

: `cf]XU/ ¼ \$' - /g'6i X[Yh'G\U_Y!! d. 'A 8 7
7i h'Zfca '5bh]!7ca a i b]ga '6cUfX°

: `cf]XU/ ¼ \$' - /g'Vi X[Yh'W hg'A]Ua]'8UXY'7c`Y[Y/ ¼ \$' - /g
fc`Y`b'cj YfgYY]b['Ubh]!Wca a i b]ga 'b]h]Uh]j Ygž`][b]h]b[
XYVUhY`cb`YXi WWh]cb`UbX`Wj]WYb[U[Ya Ybh"



: fYYXca 'Hck Yfž'A]Ua]ž: `cf]XUž'I G5 '!': `cf]XU g`YXi WWh]cbU`
'UbXgWUdY`g`YI dYf]YbW]b['g][b]Z]WUbh'W\Ub[Yg`Ug'h\Y`ghUhY
]a d`Ya Ybhg`U`ghfc b['Ubh]!Wca a i b]ga 'b]h]Uh]j Y"'> gh'fYW`b`h`mž`U
XYW]g]cb`k Ug'a UXY`hc`ghfYUa `]bY`Wcbhfc`cj Yf'h\Y`bgh]hi hY`Zcf
: fYYXca 'b`h\Y`5a Yf]WUgž`U`bYk`mYghUV`]g\YX`VcUfX`cj YfgYY]b[
Ub`Ubh]!Wca a i b]ga `dfc[fUa 'Uh'A]Ua]'8UXY'7c`Y[Y`fA 8 7Ł`5g
fYdcfhYX`Vm: `cf]XU`Dc`h]Wgž'h\Y`UhYgh`Vi X[Y`UX↑gha Ybhg
\Uj Y`fYa cj YX'A 8 7 g`fYei]fYX`]bdi h'cb'h\]g`VcUfXž`U'a cj Y'a UXY
k]h\ci h'h\Y`GYbUhY g`YbXcfgYa Ybh"

H\]g'g\]Zh'ck UfXg`U'a cfY`fYghf]Wh]j Y`cj Yfg][\h'WUa Y`Ua]Xgh
WcbWfbg`Zfca `gca Y`Uk a U_Yfg"H\Y`dfcj]g]cb`hc`Y`a]bUhY
A 8 7 g`Uddfcj U`fYei]fYa Ybh`k Ug`]bhfcXi W\X`\Ugh]`mž`fU]g]b[

YmYVfck g'Ua cb['Wf]h]Wg'k \c'ZYUf'h\Uh'gi W\ 'UWh]cbg'a][\h
i bXYfa]bY'h\Y'Ui hcbca m'UbX']bhY[f]hmicZYXi WWh]cbU'
]bgh]hi h]cbg"5'h\ci [\'; cj Yfbcf'Fcb'8YGUbh]g'\Ug'h\Y'Ui h\cf]hm
hc'j Yhc'h\]g']hYa ž']h']g'XYYa YX']a dfcVUV`Y"

9I dUbg]cb'cZ'5bh]!7ca a i b]ga '9Xi WWh]cb

5h'h\Y'WcfY'cZ'h\YgY'XYj Y`cda Ybhg']g'h\Y'ghUhY!a UbXUhYX
YXi WWh]cbU`fYZcfa 'YbWUdgi 'UhYX']b'GYbUhY'6]`'%*(ž'k \]W\
fYei]fYg'di V']WgW\cc`g'hc'dfcj]XY']bghfi WWh]cb'cb'h\Y'\]ghcfmicZ
W\ca a i b]ga 'ghUfh]b[']b'h\Y'&\$*&!&\$&+`gW\cc`mYUf"H\]g
'Y[]g'Uh]cb'gh]di 'UhYg'h\Uh'Yggcbg'a i gh'VY'U[Y'UbX
XYj Y`cda YbhU`m'Uddfcdf]UhYž'UbX']bWi XY'_Ym'\]ghcf]WU`hcd]Wg
fY'UhYX'hc'h\Y']a dUWh'cZW\ca a i b]ga "'H\Y': `cf]XU'GYbUhY'\Ug
Ya d\Ug]nYX'h\Uh']bdi h'a Um'VY'gci [\h'Zfca 'j]Wh]a g'cZ
W\ca a i b]ga 'hc'Vc`ghYf'h\Y'YXi WWh]cbU`YZZcfhg"

K]h'h\Y'6]`g'g][b]b['cW\ ff]b['cb'h\Y'Ubb]j YfgUfmicZ'h\Y'6UmicZ
D][g']bj Ug]cbž']h'YI Ya d']Z]Yg'U'VfcUXYf']XYc`c[]WU`di g\ 'Vm'ghUhY
cZZ]W]U`g'hc'W\ci bhYf'dYfW\]j YX'h\fYUhg'Zfca 'YZh]gh']XYc`c[]Ygž
YgdYW]U`mik]h\]b'UWUXYa]WgYhh]b[g"': cj Yfbcf'8YGUbh]g
Ufh]W'UhYX'h\Y'bYYX'Zcf'ghi XYbhgž'Zfca '_]bXYf[UfhYb'i dž'hc']fUgd
h\Y'fYU']h]Yg'cZW\ca a i b]ga 'UbX'i bXYfghUbX']hg']a d']WWh]cbg U
bUffUh]j Y'\Y'ZY'Y'g'\Ug'VYYb'g_Yk YX']b'UWUXYa]WX]gW\ci fgY"

