

; fc» Yf`Ghfca Ui gZU``]b`@Y]dn][!
GØXj c fghUXh. `GhUXhk Yf_Y`]a `9]bgUhn°

5a`%*" "\$*" &\$&) ` _Ua`Yg`]b`@Y]dn][!GØXj c fghUXh`ni`Y]bYa
[fc» ZÄW][Yb`Ghfca Ui gZU``"6Yhfc ZYbY`GhfU» Yb`i bX
U_hi Y`Y`i fgUWYb"



@Y]dn][ž`8Yi hgW`UbX`!`9]b`i bYfk UfhYhYf`i bX`[fc» ZÄW][Yf
Ghfca Ui gZU``\Uh`Ua`A cbhU[bUW`a`]hhU[`HY]`Y`XYf`GØXj c fghUXh]b
@Y]dn][` _U`h`Yfk`]gW`h`6Yhfc ZYb`g]bX`b]W`h`bi`f`j`]Y`Y`<Ui`g`U`h`Y`]b
a`Y`f`Y`f`Y`b`GhfU» YbnØ[Ybž`XUfi`bhYf`X]Y`5i`[`i`gh!6YVY`!GhfU» Yž`X]Y
?i`fh!9]gbYf!GhfU» Yž`X]Y`:`]W`h`Y`ghfU» Y`i`bX`X]Y`?UbhghfU» Yž`gc`bXYfb
Ui`W`X`Y`f`GhfU» Ybj`Yf`_`Y`f`.`5i`Z`XYf`?`Uf`!@YV`_`b`Y`W`h`GhfU» Y
nk`]g`W`Y`b`f`]W`!@Y\`a`Ubb!`i`bX`?i`fh!9]gbYf!GhfU» Y`gh`Y`Y`b`X]Y
GhfU» YbVU`b`Y`b`gh]``8]Y`[`YbUi`Y`i`fgUW`Y`XYg`Ghfca`Ui`gZU``g]gh
V]g`Ub[`i`bVY`_`Ubbž`UVYf`X]Y`@Y]dn][Yf`GhUXhk Yf_Y`\UVYb`VYfY]hg
a`]h`XYb`5fVY]hYb`ni`f`6YgY]h][`i`b[`XYg`DfcV`Ya`g`VY[`cbbYb``8]Yg
VYf]W`h`Y`h`X]Y`j`n`XY`"

⊕`XYb`Y`h`h`Y`b`A`cbUhYb`\Uh`@Y]dn][`]a`a`Yf`k`]YXYf`a`]h

Ghfca Ui gZÄ`Yb`ni`_Äa dZYb`[Y\UVh"@Ui hXYa
Ghfca Ui gZU`a cb]hcf`[UV`Yg`]b`XYf`GhUXh]a`_U\`f`&\$&` `]bg[YgUa h
) &fY []ghf]YfhY`5i gZÄ`Yž`X]Y`U`_hi`Y`Y`GhU]gh]_`nY][h`ni`XYa`ž`XUgg
X]Y`B`UW`ZfU[Y`b`UW`Ghfca` `]b`gh`Ä`Xh]gW`Yb` ; YV]YhYb`ghUf`_
[Ygh]Y [Yb`]gh`8`]YgY` , VYf`Ughi`b [`XYg`Ghfca`bYhnYg`]gh`Y]b
\Äi`Z][Yg`DfcV`Ya` `i`bX`_Ubb`ni` ` [fUj`]YfYbXYb`5i`gk`]f`_i`b [Yb
Z0\`fYb`"8`Yf`Ni`ghUbX`XYf`_`ZfUghfi`_`hi`f`]b`@Y]dn][`Yf`_`Ä`fhž`k`Ufi`a
X]YgY`Gw`k`]Yf][`_Y]hYb`]a`a`Yf`\`Äi`Z][Yf`Ui`ZhfYhYb`"J`]Y`Y`XYf`
Ghfca`Y]hi`b [Yb`g]bX`a`Y`fYfY`_U\`fnY`b`hY`U`hž`k`Ug`]`fY`
5bZÄ`][`_Y]h`Z0f`5i`gZÄ`Y`Yf`\`0`hž`VYgcbXYfg`VY]`i`b [0bgh][Yb
K`]hYfi`b [gVYX]b [i`b [Yb`"A`Y`fYfY` :`U`_`hcfYb`k`]Y`F`c`\`fVf0W`Yž`
XYZY`_`hY`5 [[fY [UhY`]b`?`fUZh`k`Yf`_`Yb`c`XYf`gc [Uf`<`UW`YfUb [f]ZY
hfU [Yb`YVYbZU`g`ni`X]YgYa`DfcV`Ya`VY]ž`k`]Y`
ghfca Ui gZU`&("XY`Uba`Yf`_`h"

Ghfca Ui gZÄ`Y`]b`NU\`Yb

I`a`Y]bYb`_`UfYb` , VYfV`]W`_`0VYf`X]Y`Ghfca`Ui`gZÄ`Y`]b`@Y]dn][`ni`
VY`_`ca`a`Ybž`\]Yf`Y]b`dUUf`NU\`Yb.

- &\$&).`.)`&`5i`gZÄ`Y`]b`@Y]dn][
- &\$&(.`.%` ,`5i`gZÄ`Y` `Y]b`XYi`h]W`Yg`D`i`g`]a` `J`Yf [`Y]W`
ni`a` `J`cf`U\`f`
- &\$&'.`.%%)`5i`gZÄ`Y`

8]YgYb`HfYbX`VYcVUW`hYb`j`]Y`Y`b]W`h`bi`f`]b`@Y]dn][`ž`gcbXYfb
Ui`W`]b`UbXYfYb`XYi`hgW`Yb` ; fc»`gh`Ä`XhYbž`k`c`X]Y`_`ZfUghfi`_`hi`fYb
ni`bY`a`YbX`Ub`]`fY` ; fYbnYb`ghc»`Yb`"8`]Y`**ghfca Ui gZU`"cf [`U`h`
X]Y`G]hi`Uh]cb`]b`@Y]dn][`Xc`_i`a`Yb]Yfh`i`bX`nY][`hž`XUgg`X]Y`
DfcV`Ya`Y`]b`XYf`GhUXh`fYU`i`bX`VYgcf [b]gYffY [YbX`g]bX"**

8]Y`GhUXhk`Yf`_`Y`g]bX`g]W`X`Yf`<`YfUi`gZc`fXYfi`b [Yb`VYk`i`ggh`i`bX
UfVY]hYb`XUfUbž`_`0bZh][`Y`5i`gZÄ`Y`ni`j`Yf`\]bXYfb`"8`Yb`bcW`
a`0ggYb`g]W`X]Y`5bk`c`\`bYf`k`Y]hYf`\]b`Ui`Zi`bj`cf`\Yf [YgY`Y`bYg`
Y]bghY`Ybž`k`Ä`fYbX`X]Y`J`YfUbhk`cfh]W`Yb`Ub`@0gi`b [Yb`h0ZhY`b`
6`Y]Vh`ni` `c`ZYbž`XUgg`X]Y`DfcV`Ya`Y`fUgW` [Y`0gh`k`YfXYb`i`bX`X]Y`
60f [Yf`VU`X`k`]YXYf`c`\`bY`i`b`hYfVfYW`i`b [Yb`Ghfca` `bi`hnYb`
_`0bbYb"

8YhU]`g	
C fh	@Y]dn][ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`j n"XY • ghfca Ui gZU``"cf[• ghfca Ui gZU``&("XY

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