

DZ`Y[Y_cghYb`]a`BcfXYb`YI d`cX]YfYb.
<Ua`Vi`f[`]gh`Gd]hnYb`fY]hYf`°

GhY][YbXY`DZY[Y_cghYb`]b`A`YW`YbVi`f[!]J`cfdca`a`Yfb.
9][YbUbhY]`Yf\`Ò\`h`g]W`X`"5`_`hi`Y`Y`8`UhYb`ni`DZY[Y\Y]a`Yb`
i`bX`F`Y`Z`c`f`a`Y`b`"



<Ua`Vi`f[`ž`8`Yi`hgW`X`!`8]Y`5i`g[UVYb`Z0f`X]Y`DZY[Y`]a`<Y]a`
ghY][Yb`i`bX`VY`UghYb`ni`bY`a`YbX`X]Y`Ua`]Y]b`]b`8`Yi`hgW`X`
6Y`gcb`XYfg`]b`BcfXXYi`hgW`X`g]bX`X]Y`?`cghYb`]b`XYb`Y`hnhYb`
X\`fYb`XYi`h]W`X`Ub[Ygh]Y[Yb`Gc`VYf]W`hYh`**B 8 F**ž`XUgg`X]Y`
a`cbUh]W`X`9][YbVYhY]`][i`b[`Z0f`DZY[YVYX0fZh][Y`]b`<Ua`Vi`f[`
gY]h`XYa`%"`ž`]&\$&)`VY]`"%"`-`9i`fc`Y[h`8`Ug`g]bX`gUhY`&&`
9i`fc`a`Y`f`U`g]a`J`cf`U`f`ž`k`Ug`X]Y`6Y`Ughi`b[`Z0f`j`]Y`Y`6Y`hfc`ZYbY`
ghUf`_`Yf\`Ò\`h`Ni`a`J`Yf[`Y]W`.`8Yf`Vi`bXYgk`Y]hY`8i`fW`gW`b]hh`
VY`Ài`Zh]g]W`X`Ui`Z`"%"`\$,`9i`fc`"

⊕`k`Y]hYfYb`6i`bXYg`À`bXYfb`nY][Yb`g]W`X`À`b`]W`X`Y`HfYb`Xg`⊕`
GW`X`Ygk`][!`<`c`ghY]b`a`0ggYb`DZY[YVYX0fZh][Y`a`]h`Y]b`Yf`
9][YbVYhY]`][i`b[`j`cb`&`-`%`&`9i`fc`fYW`X`bYb`ž`k`Ug`Y]bYb`5bgh]Y[`j`cb`

&*) '9i fc'ja 'J Yf['Y]W\ ni a 'J cf'U\ f'VYXYi hYh''5i W\ A YW_ YbVi f[!
J cfdca a Yfb'i bX'B]YXYfgUW\ gYb'j YfnY]W\ bYb'GhY][Yfi b[Yb'Ui Z
&"+) &'9i fc'i bX'&"+,) '9i fc'ž'fYgdY_h]j Y''b'6fYa Yb'g]bX'X]Y
DZY[Y_cghYb'a]h' "(- '9i fc'ja 'YfghYb'š\ f'Ua '\ ØW\ ghYbž
k Å\ fYbX'GUW\ gYb!5b\ U'h'a]h'&") -) '9i fc'X]Y'b]YXf][ghYb'?cghYb
Ui Zk Y]gh"

GhY][YbXY'9][YbUbhY]'Y' '9]bY'6Y`Ughi b['ZØf
: Ua]`Yb

8 Yf'J YfVUbX'XYf'9fgUhn_UggYb'fj XY_Ł'VYgW\ fY]Vh'X]Y'9bhk]W_`i b[
U`g' ghÅbX][Yb'5i Zk ÅfhghfYbX "'5i W\ X]Y' HU[YggW\ Ui 'VYf]W\ hYhž
XUgg'X]Y'Xi fW\ gW\ b]h'W\ Y'9][YbVYhY']][i b['ja 'YfghYb'š\ f'Y]bYg
<Y]a Ui ZYbh\ U'hg'i a '' \$\$'9i fc'Ub[Ygh]Y[Yb']gh''8]Yg'VYXYi hYh
Y]bY'a cbUh]W\ Y'6Y`Ughi b['j cb'bi ba Y\ f'Yhk U'&"- , ('9i fc'dfc
DZY[YVYXØfZh][Yb"' : Øf'j]Y'Y'5b[Y\ Øf][Y'k]fX'X]Y' : fU[Y'bUW\ X'Yf
:]bUbn]Yfi b['XYf'DZY[Y']a a Yf'XfÅb[YbXYf"

