

DgmWX]Uhf]gWX Y 'J YfVfYWX Yb ']a B Uh]cbU`gcn]U`]ga i g. '9]b 'J c fhfU[Ui Z[YXYW_h°

5a '%) "\$) "&\$&) 'X]g_i h]Yfh'DfcZ' 'A U]_Y'F chnc``'Ub 'XYf'I b]
<Y]XY`VYf['X]Y 'Xi b_'Y'; YgWX]WX hY 'XYf'dgmWX]Uhf]gWX Yb
5 bghU`hYb ']a 'B Uh]cbU`gcn]U`]ga i g"



< Y]XY`VYf[ž'8Yi hgWX`UbX'!' ð'Y]bYa ' _Øfn`]WX ' [Y\U`hYbYb
J c fhfU['Ub'XYf'I b]j Yfg]hÅh<Y]XY`VYf['VY`Yi WX hYhY'DfcZ' 'A U]_Y
F chnc``'X]Y' [fUi gUa Y'F c``Y'dgmWX]Uhf]gWX Yf'5 bghU`hYb'k Å\fybX
XYg'B Uh]cbU`gcn]U`]ga i g"8]YgY' ðgh]hi h]cbYb'k i fXYb'ni 'C fhYb
XYg'A cfXYgž']b'XYbYb'nU\`fY]WX Y'DUh]Ybh]bbYb'i bX'DUh]YbhYb'i bX
]bgVYgcbXYfY'dgmWX]gWX '?fUb_Y'ni 'C dZYfb'Y]bYg' [fUi gUa Yb
9i h\UbUg]Ydfc[fUa a g'k i fXYb"'F chnc``g'J c fhfU['i bhYf'XYa 'H]hY`
B UWX'XYa '?fUb_Yba cfX 'ghY``h'X]Y'J Yfghf]W_i b[Yb'XYf
dgmWX]Uhf]gWX Yb'DfUI]g']b'X]Y'J YfVfYWX Yb'XYg
B Uh]cbU`gcn]U`]ga i g'XUf'i bX'nY][h'Ui Zž'k]Y'XUg
UbghU`hgdgmWX]Uhf]gWX Y'GmghYa 'V]g'ni f'F YZcfa 'XYf'DgmWX]Uhf]Y]b

XYb %- +\$Yf`>\fYb`k Y]h[Y\YbX`i bj YfÅbXYfh`V`]YV" F chnc`ž
DfcZYggcf]b`ZØf`; YgW]W hY`XYf`D\Ufa Un]Y`i bX`A YX]n]b`Ub`XYf
I b]j Yfg]hÅh`A UfVi f[ž`h\Ya Uh]g]YfhY`Ui W`X]Y`Ub[Y`NY]h`XYg
GWk Y][Ybg`ØVYf`X]YgY`J YfVfYW`Yb`i bX`X]Y`Bchk YbX][_Y]h`]\fYf
5i ZUfVY]hi b["

8]Y`Fi dYfhc`7Ufc`U`F]b[j cf`Ygi b[ž`ni`XYf`X]YgYf`J cfhfU[
[Y\`ØfhYž`\Uh`g]W`ni a`N]Y`[YgYhnhž`[YgY`gW`UZh]W`fY`Yj UbhY
: cfgW`i b[gZfU[Yb`]b`i bhYfgW`]YX`]W`Yb`i: cfa UhYb`ni
dfÅgYbh]YfYb"8]Y`FY]\Y`hfÅ[h`XYb`H]hY` %- () .`9dcW`YbgW`k Y`Y
i bX`9fZU`fi b[gfUi a`i bX`V]YhYh`b]W`h`bi f`Y]bY`fØW`V`]W`YbXY
8Yi hi b[`XYg`9bXYg`XYg`Nk Y]hYb`K Y`h`f]Y[Ygž`gc bXYfb`Ui W`Y]bY
FY`cbghfi _h]cb`XYg`a YbgW`]W`Yb`9f`YVYbg`i bX`9f`Y]XYbg`X]YgYf
NY]h": Øf`X]Y`_cbnYdh]cbY`Y`; YghU`hi b[`X]YgYf`J YfUbghU`hi b[
nY]W`bYhY`DfcZ`8f" A UbZfYX`6Yf[`j YfUbhk cfh`]W`" ðg[YgUa`h
gYW`g`J cfhfÅ[Y`Z]bXYb`a`cbhU[g`]b`XYf`5i`U`XYf`5`hYb`I b]j Yfg]hÅh
ghU`hž`k cVY]`X]Y`5i ZhY]W`bi b[Yb`gdÅhYf`Ui Z`\Y]C B @B 9`j YfZØ[VUF
g]bX"

