

J]UXf]bU`ZY]Yfh]bhYfbUh]cbU`Y
5Vgc`j YbhĤ]bbYb`]a`Gca a YfgYa YghYf
&\$&) °

9fZU\ fYb`G]Y`a Y\ f`ØVYf`X]Y`5VgW`i ggZY]Yf`XYg
A UghYfghi X]Yb[Ub[g`≠ @`Ub`XYf`J]UXf]bU`Ua` ("`ě`]"&\$&) `a]h
]bhYfbUh]cbU`Yb`5Vgc`j YbhYb"



: fUb_Zi fh`fC XYfłž`8 Yi hgW`UbX`!`5a`*" ' ě b] &\$&) `k]fX`Ub`XYf
9i fcdU!| b]j Yfg]hĀh`J]UXf]bU`ni a`YfghYb`A U`X]Y`5VgW`i ggZY]Yf
XYg`A UghYfghi X]Yb[Ub[g`≠bhYfbUh]cbU`<i a Ub`F] [\hg`UbX
<i a Ub]hUf]Ub`@Uk`fĤ @Ł`Xi fW [YZØ\ fh`"8]Y`ZY]Yf`]WY
J YfUbghU`hi b [`Z]bXYh`Ua` ("`ě`]"&\$&) `]a`@ [YbgUU`ghUhh"
Ghi X]Yb[Ub[g`Y]hYf`DfcZ"; YfUfX`7`"F c k Y`VYhcbh`X]Y`j]Y`gY]h] [Yb
i bX`]bhYfbUh]cbU`Yb`<]bhYf[fØbXY`XYf`5Vgc`j YbhĤ]bbYbž`X]Y`bi b
]b`i bhYfgW]YX`]WYb`6YfY]WYb`hĀh] [`g]bX"

6Y]`XYf`J YfUbghU`hi b [`Yf\]Y`hYb`]bg[YgUa h`ZØbZ`5Vgc`j YbhĤ]bbYb
]\fY`i f_i bXYbž`k cVY]j]Yf`j cb`]\bYb`UVk YgYbX`k UfYb`"8]Y

Ubk YgYbXYb`5Vgc`j Ybh]bbYb`i a ZUggYb.

- <U]XYf`5`]`Ui g`6Ub[`UXYgWk`ž`XYf`U`g`; YgWk`À`ZhgZ0`fYf`Y]bYg`GhcZl< UbXY`g`Y]bY`B]YXYf`Uggi b[`]b`8Yi hgWk`UbX`d`UbhY"
- A Ul k Y`6cUa U`5a cZU`Ui g`; \UbUž`XYf`U`g`æi fbU`]gh`i bX`i: cfgWk`i b[gj YfUbhk`cfh]Wk`Yf`ja`K`Ygh`5Zf]WU`HfUbg]h]cbU`ž`gh]Wk`7YbhfY`hÀh][`]gh"
- J U]g\U`]G]b[\ž`X]Y`g]Wk`ja`E`UhUf`7YbhfY`Zcf`DYUWk`UbX`8Ya`cWfUWm`Z0f`X]Y`F`YWk`hY`j`cb`5fVY]hga`][`fUbh]`bbYb`Yb[U[]Yfh"
- : Uhci`a`UhhU`ž`XY\`7Ua`UfUž`X]Y`Ub`Y]bYa`i; Yf]Wk`h`]b`i; Ua`V]U`UfVY]hYh`i`bX`X]Y`i`Y]Yf`ja`?`fY]gY`]`fYf`i`Ua`i]Y`[`Ybcgg"
- BUX]U`i:]fXci`g`Ui`g`?`UgWk`a`]fž`Y]bY`A`YbgWk`Yb`fYWk`hgUbk`À`h]b"
- ž`gg]WU`6UXY`Ui`g`XYb`i`G5"
- 7`f]gh]bY`Gh0W`U`i`g`8Yi`hgWk`UbX"

6YgcbXYfY`5i gnY]Wk`bBi`b[

5VUmca`]`A`YXYa`U`_i`Ui`g`B][`Yf]U`Yf\`Y`h`ni`g`À`h`n`]Wk`Y]b`8]d`ca`U`cZ`æ`hYfbUh]cbU`<`i`a`Ub`F][`hg`UbX`<`i`a`Ub]hUf]Ub`@Uk`"8]Y`i: YghfYXY`\`Y`h`BY`m`GUfdcb[`ž`ž`f]gh]b`i`bX`5i`hcf]bž`X]Y`gY`Vgh`&`\$`%,`U`g`æ`@`A`UghYf!5Vgc`j`Ybh]b`UV[`YgWk`c`ggYb`\`Uh`GUfdcb[`ghY`hY`]`fY`@YVYbg[`YgWk]Wk`hY`i`bhYf`XYa`H]hY`H`Y`HUdYghfmcZU`i; Yfa`Ub!`6cfb`i; \UbU]Ub`j`cf`i`bX`VYf]Wk`hY`hY`0VYf`]`fY`HÀh][`_Y]hYbž`X]Y`i`bhYf`UbXYfYa`Y]bY`5bghY`i`b[`Ub`XYf[`\`UbU]gWk`Yb`6chgWk`UZh]b`6Yf`]b`i`bX`Y]bY`?`Uff]YfY`U`g`GWk`f]ZhgY`Yf]bž`_fYUh]j`Y`I`bhYfbY\`a`Yf]b`gck`]Y`A`cXYfUhc]f]b`Y]bYf`F`UX]cgYbXi`b[`]b`80ggY`XcfZi`a`ZUggYb`"æ`f`9b[`U[`Ya`Ybh]a`9i`fcdÀ]gWk`Yb`7`f]gh]Wk`Yb`Dc`]h]gWk`Yb`ž`[`YbX!BYhmk`Yf`_`f97DM`i`h`Ł`i`bhYfghf]Wk`h`]`fY`U`_h]j`Y`F`c`Y`]b`XYf`i; YgY`gWk`UZh"

