

@U_Y`HYW\ b]WU`7c`Y[Y`GYW` fYg`~ ("- A
Zcf`B Yk`K` cf_ZcfW`7YbhYf`9I dUbg]cb`°

@U_Y`HYW\ b]WU`7c`Y[Y`fYW`j] Yg`~ ("- A`Zi`bX]b[`Zcf
K`cf_ZcfW`9Xi`WU]cb`7YbhYf`YI dUbg]cb`]b`gci`h\Yfb`@U_Y
7ci`bhmž`Yb\UbW]b[`WUfYf`hfU]b]b["



@U_Y`7ci`bhmž: `cf]XUž`I`G5`!`@U_Y`HYW\ b]WU`7c`Y[Y`FUa`dg`I`d
K`cf_ZcfW`9Xi`WU]cb`k`]h\`@Y[]g`Uh]j`Y`Gi`ddcfh

@U_Y`HYW\ b]WU`7c`Y[Y`f@H7Ł`]g`a`U_]b[`k`Uj`Yg`UWfcgg`@U_Y
7ci`bhmž`h\Ub_g`hc`U`[`YbYfci`g`~ ("-`a`j`)]cb`Zi`bX]b[`Vccgh`Zfca
h\Y`:`cf]XU`@Y[]g`Uhi`fY`U]a`YX`Uh`YI dUbX]b[`h\Y`K`cf_ZcfW`
9Xi`WU]cb`7YbhYf`Gci`h\`"H\`]g`]b]h]Uh]j`Yž`fYdcfhYX`Vm`G@`HUV`Yhž
]g`U`g][`b]Z]WUbhghYd`]b`Yb\UbW]b[`YXi`WU]cb`UbX`hfU]b]b[
cddcfhi`b]h]Yg`Uh`h\Y`gci`h\Yfb`YbX`cZ`h\Y`Wci`bhm`

H\Y`W`bhYf`g`bYk`d\UgY`Vi`j`Xg`cb`U`dfYj`]ci`g`~ (`a`j`)]cb
7Ud]hU`]nUh]cb`W`bh]j`Y`;`fUbhž`Zi`fh\Yf`Zcfh]Zm]b[`@H7`g`a`]gg]cb`hc
a`YYh`cWU`k`cf_ZcfW`XYa`UbXg`"GYbUhcf`?Y]h\`Hfi`Ybck`ž`U

bchUV`Y`UXj cWUhY`Zcf`YXi WUh]cb`Zi bX]b[ž`gdYUf\YUXYX`h\Y
fYei Ygh`Zcf`h\]g`j]hU``Z]bUbW]U``gi ddcfh``K]h\`fYWcfX`Ybfc``a Ybh
Z][i fYg`Uh@H7 g`bcfh\Yfb`WUa di gYgž`h\]g`YI dUbg]cb`Wca Yg`Uh`U
h]a Y`k \Yb`h\Y`Wca a i b]hm]g`i b[fmZcf`g_]``YX`dfcZYgg]cbU`g"

H\Y`K cf_ZcfW`9Xi WUh]cb`7YbhYf`Gci h\ž`ghfUhY[]WU``mig]hi UhYX`cb
h\Y`Zcfa Yf`7`Yfa cbh`9`Ya YbhUfm`GWcc`WUa di gž`gdUbg`cj Yf
) \$ž\$ž\$gei UfY`ZYYh``H\]g`ZUW]`]hm]g`gYh`hc`VYWca Y`U`i V`Zcf`bYk
WUggfcc a g`UbX`UVcfUhcf]Yg`XYX]WUhYX`hc`\][\!XYa UbX`hfU]b]b[
dfc[fUa g" `Ghi XYbhg`k]``gccb`\Uj Y`UWWgg`hc`Wci fgYg`]b.

- <YU`h\WUfY
- 9a Yf[YbWm`A YX]WU``GYfj]W`g
- GYa]WcbXi W`hcf`HYW`bc`c[m
- 5fW`]hYW`hi fY`UbX`7cbghfi W]cb
- ðZcfa Uh]cb`HYW`bc`c[m

FUa d]b[`I d`9Xi WUh]cbU``Cddcfhi b]h]Yg

Bch`ghcdd]b[`h\YfYž`@H7`]g`U`gc`YI dUbX]b[`]hg`cZZYf]b[g`hc`]bWi XY
YggYbh]U``gYfj]W`g``_Y`; 98f`DfYdž`9GC`@ž`]bXi ghfm`W`fh]Z]WUh]cb
hYgh]b[ž`UbX`cV`fYUX]bYgg`fYgci fW`g``K]h\`]a dfYgg]j Y
Wca d`Yh]cb`fI - i Ł`UbX`cV`d`UW`a Ybh`fUhYg`fI-%i Łž`UbX`U
`]W`bgi fY`dUgg`fUhY`Ug`\][\`Ug`- , i ž`]h g`WYUf`h\Uh@H7`]g`gYf]ci g
UVci h`Yei]dd]b[`ghi XYbhg`Zcf`gi W`Wgg``Cj Yf`` \$`k cf_ZcfW`
dfc[fUa g`UfY`Uj U]`UV`Y`Zcf`ghi XYbhgž`a UbmicZ`k \]W`WUb`VY
Z]b]g\YX`]b`i bXYf`U`mYUfž`a U_]b[`]hU`j]UV`Y`cdh]cb`Zcf`h\cgY
YU[Yf`hc`YbhYf`h\Y`k cf_ZcfW`ei]W`_m"

