

5`Ygg]c`@[gW]`HU_Yg`7\Uf[Y.`=g`<Y`h\Y
7cUW\`C gUgi bU`B Y Y Xg3

5`Ygg]c`@[gW]`Uddc]bhYX`YUX`WcUW\`cZ`C gUgi bUž`U]a g`hc
Vi`j`X`U`j YfgUh]`Y`hYUa`Ug`h\Ym`hfUbg]h]cb`dcgh!d`UmcZZ
Wca a]ha Ybhg"



9Vfcž`GdU]b`!`5`Ygg]c`@[gW]`Ug`ghYddYX`]bh`U`bYk`W\UdhYf`Ug
h\Y`YUX`WcUW\`cZ`C gUgi bUž`U`a c]Y`h\Uh`Vf]b[g`YI W]hYa Ybh`UbX
\[`Y`cdYg`hc`h\Y`Wi`V`<Uj`b[`d`fYj`]ci`g`mgdYbh`hk`c`mYUfg`Uh`78
A`]fUbX`Ågž`k`YfY`Y`Y`dYX`ghYf`h\Y`hYUa`hc`k`UfX`d`UmcZZ[`c`fm
]b`@5@= 5`<MD9FA`CH`€Bž`@[gW]`]g`fYUXm`hc`Ya`VfUW`h\Y
W\U`Yb[`Yg`U`YUX`Uh`C gUgi bU`<Y`Vf]b[`g`k`]h\`Y`ja`U`k`YU`h`cZ
YI`dYf]YbW`UbX`U`ZfYg`dYfgdYWh]`Yž`k`Y`Y`YI`dYgg]b[`[`fUh]hi`XY
hc`Y`]g`Zcfa`Yf`Wi`V`UbX`]hg`ghUZZ`Zcf`h\Y]f`gi`ddcfh`Xi`f]b[`Y`g
hYbi`fY"

@]gW]`ZY`g`f][`h`Uh`Y`ca`Y`]b`C gUgi bUž`d`fU]g]b[`h\Y`Wi`V`g`ghUV`]`hm
UbX`ZUa`]m`]Y`Uha`cgd`YfY`<Y`U]a`g`hc`W`h]j`UhY`U`j`YfgUh]`Y
hYUa`W\UdUV`Y`cZ`Vch`X`ca`]bUh]b[`d`Um`UbX`UXUdh]b[`hc`j`Uf]ci`g

[Ua Y`ghm`Yg"<]g`fYW`b`h`YI dYf]YbW`U`h`A]fUbX`Ågž`k \YfY`\\Y
fYUW`YX`h`Y`d`Umc`Z`Z]bU`Vi`h`ZY`g`c`fh`c`Z`dfca`ch]cbž`\\Ug
Yei]ddYX`\\]a`k`]h`j`U`i`UV`Y`Yggcbg`\\Y`gYYa`g`YU[Yf`hc`Udd`m`Uh
\\]g`bYk`dcgh`&\\]g`ck`b`k`cfXgž`=W`bg]XYf`C`gUgi`bU`U`V][
cddcfhi`b]hm`=df]cf]h]nYX`h`]g`k`\\Yb`]h`WUa`Y`i`d`f9: 9Ł"

5`7U`W`U`hYX`HfUb`g]h]cb`b

C`gUgi`bU`g`XYW]g]cb`hc`Vf]b[`]b`@]gW`W`a`Y`g`UZhYf`Zcfa`Yf`W`UW`
J]W`b`hY`A`cfYbc`g`XYdUfhi`fYž`k`]h`h`Y`Wi`V`\\Uj`]b[`gYh`]hg`g][`\\hg
cb`h`]g`dfca`]g]b[`hU`Y`b`h`BY[`ch]Uh]cbg`dfcW`YXYX`ga`cch`\\m
XYgd]hY`@]gW`g`cb[`c]b[`W`a`a`]ha`Y`bhgž`UbX`\\Y`]g`gYh`hc`c`Z]W]U`m
ċ]b`h`Y`hYUa`UZhYf`h`Y`W`b`Wi`g]cb`c`Z`U`Wfi`W]U`d`Umc`Z`U[`U]bgh
FYU`C`j`]YXc`"H`\\Y`Z]fgh`Y[`c`Z`h`]g`a`U`h`Wi`d`hU`Y`g`d`UW`U`h`5bXi`j`Už
k`]h`h`Y`fYhi`fb`Y[`gYh`Zcf`7Uf`cg`HUfh]YfY`cb`đ`bY`&%"<]g
W`b`hfUW`h`k`j`gY`Y`\\]a`U`h`C`gUgi`bU`i`bh`&\$&+ž`g][`b]Zm]b[`U`cb[`!
hYfa`W`a`a`]ha`Y`bh`hc`h`Y`Wi`V`g`j`]g]cb`f9`8Yga Ufei YŁ"

