

; c`XYbY`@]YVY. `fa [UfX`i bX`;]gVYfhj cb
5VYfWfcb`ZY]Yfb`) \$`>U\ fY`

fa [UfX`i bX`;]gVYfhj cb`5VYfWfcb`ZY]Yfb`) \fY`; c`X\cWknY]h
ja`GW`cgg`: fYbgz`BcfXf\Y]b!K YghZU`Ybzi bX`V`]W_Yb`Ui Z) \$
[Ya Y]bgUa Y`>U\ fY`ni fØW`"



GW`cgg`: fYbgz`) \$%&*`6Yf[\Y]a ž`8Yi hgW`UbX`!`5a`&`"A U]
&\$&)`ZY]Yfb`fa [UfX`i bX`;]gVYfhj cb`5VYfWfcb`XUg
VYa Yf_Ybgk YfhY`đ V]`Ai a`i] \fYf`; c`X\cWknY]h`i`) \$`>U\ fY
[Ya Y]bgUa Yg`@YVYb``8 Ug`: Ygh`k]fX`ja` \]ghcf]gWYb`5a V]YbhY
j cb`GW`cgg`: fYbgz`) ja`GhUXhY]`E i UXfUh\`>WYbXcfZ]j cb
6Yf[\Y]a ž`BcfXf\Y]b!K YghZU`Ybzi ghUhhZ]bXYbž`k c`g]W`XUg`DUUf
gY]hj]Y`Yb`>U\ fYb`Yb[U[]Yfhzi a`gck c`\`XUg`GW`cgg`U`g`Ui W`X]Y
i a`]Y[YbXYb`@AbXYfY]Yb`ni`Yf\U`hYb``@Ui`h`_ghU`"XY`]gh`XUg
GW`cgg`gY]h`A]hY`XYg`&\$`>U\ f\i bXYfhg`ja`6Yg]hn`XYf`: Ua]`Y
5VYfWfcb`"

fa [UfX`j cb`5VYfWfcbž`[YVcfYbY`<Y]a YgXcfZ`YfV`]W_hY`%-)` `XUg
@]W`h`XYf`K Y`h`j b`GW`Y]XYb``G]Y`ghi X]YfhY`D\Ufa Un]Y`Ub`XYf`

I b]j Yfg]hÀh'6cbb'i bX'k Uf'V]g'&\$%) 'U'g'gY'VghghÀbX][Y
5dch\Y_Yf]b'hÀh]["'Àf'9\Ya Ubb';]gVYfh'j cb'5VYfWfcb']gh'+) 'À\ fY
U'hi bX'k i W'g']b'<Y]a VUW'Ui Z'6i f['6'Ybgž'U'g'À'hYghYg'j cb'bYi b
?]bXYfb"'5'g'dfca cj]YfhYf'6Yhf]YVgk]fh[fØbXYhY'Yf'Y]bY
GhYi YfVYfUhi b[g[YgY'gW'UZh'X]Y'Yf'V]g'&\$%&'Y]hYhY'i bX
Yb[U[]YfhY'g]W'Ui W'ja 'gcn]U'Yb'6YfY]W'ž'i bhYf'UbXYfYa 'VY]a
@UnUfi g!<]'Zgk Yf_'i bX']b'XYf'; c'X!?'fUYa Yf!Gh]Zhi b["'6Y]XY
VYgi W'hYb'XUg'; ma bUg]i a ']'b'GW'Y]XYb"

8 Ug'\]ghc f]gW'Y'GW'`cgg': fYbg

GW'`cgg': fYbgž'Ui W'VY_Ubbh'U'g': fYbn'cXYf': fYbhnž']gh'Y]b
YI Ya d'Uf]gW'Yg'6Y]gd]Y''b]YXYf'ÀbX]gW'Yf'F YbU]ggUbW!
6Ui _i bgh"'8Yf'I fgdfi b[gVUi ž'U'g' 7Ughfi a 'J fYbnY 'Yfgha U'g
%&*' 'i f_i bX'W'Yfk À\bhž''Y[h'Ui Z'Y]bYa 'k Y]h'ni fØW_fY]W'YbXYb
\]ghc f]gW'Yb': i bXUa Ybh"'à 'ZfØ\Yb'%'("'À\ f\i bXYfh'Yf'cgW'X]Y
i fgd fØb['W'Y': Ua ']'Yž'i bX'X]Y'6i f['k YW'gY'hY']b'XYb'6Yg]hn'XYf
; fUZYb'j cb'J]fbYVi f["'8Yf'6Ui 'k i fXY'ja '%' "'À\ f\i bXYfh'i bhYf
5Xc'ZFU]hn'j cb': fYbhn'k YgYbh]W'Yfk Y]hYfh'i bX'Yf\]Y'h'gY]bY
W'UfU_hYf]gh]gW'Y'F YW'hYW_Ub'U[Y'a]h'æbYb\cZi bX
F YbU]ggUbW' []YVY"'B UW'U'Ub[Ya ': Ua ']'YbVYg]hn'[]b['XUg
GW'`cgg'5bZUb['XYg'&\$"'À\ f\i bXYfhg'Xi fW'<Y]fUhgU''UbnYb']b
XYb'6Yg]hn'XYf': Ua ']'Y'j cb'5VYfWfcb'ØVYfž'X]Y'Yg'V]g'\Yi hY
VYk U\fhž'k]Y'K]_]dYX]U'VYgW'fY]Vh"