H\Y`Ybh\i g]Uga `XcYgb hi[c`i bbch]W`X`/Wca a i b]hmidUf`hbYfg``_Y
@U_Y`7ci bhm`GWcc`g`UbX`7UfYYfGci fW`7YbhfU``: `cf]XU`UfY
fU``m]b[`VY\]bX`h\Y`]b]h]Uh]j Y``H\Y]f`Wc``UVcfUh]j Y`YZZcfhg`UfY`_Ym
hc`Ybgi f]b[`h\Uh`k cf_ZcfW`YXi WUh]cb`fYa U]bg`UWWgg]V`Y`UbX
fY`Yj Ubh"

ð`Wcb`† bW]cb`k]h\`h\]g`YI dUbg]cbž`@U_YK cf_gž`U`k cf_ZcfW`
YXi WUh]cb`dUf`hbYfg\]dž`d`Umg`Ub`YggYbh]U``fc`Y`]b``]b[`ghi XYbhg
gYUa `Ygg`mZfca `\][\`gW`cc`hc`\][\Yf`YXi WUh]cb`H\]g`]b]h]Uh]j Y

WcbbYWhg@U_Y!Gi a hYf'GhUHY'7c''Y[Y'f@GG7E'UbX'@U_Y'HYWAb]WU'
7c''Y[Y'f@H7ŁŻWfYUh]b['Ub'YXi WUh]cbU'dUh\k Umih\Uh'WUa d]cbg
'cWU'ghi XYbh'fYhYbh]cb'VmicZZYf]b['ZYUhi fYg''_Y.

- GmbWfcb]nYX'UWUXYa]WWU'YbXUfg'Zcf'ga cch\hfUbg]h]cbg
- HfUbgZYf'cZ'WfYX]h'\ci fg'hc'gUj Y'h]a Y'UbX'a cbYm
- GhUW_UV`Y`WfYXYbh]U`g'hc'Yb\UbW'Ya d'cmUV`]hm
- 7UfYf'dUh\k Umg'UbX'Xi U'Ybfc''a Ybh'Zcf'\['\gWAcc`
ghi XYbhg

Fi fU'DUfhbYfg\]dg'Zcf'9Wcbca]WA cV`]hm

Mh'k \Uh'XcYg'h\]g'a YUb'Zcf'hY'cWU'YWcbca m3'5g'X]gW'ggYX
Vmih'Y'BUh]cbU'G_]`g'7cU'h]cb]'b'Ub']bg][\hZ`fYdcfh'UVci h
Wca a i b]hm'Wc''Y[Yg'UbX']bXi ghf'm'dUfhbYfg\]dg'fi fU'Wc''Y[Yg
'_Y'@H7'WUb'UWh'Ug'Yb[]bYg'Zcf'YWcbca]Wa cV`]hm"H\YgY
dUfhbYfg\]dg'k \]W\X]fYWh'm'UXXfYgg'cWU'k cf_ZcfW'bYYXg'z'bch
cb'm\Y'd'ghi XYbhg'Z]bX'[ccX'cVg'Vi h'U'gc'gh]a i`UhY'cWU'
YWcbca]Yg"

H\Y'BUh]cbU'G_]`g'7cU'h]cb'dc]bhg'ci h'h\Uh'VmZcfa]b['XmbUa]W
Wc''UVcfUh]cbg'k]h\`cWU'Ya d'cmYfg'fi fU'Wca a i b]hm'Wc''Y[Yg
UfY'UXXfYgg]b['[fck]b['g_]`g[Udg'k \]Y'Vi]X]b['dUh\k Umg'Zcf
ghi XYbhg]'bh'c'h'f]j]b['bXi ghf]Yg"'fca '[fYYb'YWcbca m'cVg']b
fi fU'A U]bY'hc'bi fg]b['UddfYbh]W'g\]dg]b'5`UVUa Uz'h\YgY
dUfhbYfg\]dg'g\ck WUgY'h\Y'dchYbh]U'cZ'Wca a i b]hm'Wc''Y[Yg
k \Yb'h\YmgYW'fY''Y[]g'Uh]j Y'gi ddcfh'UbX'Wca a i b]hm'Vi m!]'b"

5g'@H7'[YUfg'i d'Zcf'h\]g'Ua V]h]ci g'YI dUbg]cb'z'hg'WYUf'h\Uh'h\Y
YZcfhg'k]''\Uj Y''Ugh]b['YZZYWhg'cb]'bX]j]Xi U'g'UbX'h\Y'VfcUXYf
@U_Y'7ci bhm'Wca a i b]hm'Bch'cb'm'XcYg'h\]g]'b]h]Uh]j Y'Vc`ghYf
YXi WUh]cbU'cZZYf]b[g'z'Vi h]h'U'gc'ghUbXg'hc'g][b]Z]WUb'h'm]a dUWh
'cWU'Ya d'cm Ybh'UbX'YWcbca]Wdfc'gdYf]hm"

h\YgY'WUUb[]b['h]a Yg'z'h\Y'Wca a]ha Ybh'hc'UWW'gg]V`Y'z'ei U`]hm
k cf_ZcfW'YXi WUh]cb'WUb h'VY'i bXYfYgh]a UhYX''@U_Y'HYWAb]WU'
7c''Y[Y'z'VUW_YX'Vm'Ybh'i g]Ugh]W'cWU'dUfhbYfg\]dg'g'hfi`m
dUj]b['h\Y'k Um'Zcf'U'Vf][\hYf'Z hi fY`cbY'Z''YX'k]h\dcgg]V`]h]Yg

Zcf'ghi XYbhg'UbX'h\Y'Wca a i b]hm'U']_Y"

8YhU]'g	
C fh	@U_Y`7ci bhmž': `cf]XUž'I G5
E i Y``Yb	<ul style="list-style-type: none">• g`hUV`Yh"Wca• `U_Yk cf_g"cf[• bUh]cbU`g_]`gWcU`]h]cb"cf[

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