

A U[]gWY`Gca a YfbÅW hY. : f]YXYbghY]b CdYb`5]f`&\$&) `a]h`A i g]_ghUfg°

9f`YVYb`G]Y`XUg: f]YXYbghY]b`CdYb`5]f`&\$&) `]b`; ch\U.
A i g]_ghUfgž`A Y]ghYfk Yf`_Y`i bX`a U[]gWY`Gca a YfbÅW hY
j ca `%) " `V]g` \$ " `5i [i gh"



GW`cgg: f]YXYbghY]bž`- - , * + ; ch\Už`8 Yi hgW`UbX`!`a
ca a YbXYb`Gca a Yf`XØfZYb`g]W`A i g]]YV\UVYf`Ui Z`Y]b
<][\`][\h`XYf`9i hfU`_UggY`ZFYi Yb. `8 Ug: f]YXYbghY]b`CdYb`5]f
Vf]b[h`Ui W`&\$&) `k]YXYf`]bhYfbUh]cbU`Y`GhUfg`]b`XYb`æbYb`cZ
XYg`a U`Yf]gWYb`GW`cggYg: f]YXYbghY]b`]b`; ch\U" `J ca `%) " `V]g
' \$ " `5i [i gh`k]fX`XUg: Ygh]j U`]b`gY]bYf`ZØbZhYb`5i ZU[Y`Y]b
UVk YW`g`i b[gfY]WYg`Dfc [fUa a `Ui g`_`Ugg]gWYf`A i g]_`i bX`Dcd
dfÅgYbh]YfYbž`XUg`]b`XYf`FY []cb`VYFY]hg`ZØf`[fc» Yb
; Ygd`fÅW`gghc`Z`gcf[h`@Ui h`; **ch\U`5`_hi`Y`ž`k]fX`X]Y`H\Øf]b[Yb
D\` \Ufa cb]Y`; ch\U!9]gYbUW`ž`X]Y`]b`Yb[Yf`Ni gUa a YbUfVY]h`a]h
XYf: f]YXYbghY]b`Gh]Zi b[; ch\U`i bX`XYf`Gh]Zi b[`H\Øf]b[Yf
GW`ØggYf`i bX`; ÅfhYb`cf[Ub]g]Yfhž`YfbYi h`ZØf`a i g]_U`]gWY
<][\`][\hg`gcf[Yb"**

9]b`5i ZhU_h`XYf`VYgcbXYfYb`5fhighY`h`Ua`%)`"5i`[`i`gh`&\$&)`Ui`Z`
XYa`Dfc`[`fUa`a`.;`]cj`Ubb`]NUffY`U`Yf`OZZbYh`XUg`:`Ygh]j`U`a`]h`
gY]bYf`G\`ck`9]bY`#U`Yb]gWXY`Gca`a`YfbUWX`h`"A`]h`Y]bYa`A`]`
Ui`g`#U`c!8]gWc!Dcd`i`bX`gma`d\`cb]gWXYb`?`Ab`[`Yb`k`]fX`Yf`XUg`
Di`V`_]i`a`]b`gY]bYb`6Ubb`n]Y\`Yb`i`bX`XUg`b]WX`h`U`Y]b`NUffY`U`
/`:`f]YbXg`k`YfXYb`]\`b`i`bhYfgh`hnYb`ž`ni`gUa`a`Yb`a`]h`XYb`a`di`gc`
HYbcfgž`k`À`fYbX`X]Y`a`i`g_]U`]gWXY`@Y]hi`b`[`7`\`f]gh]Ub`8Y`UWX`Yf`
ØVYfb]a`a`hž`k`]Y`Ui`Z`?`cbnYfh_UggY`8fYgXYb`ni`YfZU`fYb`]gh`

9]b`j`]Y`ZÀ`h][`Yg`Dfc`[`fUa`a`

8]Y`k`Y]hYfYb`Dfc`[`fUa`a`di`b_h`j`YfgdfYWX`Yb`YVYbgc`
j`]Y`j`YfgdfYWX`YbX`ni`k`YfXYb`"5a`%*`"5i`[`i`gh`ghY`h`D\`]\`Ufa`cb]Y`
l`bd`i`[`[`YX`J`c`")`a`]h`XYa`GÀb`[`Yf`H\`ca`Ug`<`U\`bž`9X]hU`5VX]Yg_]`
i`bX`Y]bYa`?]bXYf!`i`bX`š`[`YbXWX`cf`Ui`Z`XYa`Gd]Y`d`Ub`"8Yf`&&"`
5i`[`i`gh`k`]fX`XUbb`ni`a`9`fYb`hU`[`ZØf`H\`ca`Ug`5bXYfgž`XYf`a`]h`
bYi`Yb`C`fWX`YghYf!5ffUb`[`Ya`Yb`hg`Ui`Z`(`\$`M`Ufg`c`ZA`cXYfb`
HU`_]b`[`ni`fØW`V`]W`h`"5i`WX`X]Y`]bhYfbUh]cbU`Y`Dcd`]cbY`
5bUghUW]U`k`]fX`XUg`:`Ygh]j`U`VYfY]WX`Yfb`i`bX`Ui`Z`[`fi`bX`XYf`\`c`Yb`
H]W`YhbUWX`ZfU`[`Y`Y]b`Ni`gUhm`cbnYfh`Ua`i`&(`"5i`[`i`gh`[`YVYb`
@Yhn]h]WX`fi`bXYh`XUg`:`Ygh]j`U`Ua`i`&-`"5i`[`i`gh`a`]h`Gci`bXg`c`Z`
<c`mk`ccX`i`bhYf`@Y]hi`b`[`j`cb`GhY`Zub`:`fUUg`i`bX`Ua`i`\$`"5i`[`i`gh`
a`]h`XYa`5VgWX`i`gg`cbnYfh`@Ugh`B][`\`h`i`:`f]YXYbghY]b`
D\`]\`Ufa`cb]WDfca`g`UVž`VY]`XYa`š`j`Ufc`Gc`Yf`Ui`Zh]hž`XUg`
Dfc`[`fUa`a`Yf`[`Àbnh`Xi`fWX`_]Ugg]gWXY`A`i`g]_"`

8]Y`J`YfUbg`hU`hi`b`[`gY`V`gh]gh`b]WX`h`bi`f`Y]b`i`Ybi`gg`ZØf`X]Y`C`\`fYb`
X]Y`\`]ghc`f]gWXY`?`i`]ggY`XYg`GW`c`ggYg`:`f]YXYbghY]b`gWX`UZZh`Y]bY`
Y]ba`U`][`Y`5ha`cgd`\`ÀfYž`X]Y`XUg`a`i`g_]U`]gWXY`9f`YVb]g`
i`bj`Yf`[`Ygg`]WX`a`UWX`h`6Ygi`WX`Yf`_Øbb`Yb`g]WX`Ui`ZY]bY`
\`Ufa`cb]gWXY`J`YfV]bXi`b`[`j`cb`HfUX]h]cb`i`bX`A`cXYfbY`ZfYi`Yb`":`Øf`
X]Y`[`UbnY`:`Ua`]Y`ghY`Yb`X]j`YfgY`H]W`Yhg`ni`f`J`YfZØ`[`i`b`ž`X]Y`
cb`]bY`cXYf`a`H]W`Yh!G\`cd!6Øfc`XYf`H\`Øf]b`[`Yb`D\`]\`Ufa`cb]Y`
;`ch`U!9]gYbUWX`Yfk`cfVYb`k`YfXYb`_Øbb`Yb`"K`Y]hYfY`
#Zcfa`Uh]cbYb`g]bX`Ui`Z`XYf`cZZ]n]Y`Yb`K`YVg]hY`XYg`:`Ygh]j`U`g`i`bhYf`
Zf]YXYbghY]b!cdYbU]f"XY`ni`Z]bXYb`

#g[`YgUa`h`V]YhYh`XUg`:`f]YXYbghY]b`C`dYb`5]f`&\$&)`Y]bY`[`fUbX]cgY`

; Y`Y[Yb\Y]hž_fYUhj Y`8UfV]Yhi b[Yb`i bX`A Y]ghYfk Yf_Y`i bhYf
 ZfY]Ya `<]a a Y``ni `Yf`YVYb"A]h`Y]bYf`gdUbbYbXYb`A]gW`i b[`Ui g
 `Ugg]gW`Yf`A i g]`i bX`U_hi Y``Yb`<]hg`k]fX`XUg`i: Ygh]j U``YfbYi h
 ni a `5bn]Y\i b[gdi b_h`ZØf`U``Y`A i g]_VY[Y]ghYfhYb`gck]Y`ni `Y]bYa
 C fh`XYf`6Y[Y[bi b[`i bX`XYg`i: Ybi ggYg"

8 YhU]`g	
C fh	GW`cgg`i: f]YXYbghY]bž`- - , * + `i; ch`Už 8 Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • [ch`U!U_hi Y``"]b Zc • k k k "_cbnYfh_UggY!XfYgXYb"XY • Zf]YXYbghY]b!cdYbU]f"XY

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