

F Yj c`i h]c b`]b`@ÖVYf]hn. `B Yi Yf`K]bX!`i bX
Gc`UfdUf_`ghUfhYh`&\$&) °

≈a`BcjYa VYf`&\$&) `VY[]bbh`XYf`6Ui `XYg`<mVf]Xdfc`Y_hg
/ ei ch/@ÖVYf]hn`K]bX/ Ua d/DJ/ ei ch/`b`GUW`gYb!5b\U`hž
XUg`K]bX!`i bX`Gc`UfYbYf[]Y`j YfY]bh"



@ÖVYf]hnž`GUW`gYb!5b\U`hž`8Yi hgW`UbX`!`≈a`XYi hgW`Yb
GUW`gYb!5b\U`h`hi`h`g]W`k]YXYf`Y]b][Yg]a`6YfY]W`YfbYi YfvUfYf
9bYf[]Yb``5V`5i [i gh`&\$&) `d`Ubh`X]Y`J`G6`; fi`ddY`XYb`GhUfh`XYf
6Ui`j`cfVYfY]hi`b[Yb`Z0f`Y]bYb`bYi`Yb`K]bX!`i bX`D\`chc`j`c`hU]_dUf_
]b`@ÖVYf]hn``8]Y`YfghYb`GW`f]hY`ni`f`9ff]W`hi`b[`XYg`]bbcj`Uh]j`Yb
Dfc`Y_hg`VY]b\U`hYb`XUg`5VghY`W`Yb`XYf`:`ÅW`Y`]b`6]hYfZY`X!
K`c`ZYbž`[YZc`[hj`cb`Y]bYa`:`Y`X\Ua`ghYfa`cb]hcf]b[`i`bX
UfW`Äc`c`[]gW`Yb`l`bhYfgi`W`i`b[Yb``8Yf`6Ui`ghUfh`Z0f`X]Y`VY]XYb
5b`U[Yb`]gh`Z0f`5bZUb[`&\$&`*`Ub[YXUW`hi`bX`j`Yfgdf]W`hž`X]Y
F Y[]cb`b]W`h`bi`f`bUW`\U`h][ž`gcbXYfb`Ui`W`k]fhgW`UZh]W`
j`cfUbni`Vf]b[Yb``@Ui`h`k]bXVfU`b`W`Y`"XY`k]fX`XYf`K]bXdUf`_`Y]bY
@Y]ghi`b[]j`cb`&%ž`*`A`K`YfVf]b[Ybž`k`Å`fYbX`X]Y
D\`chc`j`c`hU]_Ub`U[Y`a`]h`%-`A`K`d`YVYbZU`g`]\fYb`k`Yfhj`c``Yb

6Y]hfU[``Y]ghYb`k]fX"

8 Ug`6YgcbXYfY`Ub`XYa`Dfc`Y`_h` @OVYf]hn`K]bX`/`DJ`]ghz`XUgg`Yg
XUg`YfghY`< mVf]Xdfc`Y`_hj` cb`J`G6`]b`8Yi`hgW`UbX`XUfghY`h`i`bX`]b
Yb[Yf`?`ccdYfUh]cb`a`]h`XYb`GhUXhk`Yf`_Yb`6]hYfZY`X!K`c`ZYb
i`a` [YgYhnh`k`]fX``8]YgY`\\UVYb`gc[Uf`Y]bY`?`Ui`Zcdh]cb`ZØf`) `A`K`d
XYf`d`\\c`hcj`c`hU]gW`Yb`5b`U[Yz`k`Ug`ZØf`X]Y`YbYf[]Ydc`h]gW`Y
Ni`gUa`a`YbUfVY]h`XYf`FY[]cb`gdf]W`h``8]YgY`?`ca`V]bUh]cb`Ui`g
K`]bX!`i`bX`Gc`UfYbYf[]Y`gc``b]W`h`bi`f`Y]b`;` `Y]W`[Yk`]W`h`VY]`XYb
gW`k`Ub`_YbXYb`Ghfca`dfc`Xi`_h]cbYb`gW`UZYbž`gcbXYfb`Ui`W`ni`f
GhUV]`h`h`X`Y`g`B`Y`h`Y`g`V`Y]hfU[Ybž]bXYa` `XYf`YfnYi` [hY`Ghfca` `Ua
J`G6!`I`a`gdUbbk`Yf`_GU`nZ`fh`UdY``Y`Y]b[YgdY]gh`k`]fX"

F Ydck Yf]b[`]b`GUW`gYb!5b`U`h

Ni`g`h`ni`]W`ni` `XYb`D`AbYb`]b`@OVYf]hn`[]Vh`Yg`Ub`UbXYfYf`GhY``Y
VYbZU``g`GdUbbYbXYg`ni` `VYf]W`h`Yb.` J`G6`i`bX`B`YI`hK`]bX`\\UVYb
j`cfž`Y]b`k`Y]hYfYg`K`]bX`_fUZh`k`Yf`_`]b`XYf`B`A`\\Y`j`cb`N`ØfV][`ni
a`cXYfb]g]YfYb``<]Yf`gc``X]Y`i`fgdfØb[`]W`Y`?`UdUn]h`h`j`cb`(` \$ž)
A`K` `Ui`Z`V`Y`Y]bXfi`W`_YbXY`%%)`ž&`A`K` `j`YfXfY]ZUW`h`k`YfXYb``8]Yg
[YgW`]Y`h`Xi`fW` `XYb`5i`ghUi`gW` `j`cb`&+`U`h`Yb`Hi`fV]bYb`Xi`fW``%*
bYi`Y`J`YghUg`J`%+&`Hi`fV]bYb``K`]Y`Y`[Y!`k`]bXhi`fV]bYg`W`c`a
]bZcfa`]Yfž`k`UfhYb`X]Y`9bhk`]W`_Yf`bcW`Ui`ZX]Y`;`YbY`a`][`i`b[`ZØf
XUg`Dfc`Y`_h`i`bX`XYb`5VgW` `i`gg`Y]bYg`Ghfca`j`YfhfU[`g]b`XYb
XYi`hgW`Yb`C`bg`\\c`fY!K`]bXUi`_h]cbYb``8]Y`fYdck`YfhYb`5b`U[Yb
gc``Yb`gW` `i`ggYbX`]W` `gUi`VYfY`9bYf[]Y`ZØf`Yhk`U` ,`\$`\$`\$`\$`<`Ui`g`U`h`Y
VYfY]hghY``Yb"

F Ydck Yf]b[`k`]fX`]b`8Yi`hgW`UbX`U`g`b`chk`YbX][`YfUW`hYhž`i`a` `X]Y
Y`\\f[Y]n][Yb`?` `]a`Un]Y`Y`ni` `YffY]W`Ybž`XU`j`]Y`Y`K`]bXhi`fV]bYb`V]g
&\$` ` \$`Ub`]`f`9bXY`XYf`6Yhf]YVgXUi`Yf`[Y`Ub[Yb`_ØbbhYb``8Yf
5bgUhnž`U`hY`K`]bXYbYf[]YUb`U[Yb`[Y[Yb`bYi`YfYž
`Y]ghi`b[ggh`f`_YfY`A`cXY``Y`Ui`gni`hUi`gW`Ybž`Vf]b[h`b]W`h`bi`f
`Ø`YfY`Ghfca`a`Yb[Ybž`gcbXYfb`Ui`W` `j`c`fhY]`Y`ZØf`XYb`5fhYb!`i`bX
=a`a`]gg]cbggW`i`hn`a`]h`g]W``8]YgY`a`cXYfbYb`Hi`fV]bYb`g]bX`Y]gYf
i`bX`V`Yb`Øh][Yb`k`Yb][Yf`D`Uhnž`k`Ug`Ui`W` `XYb`5bk`c`\\bYfb
ni`[i`hY`_ca`a`h``@Ui`h`k`]bX!`YbYf[]Y`XY`]gh`XYf`HUi`gW` `U`h`Yf
Hi`fV]bYb`Ui`W` `Y]b`6Y]hfU[`ni`f`6]cX]j`Yfg]h`hž]bXYa` `F]g]_Yb`ZØf

[YgWkØhnhY`Jc[Y`UfhYb`j Yfa]bXYfh`k YfXYb"

8]Y`J G6`; fi ddYž`X]Y`gY]h`ZUgh` \$`đ\`fYb`]a` `@UbX`_fY]g`5b`\\U`h!
6]hhYfZY`X`U`_hj` `]ghi` bX`ØVYf`+) \$`5b`U[Yb`]b`gYWk`g`@AbXYfb
Yff]Wk`hYh`\\Uhž`[Y`\\Øfh`gY]h`&\$&) `ni` `Hc`hU`9bYf[]Yg`i` bX`_Ubb`Ui` Z
Y]bY`VYY]bXfi`W`_YbXY`D]dY`]bY`j`cb`ØVYf`%`,`;` K` `V`]W`_Yb`"A`]h
X]YgYa` `9b[U[Ya` Ybh`nY][h`XUg`i` bhYfbY`\\a` Ybž`XUgg`X]Y`Ni` _i` bZh
XYf`9bYf[]Yj` Yfgcf[i` b[`]b`8Yi` hgWk`_UbX`i` bX`9i` fcdU`\\mVf]X`i` bX
bUWk`\\U`h][`] YghU`hYh`k` YfXYb`_Ubbž`k` Ug`b]Wk`h`bi` f`XYa` `?`]a` Už
gcbXYfb`Ui` Wk`XYb`A` YbgWk`Yb`j` cf`C`fh`ni` [i` hY`_ca` a` h"

8YhU]`g	
C`f`h	@ØVYf]hnž`GUWk`gYb!5b`\\U`hž`8Yi` hgWk`_UbX
E`i`Y`Y`b	<ul style="list-style-type: none">• k k k "k]bXVfUbWk`Y`XY• Y[Y!k]bXhi`fV]bYg"Wk`a• k k k "k]bX!YbYf[]Y`XY

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