8]Y'<Ui dh_cghYbhfY]VYf'g]bX' [fUXi Y''X]Y'DYfgcbU`_cghYbž'X]Y'jb
XYf'DZY[Yj Yfg]W\ Yfi b['_Ui a 'UV[YXYW_h'g]bX"@Ui h'5C? '\ UVYb
g]W\ X]Y'dZY[YVYX]b[hYb'Ni nU\`i b[Yb'gY]h'&\$&&'i a '%- ž&'i
[YghY][Yfh''8Yf'8i fW\ gW\ b]h'ZØf'X]Y' ; YgUa hVY`Ughi b['Y]Y[h'&\$&'
VY]'&'&*+'9i fc'a cbUh]W\ žk Ug'X]Y'Gcf[Y'i a 'X]Y'Z]bUbn]Y''Y
5Vg]W\ Yfi b['XYf'DZY[YVYXØfZh][Yb'k Y]hYf\]b'j YfghÅf_h"

Dc`]h]gW\ Y' : cfXYfi b[Yb'i bX'5i gV`]W_

J cf[YgY\Yb'gh]Y]bY'FYZcfa ž'X]Y'X]Y'9][YbUbhY]'Y'a]hY`Zf]gh][
gYb_Yb'_ØbbhY"'9g'k]fX'j cb'Y]bYa 'Xi fW\ gW\ b]h'W\ Yb'F ØW_[Ub[
i a '(- , '9i fc'dfc'A cbUh'Ui g[Y[Ub[Ybž'gc`hY'Y]bY'j c`ghÅbX][Y
'?cghYbØVYfbU\ a Y'Xi fW\ X]Y'@ÅbXYf'fYU`]g]Yfh'k YfXYb"'5_hi Y'']gh
'YXcW\ X]Y'FYU`]hÅh'gcž'XUgg'X]Y'6Y`Ughi b[Yb'Y\Yf'ni bY\ a Ybž
k Å\ fYbX'X]Y'5bnU\`dZY[YVYXØfZh][Yf'A YbgW\ Yb'ghY][h' 'V]g
8YnYa VYf'&\$&' 'k UfYb'Yg'fi bX') ž+'A]`]cbYbž'k Ug'Y]bYb'5bgh]Y[
j cb'+\$\$"\$\$\$]bbYf\U'V'j cb'nk Y]š\ fYb'VYXYi hYh''8Yf'8fi W_`Ui Z
X]Y'Dc`]h_]k ÅW\ ghž'X]Y' :]bUbn]Yfi b['XYf'DZY[Y'_f]gYbZYgh'ni
[YghU'hYb'i bX'gca]h'Ui W\ X]Y'dZY[YVYXØfZh][Yb'A YbgW\ Yb'ni

Ybh`UghYb"

8]Y`U``[Ya Y]bY`9f\Ò\i b[`XYf`DZY[YgÀhnY`]gh`ZØf`&\$&) `[Yd`Ubhž
i bX`X]Y`Ni gW`À[Y`ZØf`dZY[YVYX]b[hY`5i Zk`ÀbXY`k YfXYb
Ub[Y`cVYb" `Hfchn`X]YgYf`A U» bU`a Yb`VYZØfW`hYb`j]Y`Y`9I dYfhYbž
XUgg`X]Y`9][YbUbhY]`Y`Ui W`&\$&) `ØVYf`XYa `B]j YUi `j cb`&\$&'
`]Y[Yb`_ÒbbhYb"

8YhU]`g	
C fh	< Ua Vi f[ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "bXf"XY• k k k "hU[YggW`Ui "XY• k k k "Uc_"XY

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