

Dc`nY]`@Y]dn][.`@]j Yh]W_Yf`ni `U_hi Y`Yb
BchZÄ`Yb`i bX`A Y`Xi b[Yb`°

5_hi Y`Y`Dc`nY]a Y`Xi b[Yb`Ui g`@Y]dn][`Ua` &\$"\$+ "&\$&)"
K]W]h][Y`Bchfi Zbi a a Yfb`i bX`H]ddg`ZØf`BchZÄ`Y`j cf`Cfh"



8]a]hfc ZZghfU» Y`%ž`\$ (%\$+`@Y]dn][ž`8Yi hgW`UbX`!`5_hi Y`Y`
`bZcfa Uh]cbYb`Ui g`@Y]dn][`ca a Yb`Yi hY`]b`j c`Yf`6`ØhY`" `a
@]j Yh]W_Yf`k YfXYb`[YghYfb`i bX`Yi hY`nU`fY]W]Y
Dc`nY]a Y`Xi b[Yb`]b`i bX`i a`X]Y`GhUXh`VYfY]h[YghY`h`8]Y
H\Ya YbdU`YhhY`fY]W]hj cb`J Yf`Y`fgi bZÄ`Yb`V]g`]b`ni
J Yfa]gghYba Y`Xi b[Yb`i bX`i; Yk U`hXY`]_hYb`"8]YgY
J cf[Y`Yb`gk Y]gY`gcf[h`XUZØfž`XUgg`X]Y`6Øf[Yf]bbYb`i bX`6Øf[Yf
ghYhg`ØVYf`X]Y`9bhk]W`i b[Yb`]bZcfa]Yfh]g]bX`", VYf`j n"XY`YfZÄ`fh
a Ub`U`Yg`K]W]h][Y"

8cW`k Ug`hi b`]a`BchZU`3`9g]gh]j cb`YggYbn]Y`Yf`6YXYi hi b[ž`X]Y
f]W]h][Yb`GW]f]hhY`ni `YbbYb`" `b`8Yi hgW`UbX`]gh`X]Y
Bchfi Zbi a a Yf`ZØf`Dc`nY]ž: Yi Yfk Y`f`i bX`FYhhi b[gX]YbghY`X]Y

%%&žX]Y fi bX i a X]Y i \ f j YfZØ[VUf]gh" ð @Y]dn][_ÖbbYb
gdYn]Z]gWXY BchZÄ`Y ØVYf X]Y Bi a a Yf`%%\$ [Ya Y`XYh`k YfXYbž`k]Y
VY]`XYf`W]h]Yg]bg]XYf"Wca X]Yi h`]W`VYgWf]YVYb`k]fX" <]Yf
YfZU\ fYb`G]Y`Ui Wž`XUgg`U`Y`Bchfi ZY`_cghYb`cg`g]bX`i bX`Y`bUW
5fh`XYf`G]hi Uh]cb`Ui Z`8Yi hgW`cXYf`9b[`]gW`_ca`a`i`b]n]Yfh
k YfXYb`_Ubb"

Bchfi Zbi a a Yfb`i bX`k]W h][Y`? c b hU`hY

: Øf`U`Yž`X]Y`]b`@Y]dn][``YVYb`cXYf`X]Y`GhUXh`VYgi W`Ybž`g]bX
Zc`[YbXY`Bchfi Zbi a a Yfb`VYgcbXYfg`k]W h][.

- 5``[Ya Y]bYf`Bchfi Z`fA`YX]n]b]gW`Yf`B`chZU``ž
: Yi Yfk`Y`fž`Dc`]nY]Ł. `%%&
- Dc`]nY]!Bchfi Z. `%%\$
- B]W`h`Xf]b[YbXY`a`YX]n]b]gW`Y`<]`ZY. `%%*`%%+`
- ;]Zhchfi ZnYbhfU`Y. `ž (-`'`*`%`+'`\$`+'`\$

: Øf`X]Y`Dc`]nY]`ghY`Yb`]b`@Y]dn][`a`Y`fYfY`F`Yj]YfY`ni`f`J`YfZØ[i`b[ž
X]Y`Y`XYfnY]h`ZØf`9]bg`ÄhnY`VYfY]h`g]bX" `Gc`Z]bXYb`G]Y`ni`a`6Y]gd]Y`
XUg`Dc`]nY]fYj]Yf`NYbhf`i`a`]b`XYf`8]a`]hfc`ZghfU»`Y`%ž`YffY]W`VUf
i`bhYf`ž (-`'`(%`-`*`*`\$`"5i`W`Dc`]nY]fYj]YfY`]b`@Y]dn][!B`cfXž`@Y]dn][!
GØX`cgh`i`bX`@Y]dn][!GØX`k`Ygh`g]bX`YffY]W`VUfž`k`c`VY]`X]Y
?`c`b`h`U`_`h`X`U`h`Y`b`]`g`h`Y`h`g`U`_`h`i`Y``[Y`U`h`Y`b`k`Y`f`X`Y`b`"