8 Ug'GW'`cgg'gY'Vgh']gh'Y]b'Y]bXfi W_gj c''Yg'6Y]gd]Y''ZØf'5fW]hY_hi f
X]YgYf'9dcW'Y"'8]Y'F YbU]ggUbW'ž'X]Y'i a '%) \$ \$'VY[Ubbž'VfUW'hY
Y]bY'J Yf'ÀbXYfi b[']'b'XYf'6Ui _i bgh'a]h'g]W'ž']b'XYf'XYf': c_i g
ni bY\ a YbX'Ui Z'dfcZUbYb'; YVÀi XYb''U["'8]Y'9bhk]W'_i b[Yb
ZØ\fhY'Ui W'ni 'Y]bYf'6'ØhYnY]h'XYg'GW'`cggVUi g"'8 Ug'\Yi h][Y
9fgW'Y]bi b[gV]'X'j cb'GW'`cgg': fYbg']gh'XUg'9f[YVb]g
j YfgW']YXYbYf'I a VUi a U» bU\ a Yb"'Gc'gW'`cggYb'ni a '6Y]gd]Y'
i a '%' - \$'9W_hØfa Y'X]Y'VUi 'W'Y'9bhk]W'_i b['UV"'8Yf'YhnhY
VYXYi hYbXY'I a VUi 'ZUbX'nk]gW'Yb'%, ' , 'i bX'%,) \$'ghUhhž
k cXi fW'XUg'GW'`cgg'gY]bY'\Yi h][Y': cfa 'Yf'Ub[hY"'A Y\ f'ni
X]YgYf'ZUgn]b]YfYbXYb'5fW]hY_hi f!DYf]cXY'Z]bXYb'g]W'Ui Z'
E i Yfa Ub]U"XY"

: Ua]`Yb`YVYb`i bX`[Ya Y]bgUa Y`≠hYfYggYb

≠a [UfX`i bX`;]gVYfhj`cb`5VYfWfcb`\UVYb`Ui`g`]\fYf`9\Y`XfY]
?]bXYf`\Yfj`cf[YVfUWk`h`nk`Y`G0\`bY`i bX`Y]bY`HcWk`hYfž`X]Y`%`-`%
XUg`@]Wk`hXYf`K`Y`h`YfV`]W`hY`ž`gck`]Y`g]YVYb`9b`_Y`_]bXYfž`j`cb
XYbYb`XUg`UWk`hY`?]bX`VYfY]hg`Yfk`UfhY`h`k`]fX`"8`Ug`DUUf`hY`]`h`j`]Y`Y
[Ya Y]bgUa Y`≠hYfYggYbž`n`"6`"XUg`GY[Y`b`ž`X]Y`š`[X`gck`]Y`XUg
;`c`Zgd]Y`Yb`"6YgcbXYfg`k`À`fYbX`XYg`:`Y]Yf`]Wk`_Y]hYb`]a`GWk`cgg
: fYbg`k`]fX`X]Y`:`Ua]`Y`X]Y`:`Y`Y[Yb`Y]h`bi`hnYbž`]\fY`6]bXi`b[Yb
ni`gh`À`_Yb`i bX`X]Y`j`Yf[Ub[YbYb`š`]\fY`F`Y`j`i`Y`dUgg]YfYb`ni
`UggYb`"9]b`Gc`b`b`\Uh`gc[Uf`a`]h`gY]bYf`:`Ua]`Y`]a`GWk`cgg`9]bni`[
[Y`U`hYb`"

8Ug`š`V]`Ài`a`gZYgh`k`]fX`b]Wk`h`bi`f`Y]b`dYfg`0b`]Wk`Yf`<`0\Y`di`b`_h`Z0f
X]Y`:`Ua]`Y`j`cb`5VYfWfcb`ž`gcbXYfb`Ui`Wk`Y]bY`:`Y]Yf`XYg`9fVYg`i`bX
XYf`:`YgWk`]Wk`hYž`X]Y`a`]h`GWk`cgg`:`fYbg`j`YfVi`bXYb`]gh`"8]Y`@]YVY
ni`HfUX]h]cb`i`bX`X]Y`DZY[Y`XYg`9fVYg`df`À[Yb`XUg`@YVYb`XYf
š`V]`UfY`i`bX`i`bhYfghfY]Wk`Yb`X]Y`6YXY`i`hi`b[]`j`cb`GWk`cgg`:`fYbg`]b
]\fYf`:`Ua]`Yb[YgWk`]Wk`hY`"

8YhU]`g	
J`c`f`ZU`^`	Gcbgh][`Yg
C`f`h`	GWk`cgg`:`fYbgž`)`\$`%`&`*`6Yf[`\Y]a`ž` 8Yi`hgWk`UbX`
E`i`Y`^`Yb`	<ul style="list-style-type: none">• k`k`k`"ghU"XY`• XY"k`_]dYX]U"c`f[`• k`k`k`"ei`Yfa`Ub]U"XY`

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