8 Ug`9i h\ Ub Ug]Ydfc[fUa`a`XYf B Uh]cbU`gc n]U`]ghYb

Nk]gW`Yb`%-`'`i bX`%- ()`k i fXYb`]a`FU`a`Yb`XYg
bUh]cbU`gc n]U`]gh]gW`Yb`9i h\ Ub Ug]Ydfc[fUa`a`g`a`]bXYghYbg
&) "\$\$\$\$`dgmW`]gW`?fUb`_Y`i bX`6Y`\]bXYfhY`Yfa`cfXYhž`Y]bY
GW`Åhni b[ž`X]Y`j`cb`XYf`8Yi hgW`Yb`; YgY`gW`UZh`ZØf`DgmW`]Uh]Y
i bX`DgmW`ch`YfUd]Yž`DgmW`cgca`Uh]_`i bX`BYfj`Yb`\Y`]_i bXY
fB; DDB`Ł`Ui Z[Y[f]ZZYb`k`]fX" `DgmW`]UhYf`k`UfYb`b]W`h`bi`f`]b`X]Y
dYfg`Øb`]W`Yb`9b`hgW`Y]Xi b[Yb`ØVYf`@YVYb`i bX`HcX`j`Yfk`]W`Y`hž
gcbXYfb`Ui W`Ub`XYf`Nk`Ub[gghYf`]g]Yfi b[`j`cb`V]g`ni` ("\$\$\$\$
A YbgW`Yb`VYhY]][h`8]YgY`J YfVfYW`Yb`k i fXYb`Xi`fW`Y]b
9fa`ÅW`h][i b[ggW`fY]VYb`<]h`Yfg`Ui`g`C`_hc`VYf`%-`'`-`Y[]]h]a`]Yfhž
XUg`X]Y`A`cfXU`_h]cbYb`]b`gdYn]U`]g]YfhYb`H`Øhi b[gnYb`hfYb
Y]b`Y]hYhY"

8]Y`5i gk]f`_i b[Yb`X]YgYf`; fÅi`Y`hUhYb`g]bX`j`Yf`YYfYbX" ð`XYb
YfghYb`>\fYb`XYf`5_h]cb`H(ž`X]Y`%-`'`-`VY[Ubbž`k i fXYb`ØVYf
+ "\$\$\$\$`DUh]Yb`hYb`Yfa`cfXYhž`k`cj`cb`a`]bXYghYbg`) "\$\$\$\$`?]bXYf`i bX

đ [YbX`jWXY`j]b`gc [YbUbbhYb` ?]bXYfZUWUVhY]i b [Yb`i a`_Ua`Yb`
8]Y`5_h]cb`k i fXY`cZ]n]Y``]a`5i [i gh`%- (%[Yghcddhž`YXcW
gYhnhY`g]W`X]Y`H0hi b [`j cb`DUh]YbhYb`]b`j YfgW`j]XYbYb
9]bf]W`hi b [Yb`V]g`ni a`9bXY`XYg`? f]Y [Yg`Zcfh`8]YgY
gmghYa`Uh]gW`Yb`A`cfXU_h]cbYb`ghUbXYb`]a`?cbhYI`h`Y]bYf
VfY]hYfYb`fUgg]gh]gW`Yb`→Yc`c []YžX]Y`V]g`]b`X]Y`K`Y]a`UfYf
FYdi`V`_]`ni`f0W`fY]W`hi bX`Xi`fW`8]g_i`fgY`0VYf`F`UggYb`m []YbY
i bX`9i [Yb]_ [Yb`A`fh`k i fXY`