G]W`Y`f`\`Y]h`]a`B`c`h`ZU``

9g`[]Vh`Y]b][Y`d`f`U`_`h]gW`Y`H]d`d`gž`X]Y`a`Ub`VYUW`h`Yb`_`Ubbž`i`a`]a
B`chZU```c`d`h]a`U`ni`f`Y`U[]Y`f`Y`b`" `K`]W`h][`]ghž`X`Y`b`Y][Y`b`Y`b`G`h`U`b`X`c`f`h
c`X`Y`f`b`U`Y[Y`Y[Y`b`Y`K`U`f`n`Y]W`Y`b`ni`_`Y`b`b`Y`b`" `G`c`h`Y`Y`g
G`d`f`U`W`d`f`c`V`Y`a`Y`[Y`V`Y`b`ž`_`Ö`b`b`h`Y`Y`g`]\`]Z`f`Y]W`g`Y]b`ž`b`U`W
Y`b[`]g`W`g`d`f`U`W][Y`b`A`]h`U`f`V`Y]h`Y`f.]b`Y`b`V`Y]`X`Y`b`B`c`h`f`i`Z`b`i`a`a`Y`f`b`ni
Z`f`U[Y`b`"2`Z`Z`Y`b`h`]W`Y`H`Y`Y`Z`c`b`Y`Y`f`a`Ö[`]W`Y`b`B`c`h`f`i`Z`Y`c`\`b`Y`A`Ø`b`n`Y`b
c`X`Y`f`?`U`f`h`Y`b`ž`i`b`X`A`c`V]h`Y`Y`Z`c`b`Y`_`Ö`b`b`Y`b`Y`V`Y`b`ZU``g`j`Y`f`k`Y`b`X`Y`h
k`Y`f`X`Y`b`ž`U`i`W`k`Y`b`b`_`Y]b`Y`G`=A`!`?`U`f`h`Y`c`X`Y`f`;`i`h`U`V`Y`b`j`c`f`\`U`b`X`Y`b
]gh"

I`a`]b]b`C`h`g]h`i`U`h]c`b`Y`b`f]W`h][`U`b`X`Y`b`ni`_`Ö`b`b`Y`b`ž`g`c`h`Y`b`

ni bÅWghU`Y` ðZcfa Uh]cbYb`ni a `JcfZU`[YgUa a Y`h`k YfXYbž`k]Y
 Yhk U`X]Y`5bnU\`XYf`6YhfcZZYbYb`cXYf`XYf`[YbUi Y`Cfh`XYg
 ; YgWXY`Ybg"i bX`bUW`XYa `BchZU`]gh`Yg`fUhgUa ž`Åfnh`]WXY`<`ZY
 gck]Y`dgmW`c`c`[]gWXY`i bhYfghØhni b[`]b`5bgdfi W`ni `bY`a Yb"
 8Yf`GW`i m`XYf`Y][YbYb` ; Ygi bX`X]Y`6YfUhi b[`Xi fW
 : UW`Yi hY`g]bX`b]W`h`ni `j YfbUW`Àgg][Yb"

8]Y` ðZcfa Uh]cbYbž`X]Y` \]Yf`VYfY]h[YghY`h`k i fXYbž`g]bX`b]W`h`bi f
 ni f`Y][YbYb`G]W`Yf`Y]h`k]W`h][ž`g]Y`hfU[Yb`Ui W`XUni `VY]ž`X]Y
 ; Ya Y]bgW`UZh`b`@Y]dn][`ni gUa a Ybni `U`hYb`i bX`g]Y`VY]i bZ`Yb
 cXYf`BchZ`Yb`gW`bY`ni `i bhYfghØhnyb"

8Yb_Ubghc». `K]Y` [fc» `]ghi bgYf`K]ggYb`ØVYf`X]Y`Bchfi Zbi a a Yfb
 i bX`k]Y`gW`bY`g]bX`k]f`b`XYf`@U[Y`ni `fYU[]YfYbž`k Ybb`Yg
 XUfUi Z`Ub`_ca a h3`9]bY`_Y]bY`5i Zf]gW`i b[`XYf`?Ybbhb]ggY
 gW`UXYh`b]Y"

8YhU]`g	
Cfh	8]a]hfcZZghfU» Y`%ž`\$ (%\$+`@Y]dn][ž 8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "j n"XY • W]h]Yg]bg]XYf"W`a

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