GYhh]b['I d'Zcf'Gi W\Wgg

: i fh\Yf'VUW_]b['h\]g']b]h]Uh]j Yž'h\Y'`bgh]hi hY'Zcf': fYYXca ']b'h\Y
5a Yf]WUg'k Ug`Ui bW\YX`Ugh'mYUfž'U`cb[g]XY'U'fYj Ua dYX
dfc[fUa 'Uh': `cf]XU'`bhYfbUh]cbU`I b]j Yfg]hm'H\]g']bgh]hi hY']g
d cg]h]cbYX'hc'bch'cb`m'ZcghYf'YXi WWh]cbU`dfc[fUa a]b['Vi h'U'gc
hc'ZUW']hUhY'k cf_g\cdg'UbX'W\cbZYfYbW\g'U]a YX'Uh'dfca ch]b[
j U'i Yg'cZ']bX]j]Xi U`UbX'YW\cbca]WZfYYXca 'h\ fci [\ci h'h\Y
5a Yf]WUg"A 87'DfYg]XYbh'A UXY']bY'Di a Uf]Y[U'\][\][\hYX'h\Y
W\`UVcfUh]j Y'dfcgdYWh'g'cZYfYX'Vm'h\]g'dfc[fUa ž'k \]W\U]a g'hc
W'h]j UhY'YUXYfg\]d'Ua cb['mci h\"

H\Y'Vi X[Yh'U'gc'YUfa Uf_g'gi VghUbh]U`Z]bUbW]U`gi ddcfh ~ %

a]``cb`\\Ug`VYYb`U``cWUhYX`Zcf`h\\Y`YghUV`]g\\a`Ybh`cZ`U
W`a`a`i`b]ga`\\]ghcfm`a`i`gYi`a`U`h`h\\Y`:`fYYXca`H`ck`Yf`]b`A`]Ua`]ž
k`]h\\`Ub`UXX]h]cbU```)`a`]``cb`XYg][`bUhYX`Zcf`cdYfUh]cbU``gi`ddcfh
Uh`A`8`7`"``5W`W`fX]b[`h`c`**A`mBYk`g%**`ž`h\\Y`hY`UW`]b[`g`UfY`XYg][`bYX`h`c
]``i`a`]bUhY`h\\Y`U`hfcW]h]Yg` ``]b_YX`h`c`W`a`a`i`b]ga`ž`j`]Yk`YX`h`fci`[`\\
U``Ybg`h\\Uh`df]cf]h]nYg`5a`Yf]WUb`j`U`i`Yg"

5`8`Jj`]XYX`F`Ygdc`bgY`

H\\Y`dfcdcgU`ž`\\ck`Yj`Yfž`\\Ug`bch`VYYb`ZfYY`Zfca`W`b`hfcj`Yfgm`
7f]h]W]ga`\\Ug`Ya`Yf[`YX`Zfca`U`W`cU`]h]cb`cZ`8Ya`c`WfUh]W
`Uk`a`U_Yfgž`k`\\c`YI`dfYgg`W`b`Wfb`c`j`Yf`h\\Y`dc`]h]WU``]bZi`Yb`W`c`b
YXi`WUh]cbU`W`b`hYb`h`H\\Ym`Uf[`i`Y`h\\Uh`h\\Y`YI`Wi`g]j`Y`Zc`W`g`c`b`Ub`h]!
W`a`a`i`b]ga`b`Uffck`g`h\\Y`g`W`cdY`cZ`X]g`W`i`fgY`Ub`X``]a`]hg`ghi`XYb`hg
i`bXYfghUb`X]b[`c`Z`W`a`d`YI`[`c`V`U``]ggi`Yg``F`YdfYgYb`hUh]j`Y`5`b`b`U
9g_Ua`Ub`]j`c]W`X`\\Yf`X]gUddfcj`U`ž`W`i`h]cb]b[`U[`U]bgh`U`c`bY!g]XYX
j`]Yk`dc]b`h`Xca`]bUh]b[`W`Uggfcca`X]g`W`gg]cbg"

5g`:`c`f]XU`b`Uj`][`UhYg`h\\YgY`W`U`b[`Ygž`h\\Y`i`b`Zc`X]b[`XYj`Y`c`da`Yb`hg
]b`Ub`h]!W`a`a`i`b]ga`YXi`WUh]cb`Ub`X`c`j`Yfg][`\\h`Uh]bgh]hi`h]cbg``]_Y
A`8`7`k`]``W`f`hU]b`m`VY`k`UhW`X`YX`W`cgY`m`H\\Y`W`a`]b[`m`Y`Ufg`k`]``
XYhYfa`]bY`\\ck`h\\YgY`]b]h]Uh]j`Yg`g`\\UdY`ghi`XYb`h`YI`dYf]Yb`W`g`Ub`X
YXi`WUh]cbU``]bhY[`f]hm`UW`fcgg`h\\Y`ghUhY"

8YhU]`g	
Cfh	: fYYXca`H`ck`Yfž`A`]Ua`]ž`:`c`f]XUž`I`G5
E`i`Y``Yb	<ul style="list-style-type: none">• Z`c`f]XUd`c``]h]Wg`"W`a`• k`k`k`"Z`gYbUhY"[`c`j`• a`m`bYk`g%`"W`a`

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