

B chfi Zbi a a Yfb`]b`C VYf\Uj Y`. `Gc YffY]Wk Yb`G]Y`<]`ZY`]a`B chZU`°

5_hi Y`Y`Dc`]nY]a Y`Xi b[Yb`Ui g`C VYf\Uj Y`Ua`%) "\$* "&\$&).
I bZ`Yž`9]bVfØWk Yž`Bchfi Zbi a a Yfb`i bX`k]Wk h][Y`<]bk Y]gY
ZØf`BchZ`Y`"



; Yfa YbXcfZYf`5`YY`%+ž`%*) %) `C VYf\Uj Y`ž`8Yi hgWk`UbX`!
5a`%) "'đ b]`&\$&) `k]fX`]b`C VYf\Uj Y`ØVYf`U_hi Y`Y`I bZ`Yž`
Jc`gdYffi b[Yb`i bX`9]bVfØWk Y`VYf]Wk hYh`Gc`Wk Y`9fY][b]ggY
k YfZYb`cZi: fU[Yb`Ui Zž`i bX`]b`_f]h]gWk Yb`G]hi Uh]cbYb`]gh`Yg
k]Wk h][ž`gWk bY`ni` \UbXY`b`"8Uni`]gh`XUg`K`]ggYb`ØVYf`X]Y
f]Wk h][Yb`Bchfi Zbi a a Yfb`Yb]hgWk Y]XYbX`"đ`8Yi hgWk`UbX`YffY]Wk h
a Ub`X]Y`Dc`]nY]i bhYf`XYf`Bi a a Yf`%`%\$`i bX`XYb`FYhhi b[gX]Ybgh
i bhYf`XYf`Bi a a Yf`%`%&`" @Ui h`**A 5N`Cb`]bYž`**]gh`Yg`b]Wk h`bi f
k]Wk h][ž`X]YgY`Bi a a Yfb`ni`_YbbYbž`gcbXYfb`Ui Wk`X]Y`GWk f]hhY`ni
VY`YffgWk Ybž`X]Y`]a`BchZU`ni`i bhYfbY`a Yb`g]bX`"

8 Ug`f]Wk h][Y`Jcf[Y`Yb`]a`BchZU`_`ØbbhY`@YVYb`fYhhYb`"8Yb
YfghYb`GWk f]hhY]`XYh`XYf`5bfi ZVY]`XYf`Bchfi Zbi a a Yfž`[YZc`[h

j cb`XYf`GwX]`XYfi b[`XYf`G]hi Uh]cb"8 UVY][`]h`Ygž`Fi \Y`ni
VYk U\fyb`i bX`9fghY`<]`ZY`ni ``Y]ghYbž`k Ybb`a Ò[`]Wx"8Yg
K Y]hYfYb`]gh`Yg`fUhgUa ž`Ua `Cfh`XYg; YgWxY\Ybg`ni `V`Y]VYbž`i a
XYb`F`Yhhi b[g`f`Ā`ZhYb`gc`Zc`fh][Y`≠`Zc`fa Uh]cbYb`ØVYf`X]Y
; Y[YVYb\Y]hYb`ni `[YVYb" <]Yfni `[Y\`ÖfYb`X]Y`5bnU\`XYf
6Yhfc`ZYbYbž`5fhi bX`GwX`k Yfy`XYf`J`Yf`Yhni b[Yb`gck`]Y`X]Y
[YbUi`Y`5XfYggY`XYg`J`c`f`ZU`g"8]YgY`≠`Zc`fa Uh]cbYb`g]bX
YbhgWxY]XYbX`ZØf`Y]bY`gWx`bY`Y`<]`ZY"

K]Wx h][Y`≠`Zc`fa Uh]cbYb`VY]`B`chfi ZYb

6YgcbXYfg`k]Wx h][`]gh`Ygž`nk]gWxYb`XYb`B`chfi Zbi`a`a`Yfb`ni
i bhYfgWxY]XYb"8Yf`Dc`]nY]bchfi Z`%`%`\$`gc`h`Y`bi`f`]b`U`_`i`hYb
; YZU\fybg]hi Uh]cbYb`[Yk`Ā`\`h`k`YfXYbž`VY]gd]Y`gk`Y]gY`VY]
j YfXĀWx h][Yb`5`_`h]j]hĀ`hYb`cXYf`6YXfc`i b[g`U[Yb"6Y]
a`YX]n]b]gWxYb`B`chZĀ`Yb`i bX`@YVYbg[YZU\`f`]gh`\]b[Y[Yb`XYf
F`Yhhi b[gb`chfi Z`%`%`&`X]Y`f]Wx h][Y`K`U\`"Ni`gĀ`h`n`]Wx`[]Vh`Yg`bc`Wx
j]Y`Y`k`Y]hYfY`B`chfi Zbi`a`a`Yfbž`X]Y`gdYn]Y`ZØf`i bhYfgWx]YX`]WxY
B`chZĀ`Y`Y]b[Yf]Wx`hY`h`k`i`fXYbž`Y`hk`U`ZØf`a`i`ha`U»`]WxY
J`Yf[]Zhi`b[Yb`cXYf`J`Yf`_`Y`f`gi`bZĀ`Y`ž`k`]Y`X`Ug`HY`Y`Z`c`b`Vi`Wx
]bZc`fa`]Yfh"

I`a`X`Y`b`,`VYfV`]W`_`ni`VY\U`hYbž`Z]bXYb`g]Wx`\]Yf`Y]b][`Y`f`Y`Yj`UbhY
B`chfi Zbi`a`a`Yfb.