6fUi`c`J`½nei`Ynž`C`gUgi`bU`g`gdcfh]b[`X]fYW`h`fž`YI`dfYggYX`\\]g
UddfYW]Uh]cb`Zcf`A`]fUbX`Ågž`ghUh]b[`h`Y]f`W`cdYfUh]cb`Xi`f]b[
@]gW`g`hfUb]g]h]cb`\\Ug`VYYb`Wfi`W]U`"<Y`\\][`\\][`\\hYX`@]gW`g`dUgh
gi`W`W`ggY`g`UbX`Ua`V]h]cb`Ug`_Ym`fYUgc`bg`VY`\\]bX`\\]g`\\]f]b[`ž
]bX]WUh]b[`W`b`Z]XYbW`]b`h`Y`bYk`W`UW`g`UV]`]hm`hc`ghY`Yf`h`Y
hYUa`hc`gi`W`W`gg"

7cUW`X]b[`D`\\]`c`g`c`d`\\m

@]gW`g`W`UW`X]b[`d`\\]`c`g`c`d`\\m`Ya`d`\\Ug]nY`g`UXUdhUV]`]hm`UbX
fYgdc`bg]j`Y`bYgg`"<Y`XYgWf]VYg`\\]a`gY`Z`Ug`Ub`]b`hYfj`Y`bh]cb]gh
W`UW`X`ž`_YYb`cb`W`U`b[`]b[`ghfUhY[`]Y`g`Xi`f]b[`a`U`h`W`Y`g`hc`gi`]h`h`Y
Zck`c`Z`d`U`m`5`W`a`a`]ha`Y`bh`hc`XYj`Y`cd]b[`XYdh`\\]b`U`h`UW_]b[
dcg]h]cbg`\\Ug`U`gc`VYYb`Y`W`c`YXž`Ug`\\Y`UW`_bck`YX[`Y`g`h`Y
W`U`Y`b[`Y`g`h`\\U`h`Y`Y`U`\\Y`UX`"H`\\Y`b`YYX`Zcf`hUW`h]WU`]bg][`\\h`UbX
YZZYWh]j`Y`W`a`a`i`b]WUh]cb`U`h`h`Y`W`UW`X]b[`Y`j`Y`W`U`b`b`ch`VY
cj`Y`fYa`d`\\Ug]nYX`/UZhYf`U`ž`ZcghYf]b[`hYUa`k`cf`_UbX`X]gW]d`bY`]g
YggYbh]U`Zcf`Vi`j`X]b[`U`W`\\Y`g]j`Y`i`b]h`cb`h`Y`d]hW`f`l`cFci`hŁ"

5g`@]gW`Ya`VUf`_g`cb`h`]g`bYk`ċ`i`fbYm`k`]h`C`gUgi`bU`ž`\\Y`U]a`g`hc

W`h]j UhY`U`W`hi fY`cZfYgdYWh`WcbZ]XYbWY`UbX`Wca a]ha Ybh
Ua cb[`d`UmYfg``6midYfgcbU`]n]b[`WcUW\]b[`hYW\ b]ei Yg`UbX
]a d`Ya Ybh]b[`g_]``!Vi]`X]b[`Xf]`g`h\ Uh'a UhW\ `]bX]j]Xi U`
WUdUV]`]h]Ygž`@]gW]ghf]j Yg`hc`Yb\UbWY`Vch\`hYW\ b]WU`UbX`hUWh]WU`
g_]`gž`k \]W\ `]g`Wfi W]U`Zcf`WfYUh]b[`U`k Y``!fci bXYX`hYUa "
I`h]a UhY`mž`\]g[`cU``]g`hc`ZcghYf`Ub`Ybj]fcba Ybh`k \YfY`i b]hm
hfUbg`UhYg`]bhc`dYfZcfa UbWY"

K]h\`h\Y`dUgg]cb`h\Uh`@]gW]Vf]b[`g`UbX`h\Y`Ua V]h]cb`h\Uh`CgUgi bU
Ya VcX]Ygž`ZUbg`UbX`d`UmYfg`U`]_Y`WU b``cc_`Zcfk UfX`hc`Ub`YI W]h]b[
gYUgcb`U\YUX``5g`h\Y`Vi nn`Vi]`Xg`Ufci bX`h\Y`Wi Vž`gi ddcfhYfg
UfY`YU[Yf`hc`gYY`\ck` `@]gW]k]``hfUbgZcfa`h\Y]f`Zcfhi bYg`cb`h\Y
d]hW\ "

8YhU]`g	
Cfh	9Vfcž`GdU]b
E i Y``Yb	<ul style="list-style-type: none">• YZY"Wca• k k k "Y`XYga Ufei Y"Wca• [cfc i h"Wca

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