

I !6U\b!G_UbXU`]b'6Yf`]b.: Y\`YbXY HØfgW\Y]VY'gcf[h'ZØf'5i ZfY[i b[°

⊕'6Yf`]b'gcf[hY`Y]bY`I !6U\b'XYf'@]b]Y`I +'c\bY`HØfgW\Y]VY
ZØf'5i ZfY[i b["Dc`nY]i bX'6J; `i bhYfgi W\Yb'XYb'J cfZU`"



6Yf`]bž'8Yi hgW\`UbX`!5a`GUa ghU[UVYbXž'XYa`+"5dfj`&\$&) ž
gcf[hY`Y]bY`I !6U\b'XYf'@]b]Y`I +]b'6Yf`]b'ZØf'5i ZgY\Ybž'bUW\XYa
g]Y`a`]hY]bYf'Z\`YbXYb'HØfgW\Y]VY`k`Y]hYfZ` \f`'8]Y`Dc`nY]`Yf\]Y`h
gW\by`A`Y`Xi`b[Yb'ØVYf'XUg'VYgcf[b]gYffY[YbXY'9fY][b]g`i`bX
]bZcfa`]YfhY`i`a`[Y\YbX'X]Y'6Yf`]bYf'J`Yf_Y\fgVYhf]YVY`f`b`J; Ł`X]Y
XYb`VYhfc`ZYbYb`Ni`[`gcZcfh`Ui`g`XYa`'J`Yf_Y\`f`b`U`a`Yb`i`bX`]b`X]Y
K`Yf_ghUhhini`f`K`Ufhi`b[`ØVYfZØ\`fhYb"; `ØW`]W\Yfk`Y]gY`[UV`Yg
bUW`5i`ggU[Y`XYf'Dc`nY]`_Y]bY`J`Yf`Y`h`hYb"

8]Y'6J; `VYgh`h[hY`XYb'J cfZU`i bX`_`Ugg]Z]n]YfhY`i]b`U`g
GUW\VYgW`ÅX][i b["I b[Yk`]gg`V`Y]Vhž`c`V`X]Y`GW\Y]VY`[Yghc`Yb
cXYf`UVg]W\h]W`nYfgh`Ø`h`k`i`fXY`"8]YgY'5fhj`cb`J`UbXU`]ga`i`g`]gh
_Y]b'9]bnY`ZU`i]b`XYb'ØZYb`h]W\Yb'J`Yf_Y\`fga`]hY`b`i`bX`_`Ubb

Yfbgh\UZhY`G]WXYf\Y]hgf]g]_Yb`ZØf` : U\ f[ÀghY`XUfghY`Yb"8]Y`6J ;
UddY``]YfhY`Ub`X]Y`DUggU[]YfYž]b`À\ b`]WXYb`G]hi`Uh]cbYb`Y]bYb
Bchfi`Z`UVni`gYmYb"8]Yg`_Ubb`Ybkh`YXYf`ØVYf`XYb`Bchfi`Z_bcdZ]a
HØfVYfY]W`cXYf`ØVYf`Bchfi`Z`i`bX`≠Zcfa`Uh]cbggÀi`Yb`Ub`XYb`!`!
6U\ b\ ÒZYb`YfZc`[`Yb"8 Ug`H\ Ya`U`G]WXYf\Y]h]b`ÒZZYbh]WXYb
JYf_Y\fga`]hhY`b`[`Yk`]bbh`XUXi`fW`ni`gÀm`]W`Ub`6YXYi`hi`b`["`

G]WXYf\Y]h]a`ÒZZYbh]WXYb`BU\j`Yf_Y\ f

5b[`Yg]W`hg`XYg`J`cfZU`g`k`]fX`k`]YXYf`Y]ba`U`X]Y`G]WXYf\Y]h]a
ÒZZYbh]WXYb`BU\j`Yf_Y\ f`h\Ya`Uh]g]Yfh"@Ui`h`Y]bYa`6Yf]W`hj`cb
6YggYfk`Y]hYf`]gh`XUg`F`]g]_cž]a`2`DBJ`]b`Y]bYb`gW`k`YfYb`i`bZU`
j`Yfk`]W_Y`h`ni`k`YfXYbž]a`J`Yf[`Y]W`ni`Ub`XYfYb`J`Yf_Y\fga`]hhY`b
Ài`»`Yfgh[`Yf]b[``GhUh]gh]_Yb`nY][`Ybž`XUgg`9]gYbVU\ bYb`XUg
g]WXYfghY`J`Yf_Y\fga`]hhY``Ui`ZXYa`6cXYb`]b`8Yi`hgW`Ub`X`g]bX"≠
a`NY]hfUi`a`j`cb`&\$-\$`-`V]g`&\$%`,`_Ua`Yb`]a`XYi`hgW`Yb
GW`YbYbj`Yf_Y\ f`YX][`W`ZØbZ` : U\ f[ÀghY`i`a`g`@VYbž`k`Ug`X]Y
G]WXYf\Y]h]j`cb`NØ[`Yb`i`bhYfghfY]W`h"

- F]g]_cj`Yf[`Y]W`.
 - \$ž\$(`HcXYgZÀ``Y`dfc`Y]bYf`A`]UfXY`
DYfgcbYb_]`ca`YhYf`VY]`9]gYbVU\bi`bZÀ``Yb"
 - %ž`*`HcXYgZÀ``Y`dfc`Y]bYf`A`]UfXY`
DYfgcbYb_]`ca`YhYf`VY]`5i`hci`bZÀ``Yb"
- ≠`GhfU»`Ybj`Yf_Y\ f]g]bX`ØVYf`)`\$`i`XYf`i`bZÀ``Y`Ui`Z`
DYfgcbYb_fUZhk`U[`Yb`ni`fØW`ni`ZØ\`fYb"

9]b`k`Y]hYfYf`5gdY`h`XYf`G]WXYf\Y]h]gh`X]Y`<`m[`]YbY`]b`ÒZZYbh]WXYb
J`Yf_Y\fga`]hhY`b" <`m[`]YbYa`U»`bU\`a`Yb`i`bX`X]Y`A`Ug`_YbdZ]W`h
fYXi`n]YfYb`XUg`≠ZY`_h]cbgf]g]_c`g][`b]Z]_Ubh"8`Ug`F`cVYfh!`?`cW`!
≠gh]hi`h`ghY``h`ZYghž`XUgg`XUg`5bghYW`i`b[`gf]g]_c`]a`2`DBJ`k`YXYf
\`ØYf`bcW`b]YXf][`Yf`]gh`U`g`Ub`Ub`XYfYb`ÒZZYbh]WXYb`C`fhYb"
8`U\`Yf`]gh`XUg`F`Y]gYb`a`]h`XYf`i`!6`U\`b`cXYf`XYa`6i`g`b]W`h`bi`f
g]WXYfž`gcbXYfb`Ui`W`\`m[`]Yb]gW`U`nYdhUVY``]b`NY]hYb
[`Ygi`bX\Y]h]WXYf`6YXYb`_Yb"

8]Y`J`cfZÀ``Y`k`]Y`XYf`a`]h`XYf`ZY`\`YbXYb`HØfgW`Y]VY`Yf]bbYfb`X]Y
: U\ f[ÀghY`XUfUbž`k`UW`gUa`ni`gY]b`i`bX`VY]j`YfXÀW`h][`Yb`

6YcVUW\hi b[Yb'i a [Y\YbX'X]Y'ni ghAbX][Yb'GhY''Yb'ni
]bZcfa]YfYb" 'Gc' _Ubb'X]Y'G]W\Yf\Y]hi]a 'ÖZZYbh]W\Yb'BU\j Yf_Y\ f
k Y]hYf\]b '[Yk U\fh'k YfXYb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ØVYf'XYb'J cfZU'']b'6Yf`]b''YgYb'G]Y'X]Y
6Yf]W\hYfghUhi b['j cb': cW g'i bX'X]Y'GhY''i b[bU\ a Y'XYf'6J;
Ui ZXYf'6Yf`]bYf'NY]hi b["'A Y\ f'ØVYf'X]Y'G]W\Yf\Y]hi]a
ÖZZYbh]W\Yb'BU\j Yf_Y\ f'YfZU\ fYb'G]Y'VY]'6YggYfk Y]hYf"

8YhU]`g	
C fh	6Yf`]bž8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none">• k k k "ZcW`g"XY• k k k "VYf`]bYf!nY]hi b["XY• k k k "VYggYfk Y]hYf"XY

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