@Ub [nY]hZc` [Yb`i bX`5i ZUfVY]hi b [

8]Y`XYi hgW`Y`DgmW`]Uhf]Y`]gh`]b`]bhY``Y`_hi`Y``Yž`ghfi`_hi`fY``Y`i bX
dYfgcbY``Y`J`Yfghf]W_i`b [Yb`X]YgYf`J`YfVfYW`Yb`]bj`c`j`]Yfh
[Yk`YgYbž`k`Ug`]b`XYb`bUW`Zc` [YbXYb`đ\`fnY`b`hYb`]a`a`Yf`k`]YXYf
X]g_i`h]Yfh`k`i`fXY`"NU`fY]W`Y`DgmW`]UhfYf`k`i`fXYb`bUW`XYa`?`f]Y [
b]Y`ni`f`F`YW`YbgW`UZh` [Ync [Ybž`k`A`fYbX`Z0`fYbXY`5_h]i`fY`XYf
9i`h`UbUg]Yž`k`]Y`?`Uf`6`fUbX`hi`bX`J`_]`hc`f`6`fUW`ž`]a`B0fbVYf [Yf
ŸfnhYdfcnYgg`ni`a`HcXY`j`Yfi`fhY`]h`k`i`fXYb`"8YbbcW`V`]YVYb`j`]Y`Y
6YhY`] [hY`i`b [YghfUZh`"8]Y`]\]ghcf]gW`Y`5i`ZUfVY]hi`b [`X]YgYf
J`YfVfYW`Yb`]gh`Ub [k`]Yf []i`bX`k`]fX`V]g`Yi`hY`Zcfh [YZ0`fh`

8]Y` [YgY`gW`UZh]W`Y`5i`gY]bUbXYfgYhni`b [`a`]h`XYa`9fVY`XYg
BUh]cbU`gc]U`]ga`i`gž`]bgVYgcbXYfY`]\]bg]W`h]W`XYf`DgmW`]Uhf]Yž
]gh`gck`c`\`Z0f`X]Y`k`]ggYbgW`UZh]W`Y`;`Ya`Y]bgW`UZh`U`g`Ui`W`Z0f
X]Y`VfY]hY`2`ZYbh]W`_Y]hj`cb`6YXYi`hi`b ["8]Y`F]b [j`cf`Ygi`b [`XYf
I`b]j`Yfg]h`h`<`Y]XY`VYf [`ghY``h`Y]bYb`k`]W`h [Yb`GW`f]h]b`X]YgYf
5i`gY]bUbXYfgYhni`b [`XUfž`]bXYa`g]Y`X]Y`F`c`Y`XYf`DgmW`]Uhf]Y`]a
BUh]cbU`gc]U`]ga`i`g`_f]h]gW`fYZY`_h]Yfhi`bX`XUg`6Yk`i`gghgY]b`Z0f
X]Y`C`dZYf`i`bX`XYfYb`GW`]W`gU`Y`gW`A`fZh`

K`Y]hYfY`đ`Zcfa`Uh]cbYb`XUni`g]bX`VY]`XYb`Zc` [YbXYb
C`f [Ub]gUh]cbYb`Yf`A`h]W`.`I`b]j`Yfg]h`h`<`Y]XY`VYf [ž`8;`DDB
i`bX`DgmW`]Uhf]Y [YgW`]W`hY`

8YhU]`g	
J`c`f`ZU``	A`c`f`X`#`H`c`h`g`W`_`U [

8YhU]`g	
C fh	<Y]XY`VYf[ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i b]!\Y]XY`VYf["XY • k k k "X[ddb"XY • k k k "dgmW]Uhf]Y"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["XY