- %`%`\$` `Dc`]nY]
- %`%`&` `F`Y`hhi`b[`gX]Ybgh#`Yi`Yfk`Y\`f`
- %`%`*` `%%`+` `Y`fnh`]Wx`Yf`6YfY]hgWx`UZh`gX]Ybgh`
- %`%`*` `%%`%` `<`ch]bY`ZØf`?`]bXYf`i`bX`š`[`YbX`]WxY`
- \$`,`\$\$`\$\$`\$`&`,`'`,`'`,`'`5dch\Y`_`Yb!B`chX]Ybgh`
- \$`,`\$\$`%%`%`\$`%%`%`#`\$`,`\$\$`%%`%`\$`&`&`&`#`%%`*` `%`&` ` `HY`Y`Z`c`b`g`Y`Y`g`c`f[`Y`
- %`-`&`&`&` `?`fUb`_`Yb`hf`Ub`gd`c`fh`

9]b`k`Y]hYfYf`k`]Wx h][Yf`Di`b`_`h]gh`X]Y`f]Wx h][Y`?`ca`a`i`b]_`Uh]cb`]a
B`chZU`""K`Ybb`UbXYfY`DYfgcbYb`]b;`YZU\`f`g]bXž`gc`h`Y`a`Ub
i`bUi`Z[`YfY[`h`\`Y`ZYbž`c`\`bY`X]Y`Y][`YbY`G]Wx`Yf`\`Y]h`ni`[`YZĀ`\`fXYb`"
:`Øf`A`YbgWxYb`a`]h`6Y`Y]bhfĀWx h][i`b[`Yb`[]Vh`Yg`gdYn]Y`Y`8]YbghYž`

k]Y`VY]gd]Y`gk Y]gY`X]Y`HYgg`F`Y`Umł8]YbghY""@Ui h`@]ZY`]bY`_ÒbbYb
 \ÒfVY\]bXYfhY`A YbgWYb`Bchfi ZY`Ui W`dYf` : UI`Ub`%%`\$`cXYf`%%`&
 gYbXYb"

8 Ug`A]ggVfUi W`Yb`j`cb`Bchfi ZYb`]gh`ØVf][Ybg`_Y]b`?Uj U`]YfgXY`[_h
 i bX`_Ubb`ghfUZfYW`h]W`j`YfZc`[h`k`YfXYb""9g`]Y[h`U`gc`]b`i`bgYf
 U`Yf`J`YfUb`hk`cfhi`b[ž`VY`]`YW`hYb`BchZ`A`Yb`X]Y`Bchfi`Zbi`a`a`Yfb
 f]W`h][`ni`bi`hnYb`ž`i`a`X]Y`k`Yfhj`c`Y`NY]h`XYf`F`Y`hi`b[g`f`Ā`ZhY`b]W`h
 i`bb`Ōh][`ni`j`YfgW`k`YbXYb"

⊕`C`VYf\Uj`Y`ghY\Yb`a`Y`fYfY`Dc`nY]X]YbghghY`Yb`ni`f`J`YfZØ[i`b[ž
 i`a`X]Y`6Øf[Yf`ni`gW`Ø`hnYb""8]Y`b`Ā`W`gh[Y`Y[YbYb`⊕gdY`_h]cbYb
 i`bX`]fY`?`cb`hU`_h`X`U`hYb`g]bX.

- Dc`nY]]bgdY`_h]cb`C`VYf\Uj`Y`.;`Yfa`YbXcfZYf`5`YY`%+ž`
 %*)`%)`C`VYf\Uj`Y`ž`HY`.`Ž`(-`''`\$`%,`)`%\$`
- Dc`nY]fYj`]Yf`;`fUbgYY`.`C`fUb]YbVi`f[Yf`GhfU»Y`'`%Už`%*`++`
 ;`fUbgYYž`HY`.`Ž`(-`''`\$`*`&\$`,`!`\$`
- FYj`]Yfdc`nY]':`ØfghYbVYf[#<Uj`Y`.`A`Uf`_h)`ž`%*`+-`,`
 :`ØfghYbVYf[#<Uj`Y`ž`HY`.`Ž`(-`''`\$`*`&\$`,`!`%\$`()

9g`]gh`k`]W`h][`ž`X]Y`Bchfi`Zbi`a`a`Yfb`i`bX`⊕Zcfa`Uh]cbYb`ni`f
 f]W`h][`Yf`<`UbX`UVi`b[`]a`BchZU`]]a`i`;`YXĀW`hb]g`ni`VY`U`hYb""⊕
 Y]bYf`_f]h]gW`Yb`G]hi`Uh]cb`_ca`a`h`Yg`c`Zh`Ui`Z`Y]b`gW`bY`Yg
 <`UbXY`b`Ub`X`U`Yf`]gh`XYf`b`Ā`W`ghY`G`W`f]hh`b`UW`X`Ya`@YgYb
 X]YgYf`⊕Zcfa`Uh]cbYb`ž`g]Y`b`X]Y`DfUI`]g`i`a`ni`gYhnYb`i`bX`ghY`hg
 j`cfVYfY]hY`h`ni`gY]b"

8YhU]`g	
Cfh	;`Yfa`YbXcfZYf`5`YY`%+ž`%*)`%)`C`VYf\Uj`Y`ž` 8Yi`hgW`U`bX
Ei`Y`Yb	<ul style="list-style-type: none"> k k k "a`Un!`c`b`]bY"XY k k k "XUghY`Y`Zc`b`Vi`W`"XY k k k ""]ZY`]bY"XY

6Ygi W\Yb 'G]Y 'i bg 'Ui Z. 'b!U["bYh