcfhYX'h\Uh'gca YcbY'k Ug'g\ch'Yj Yfm%,
\ci fg'Xi Y'hc'fcUX'fU[Yž'Wca dUfYX'hc'cbW'Yj Yfm'Zci f'XUmg']b
&\$%("'7ca a cb'hf][[Yfg]bWi XY'U[[fYgg]j Y'Xf]j]b['VY\Uj]cfg
UbX'Wc``]g]cbgž'YUX]b['hc'U'gd]_Y']b[[i b'ck bYfg\]d'UbX'Ub'i dh]W_
]b'j]c'Ybh'WcbZfcbhUh]cbg'cb'h\Y'fcUX'dcgh'dUbXYa]W

H\Y'<i a Ub'7cgh

H\Y']a dUWh'cZ'h\YgY'j]c'Ybh'YbWci bhYfg']g'hfU[]W'C bY']b'Zci f
j]Wh]a g'cZ'fcUX'fU[Y'g\cch]b[g'\Ug'X]YXž'k \]W'i bXYfgWcfYg'h\Y
[fUj]hm'cZ'h\Y'g]hi Uh]cb"'BchUV`Y']bW]XYbhgž'gi W'Ug'h\cgY
]bj c'j]b['Fi _i Ub'N\Ub[ž'g\ch'g]l 'h]a Yg'UZhYf'U'a]bcf'UW]XYbhž
UbX'H]a ch\m'5bXf]W_gž'g\ch'Y'Yj Yb'h]a Yg']b': `cf]XUž'\][\'][\h'h\Y
XYUX'mdchYbh]U'cZ'a]bcf'X]gdi hYg'YgWU'Uh]b['jbhc''Yh\U'
j]c'YbW"

5g'Yj]XYbW'Xž'a Ubm'Xf]j Yfg'UfY']bWfYUg]b['m'WUffm]b['Z]fYUfa g
Zcf'dfchYWh]cbž'k]h\'**7cbgi a Yf'5ZZU]fg**'fYdcfh]b['h\Uh'*)) 'cZ
Xf]j Yfg'WUffm'Uh'YUgh'cbY'k YUdcbž'UbX'a Ubm'ZY'Y'a Vc'XYbYX
Vm'h\]g'dfYgYbW'cZ'Ufa g"'H\]g'YUXg'hc'U'XUb[Yfci g'a]l 'k \YfY
h\Y'_]bX'cZ'U[[fYgg]j Y'Xf]j]b['VY\Uj]cfg'Wca a cb'm'fYdcfhYX'

]_Y`hU][Uh]b[`f(i ŁUbX`gdYYX]b[`f(, i Ł` WUb`gd]fU`ci h`cZ
 WŁbhf`c`b[h`Y`dFYgYbW`cZ`U`Z]fYUfa "

A]bX`h`Y`F`cUX

5g`k`Y`XY`j`Y`XYYdYf`]bhc`h`Y`ghUh]gh]Wgž]h`VYWŁa`Yg`WYUf`h`Uh`fcUX
 fU[`Y`]gb`h`†`gh`U`a`]bcf`bi`]gUbW`/`h`VYUfg`[`fUj`Y`]a`d`]WUh]cbg`Zcf
 WŁa`a`i`b]hm`gUZYhm`5b`Ygh]a`UhYX`+-`i`cZ`5a`Yf]WUb`Xf]j`Yfg`\\Uj`Y
 YI`\\V]hYX`U[[`fYgg]j`Y`VY`\\Uj`]cf`Uh`gca`Y`dc]bhž`k`]h`a`Yb`VY]b[
 a`cfY`_]Y`m`hc`X]gd`Um`fcUX`fU[`Y`h`Ub`k`ca`Yb`"B`chUV`mž`h`Y
 WWi`gYg`cZ`U[[`fYgg]j`Y`Xf]j`]b[`WUb`fUb[`Y`Zfca`\\YUj`m`hfUZZ]Whc
 dYfgcbU`ghfYgg`UbX`Yj`Yb`VY]b[`UhY`hc`Uddc]bha`Yb`hg"

9Zcfhg`hc`a`]h][`UhY`fcUX`fU[`Y`]bW]XYb`hg`Ya`d`\\Ug]nY`h`Y
]a`dcfhUbW`cZ`gUZY`Xf]j`]b[`d`fUWh]W`g`"H]dg`]bWi`XY`a`U]bhU]b]b[`U
 gUZY`X]ghUbW`ž`WŁi`fhYci`g`i`gY`cZ`hi`fb`g][`bU`gž`UbX`fYa`U]b]b[`WU`a
]b`d`chYb]h]U`m`\\YUhYX`g]hi`Uh]cbg`"I`bXYfghUbX]b[`h`Uh`fcUX`fU[`Y
 WUb`cZ`hYb`ghYa`Zfca`ZY`Y]b[`g`cZ`Ubc`bma`]hm`k`\\]Y`VY`\\]bX`h`Y
 k`\\YY`WUb`\\Y`d`Xf]j`Yfg`fYZYWh`cb`dYfgcbU`Xf]j`]b[`\\UV]hg`UbX
 Uh]hi`XYg"

ð`h`Y`k`U`_Y`cZ`A`UfW`g`g`UffYgh`UbX`h`Y`U`Ufa`]b[`f]gY`]b`fcUX`fU[`Y
]bW]XYb`hgž]h`g`j`]hU`Zcf`Xf]j`Yfg`]b`Dc`_`7ci`bhm`UbX`VYmcbX`hc
 UXcdh`gUZYf`Xf]j`]b[`\\UV]hg`5b`ci`bW`cZ`dFYj`Ybh]cb`]g`k`cfh`U
 dci`bX`cZ`W`fY`/`]hg`h]a`Y`hc`ghYd`VUW`ž`VfYUh`Yž`UbX`_YYd
 U[[`fYgg]cb`cZ`h`Y`fcUX`b`ch`†`gh`Zcf`mci`f`gUZYhm`Vi`h`Zcf
 Yj`Yfmc`bY`Y`gY`cb`h`Y`\\][`\\k`Um"

8YhU]`g	
Cfh	@U_Y`<UhW\\]bY\\U`F`cUXž`<U]bYg`7]hmž`:`cf]XUž I`G5
EiY`Yb	<ul style="list-style-type: none"> • k k k "hUa`dUZd"WŁa • k k k "h`YhfUW`"cf[• k k k "WŁbgi`a`YfUZZU]fg"WŁa

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh