

8cc\Ub'jcf'XYa'K YbXYdi b_h.'8fc\h'XUg
5i g'VY]'5`d]bY'gW\cb'jcf'GU]gcbghUfh3

BUW\XYa'9bXY'XYf': cfa Y`!%GU]gcb'&\$&('ghY\Yb'X]Y
K Y]W\Yb'Z0f'&\$&).'JW_'8cc\Ub'_0bbhY'gY]b'7cW_d]h'VY]
5`d]bY'j Yf']YfYb"



⊕'XYf': cfa Y`%k]fX'Yg'gdUbbYbX.'JW_'8cc\Ubž'XUg'[fc» Y
HU'Ybhj'cb'5`d]bYž'\Uh'X]Y'7\UbW'ž'gY]b'DchYbn]U'VY]a'5Vi
8\UV]; fUbX'Df]i'ibhYf'6Yk Y]g'ni'ghY''Yb''8Yf'&%!A\ f][Y'k i fXY
_i fnZf]gh]['Z0f'9ghYVUb'CWcb'Yb[U[]Yfhž'XYf'j'cfnY]h]['Ui'g'XYa
HYUa'Ui'ggW\Y]XYh''@Ui'hi'6Yf'']b'@] Y'_0bbhY'8cc\Ubg'?Uff]YfY
YXcW'gW\cb'k]YXYf'']b': fU[Y'ghY\Ybž'XYbb'Yg'[]Vh'; Yf0W\hY
0VYf'Y]bYb'UbXYfYb': U\fyfk YW\gY''VY]'5`d]bY''': 'Uj'jc'6f]UhcFYž
XYf'']bnk]gW\Yb'U'g'9I YW'hj'Y'5Xj]gcf'VY]'5`d]bY'hAh][']ghž'gc''Y]b
5i [Y'Ui'Z'XYb'Uf[Ybh]b]gW\Yb'Mci'b[ghYf': fUbWc'7c`Ud]bhc
[Yk'cfZYb'\UVYb''8]YgYf'_cbbhY'VYfY]hg'VY]'K]''Ua'g'dcg]hj'Y
G][bU'Y'gYhnYbž'\Uh'U''YfX]b[g'_Y]bYb'Z]I Yb'D'Uhn'Z0f'&\$&)"

8]Y'8fi W_g]hi Uh]cb'Z0f'8cc\Ub']gh'Ub[YgdUbbh''Hfchn'XYf

GdY_i `Uh]cbYb`ØVYf`7c`Ud]bhcž`Yf_`Àfh`XYf`5i`ghfU`Yfž`XUgg
6f]UhcFY`]\b`b]W`h`i`bhYf`8fi`W`_`gYhnY`" `č`Y]bYa` `č`hYfj`]Yk` `a`]h`
A`c`h`c`f`g`d`c`f`h`k`YY_`VYhcbhY`8cc`Ubž`XUgg`6f]UhcFY`]\a` `f]Yhž`X]Y
FYbbYb`ni` `bi`hnYbž`i`a` `ni` `YfbYb`i`bX`g]W` `k`Y]hYfni`Yb`hk`]W`_`Y`b`.
9f`k`]`ž`XUgg`]W` `XUg`FYbbYb`VYbXY`i`bX`gc`j`]Y` `k`]Y` `a` `Ò[`]W`
`YfbY`" `8cc`Ub`a` `ÒW`hY`g]W` `Ui`Z`gY]bY`@Y]ghi`b[`Yb`_`cbnYbhf]YfYb
i`bX`X]Y` :`c`f`h`g`W`f]h`hY`]a` `FYbbYbž`Ub[`Y`Z`Ub[`Yb` `a`]h`X`Y`b`Z`FY]Yb
HfU]b]b[`gž`U`g`d`c`g]h]j`Yg`NY]W`Yb`k`Yf`h`Y`b`"

CVk`c`_`8cc`Ub`]b`X`Y`b`Y`f`g`h`Y`b`V`Y]X`Y`b`H`f`U]b]b[`gg]h`ni`b[`Yb`%-`"
k`i`f`X`Y`ž`V`]W`_`h`Y`f`c`d`h]a`]gh]g`W` `j`c`f`U`i`g`" `9g`Z`Ø` `h`Y`g]W` `b`Y`i` `i`b`X` `f`Y`U`
Ubž`U`g]W` `]a` `5i`h`c`g`U`»`ž`V`Y`a`Y`f`_`h`Y` `Y`f`" `6]g`Y`f`k`U`f`8cc`Ub`bi`f`U`g`
F`Y`g`Y`f`j`Y`Z`U` `f`Y`f`Z`Ø`f`5`d]b`Y`h`À`h][`i`b`X` `a`i`gg`h`Y`g]W` `Ui`Z`G]a`i` `U`h`c`f`!
`Vi`b[`Yb`_`cbnYbhf]YfYb`" `8]Y` ;`Y`Y[`Yb` `Y]hž`Y`W`h`Y`
F`Y`b`b`Y`f`Z`U` `fi`b[`Yb` `ni` `g`U`a` `a`Y`b`ž`k`]f`X`Z`Ø`f`] `b` `Y`b`h`g`W`h`Y]X`Y`b`X`g`Y]b`ž`
b]W`h`i`bi`f`Z`Ø`f`X`U`g`U`b`g`h`Y` `Y`b`X`Y` `E`i`U`]Z`m]b[`ž`g`c`b`X`Y`f`b` `Ui`W`h`Z`Ø`f`X]Y`
`Ub[`Z`f]gh][`Y`?`U`ff]Y`f`Y`V`Y] `5`d]b`Y`]b`&`\$`&)"`"

8YhU]`g	
Ei`Y`Y`b	<ul style="list-style-type: none">• k k k "VYf`]b!`j`Y`XY`• k k k "a`c`h`c`f`g`d`c`f`h`k`YY_`"W`a`

6Ygi`W`h`Y`b`G]Y`i`bg`Ui`Z` `a`Y]b!VYf`]b`b`Y`h`