9]b`6`]W`U`i`Z`X]Y`Ni`Uggi`b[`gVYX]b[`i`b[`Yb

: 0f`æ`hYfYgg]YfhY`Ua`b`À`Wk`gha`0[`]Wk`Yb`Gca`a`YfgYa`YghYf`&`\$`&)[`]Vh`Yg`k`]Wk`h][`Y`æ`Zcfa`Uh]cbYb`ni`XYb`6Yk`YfVi`b[`gZf]ghYb`8]Y

Zf0\nY]h][Y'6Yk YfVi b[gZf]gh'VY[]bbh'Ua '%>Ubi Uf'&\$&) ž'k Ug
Ya dZc\`Yb'k]fX'Z0f'B]W h!9I !6Yk YfVYfž'X]Y'Y]b'J]gi a'Z0f
8Yi hgW\`UbX'VYb'0h][Yb''8]Y'fY[i'ÀfY'6Yk YfVi b[gZf]gh'Yb'XYh'Ua
%) "' : YVfi Uf'&\$&) 'i a' '&' .) - 'I \f'A 9Nž'i bX'Y][bYh'g]W'Z0f
6Yk YfVYfž'X]Y' _Y]b'J]gi a' VYb'0h][Yb''

9]bY'j c`gh`AbX][Y'6Yk YfVi b[`YfZcfXYfh'gdYn]Z]gWY'`I bhYf`U[Ybž
Y]bgW\`Y»`]W'U`Yf'8]d`ca Y'i bX'HfUbg_f]d hY'gck]Y
[Y[YVYbYbZU`g`Y]bYf'nYfh]Z]n]YfhYb' , VYfgYhni b["'`b hYfbUh]cbU`Yb
6Yk YfVYf]]bbYb'g]bX'g]W'Ui W\`XYf' [YZcfXYfhYb
9b[`]gW_`Yb'bh]ggY'VYk i gghž'X]Y'a]bXYghYbg'- ' `Di b_hY']a
HC 9: @`H'cXYf' [`Y]W k Yfh][Y'BUW k Y]gY'YfZcfXYfb"'Ni `VYUW hYb
]ghž'XUgg'8Yi hgW_`Yb'bh]ggY'Z0f'X]Y'HY]'bU\`a Y'Ua `Dfc[fUa a
b]W h'YfZcfXYf'W'g]bXž'k Ug'j]Y`Yb']bhYfbUh]cbU`Yb'Ghi X]YfYbXYb
XYb'Ni [Ub[`Yf`Y]W hYfh''8]Yg']gh'VYgcbXYfg'fY`Yj Ubh']b
5bVYhfUW h'XYf'ghYh][`ghY][YbXYb'NU\`]bhYfbUh]cbU`Yf
Ghi X]YfYbXYfž'X]Y'g]W'Z0f'Y]b'Ghi X]i a']b'8Yi hgW\`UbX
]bhYfYgg]YfYbž'k]Y'Ui Z'<cW gW i `ghUfh'VYhcb'h'k]fX''

8]Y'`I b]j Yfg]h`Ah'V]YhYh'Y]bY' _UfY'Ghfi _hi f'Z0f'XUg'6Yk YfVi b[g!
i bX'Ni `Uggi b[gj YfZU\`fYb"'BUW'9]bFY]W i b[`XYf'Cb']bY!
6Yk YfVi b[`Yf\`U'hYb'X]Y'6Yk YfVYf]]bbYb']bbYf\`U`V'j cb`Yhk U
nk Y]K cW Yb'Y]bY'6Ygh`Ah][i b[`0VYf'XYb'GhUhi g']\`fYf'`I bhYf`U[Yb
dYf'9!A U]''6YgcbXYfg'k]W h][`]gh'XYf'?cbhU_h'ni `K i bgW!
<cW gW i `Yb'VYn0[`]W'XYf'5bYf`_Ybbi b[`j cb'Ui g`AbX]gW Yb
NYi [b]ggYb'i bX'GdfUW_`Yb'bh]ggYbž'i a' `A]ggj Yfgh`AbXb]ggY'ni
j Yfa Y]XYb''

8]Y'9i fcdU!i b]j Yfg]h`Ah'J]UXf]bU'gck]Y'UbXYfY'`bgh]hi h]cbYb
\UVYb'g]W'XUfUi Z'Y]b[YghY``hž']bhYfbUh]cbU`Y'6Yk YfVYf
[`Y]W ni ghY``Ybž']bgVYgcbXYfY']a' <]bV`]W_`Ui Z'6]Xi b[g]b`AbXYf
i bX'5b[Y\`0f][Y'XYf'9I `cXYf'9K F!GhUUhYb''8Ug' [YgUa hY
J YfZU\`fYb'k]fX'Xi fW'Y]bY'hfUbgdUfYbhY'?ca a i b]_Uh]cb'i bX
I bhYfgh0hni b[`Yf[`Abnhž'i a' XYb'Ghi X]YfYbXYb' [YfYW h'ni
k YfXYb''

Yi fcdU!i b]"XYž'Yi fcdU!i b]"gi Va]hhUV`Y"Wca ž'
\cW gW i `ghUfh"XY

8YhU]`g	
C fh	: fUb_ž fh'fC XYfłž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Yi fcdU!i b]"XY • Yi fcdU!i b]"gi Va]hhUV`Y"WŁa • k k k "\cWgW i `ghUfh"XY

6Ygi WYb`G]Y`i bg`Ui Z.`b!U["bYh