

K YfXY`8][]hU`\\Y`X`]b`K]`XYg\\Ui gYb.
? cghYb`cgY`A YX]Yb_i fgY`ZØf`?]Xg°

8]Y`J c`_g\\cWgW i`Y`K]`XYg\\Ui gYb`V]YhYh`UV`đ`]&\$&)
_cghYb`cgY`Yf]Yb_i fgY`ZØf`?]bXYf`ni f`X][]hU`Yb
A YX]Yb_ca dYhYbn`Ub"



K YghYfghfU» Y`' %ž`&+ + - ` `K]`XYg\\Ui gYbž`8 Yi hgW`UbX`!`đ
K]`XYg\\Ui gYb`ghUfhYh`X]Y`J c`_g\\cWgW i`Y`fJ <GŁ`a]h`Y]bYa
bYi Yb`6]`Xi b[gUb[YVch`ZØf`?]bXYf`i bX`đ [YbX`]WXY`]a`Gca a Yf
&\$&) ``8]Y`đ]h]Uh]j Yž`X]Y`i bhYf`XYa`H]hY` `` 8][]hU`\\Y`XYb`ghY`hž
V]YhYh`_cghYbZfY]Y`Yf]Yb_i fgY`ZØf`GWØYf`UV`XYf`j]YfhYb`?`UggY
Ubž`i a`g]Y`Z]h`ZØf`X]Y`X][]hU`Y`K`Y`h`ni`a`UWXYb``8]Y`?`i fgY`k YfXYb
Xi fW`X]Y`B]YVYfX]b[!Gh]Zi b[`Z]bUbni]Y` ``i bhYfghØhmi bX`Z]bXYb`]b
XYf` 8][]hU`Yb`9f`YVb]gk Y`h`XYf`J <G`Ub`XYf`K YghYfghfU» Y`' %
ghUhh"

8]Y`J YfUbghU`hi b[gfY]\\Y`i a ZUggh`ZØbZ`\\U`VhÄ[][Y`i bX`nk Y]
nk Y]hÄ[][Y`?`i fgY`gck]Y`nk Y]`bYi Y`ZØbZ`hÄ[][Y`A YX]Yb_i fgY``8]Y
H\\Ya YbdUFYbhUh]cb`Y[h`XYb`:`c_i g`Ui Z`_f]h]gWXYg`8Yb_Ybž

8 UhYbgWk i hni bX`X]Y`9bhk]W_`i b[`X][]hU`Yf`Dfc`Y`_hY""8]Y
HY]`bY\`a`Yf`_`ObbYb`g]Wk`Ui`Zj`YfgWk]YXYbY`5`_hj]h`hYb`ZFYi`Yb`z`X]Y
XUni`X]YbYb`z`]`f`Y`X][]hU`Yb`:`A`\][]_Y]hYb`Ui`gni`VUi`Yb`"

? i fgUb [YVchY`]a` , VYfV`]W_

- f f Ghcd!A ch]cb!J]XYc f f .) " ` ` ž`%` !%*` .%) `I` \fž`ZØf`J]Yfh!`V]g`
G]YVh_`Àgg`Yf`"
- f f `6i`gZU\`fh]bg`5`` ` ` `8Y]b`YfghYg`<`ÖfVi`Wk`f f .`+`""i`bX` , "`
` ` ž`%` !%*` .%) `I` \fž`ZØf`J]Yfh!`V]g`G]YVh_`Àgg`Yf`"
- f f `*`\$`!`Hci`f`Xi`fWk`K`]`XYg\`Ui`gYb`f f .`-`" ` ` ž`%` !%*` .%) `I` \fž`
ZØf`J]Yfh!`V]g`G]YVh_`Àgg`Yf`"
- f f J]fh!`U`F`YU`]hm`Yf`_i`bXYb`f f .`%"` ` ` ž`%` !%*` .%) `I` \fž`ZØf`
?]bXYf`UV`XYf`j`]YfhYb`?`UggY`"
- f f Dfc[`fUa`a`]YfYb`ZØf`B]bhYbXc`Gk`]hW`f f .`%&""` ` ž`
%` !%*` .%) `I` \fž`ZØf`J]Yfh!`V]g`G]YVh_`Àgg`Yf`"
- f f `7`Yj`Yf`Xi`fWk`g`BYhm`f f .`("V]g` , "`5i`[`i`ghž`-`!%&` .%) `I` \fž`
ZØf`8f]hh!`i`bX`J]Yfh_`Àgg`Yf`"
- f f :`]h`ZØfg`BYhm`f f .`("V]g` , "`5i`[`i`ghž`%` !%*` .%) `I` \fž`ZØf`
:`Øb`Zh!`V]g`G]YVh_`Àgg`Yf`"
- f f <`ÖfVi`Wk`\`Y`XYb`f f .`-`"i`bX`%"`5i`[`i`ghž`-`!%*` `I` \fž`ZØf`
Zcfh[`YgWk`f]hhYbY`J]Yfh!`V]g`G]YVh_`Àgg`Yf`"

5``Y`?i`fgY`g]bX`_cghYbZFY]ž`i`bX`X]Y`5ba`Y`Xi`b[`Yb`g]bX
hY`YZcb]gWk`ž`dYf`9!A`U]`cXYf`cb`]bY`a`Ö[`]Wk""8]Y`HY]`bY\`a`Yf`
k`YfXYb`[`YVYhYb`ž`Y]bY`DUi`gYbj`YfdZY[`i`b[`a`]hni`Vf]b[`Yb`"

DfAj Ybh]cb`j`cb`7mVYfa`cVV]b[

8]Y`X][]hU`Y`6]`Xi`b[`]gh`\`Yi`hni`hU[`Y`VYgcbXYfg`k`]Wk]h[`ž`XU`X]Y
@YVYbgk`Y`hYb`j`cb`?]bXYfb`i`bX` ` ž`[`YbX`]WkYb`ni`bY\`a`YbX
nk`]gWkYb`Ub`U`c[`]i`bX`X][]hU`j`YfgWk`]a`a`Yb`"BYVYb`XYb`?i`fgYb
]b`K`]`XYg\`Ui`gYb`]gh`Ui`Wk`X]Y`DfAj`Ybh]cb`j`cb`7mVYfa`cVV]b[`]Y]b
nYbhfU`Yf`6YghUbXhY`]`XYf`A`YX]YbV`]Xi`b[`]8]Y`@A`N`6UXYb!
**K`ØfhhYa`VYf[`]k`Y]gh`XUfUi`Z\]bž`XUgg`K`cf`g\`cdg`i`bX`
F`c``Ybgd]Y`Y`YbhgWkY]XYbX`g]bX`ž`i`a`?]bXYf`i`bX` ` ž`[`YbX`]WkY`ZØf`
H\`Ya`Yb`k`]Y`8UhYbg]WkYf\`Y]hž`J`Yf\`U`hYbgfY[`]Y`b`]a`]BYhm`i`bX`X]Y
:`c[`]Yb`j`cb`7mVYfa`cVV]b[`]ni`gYbg]V`]g]YfYb`"**

8 Ug`N]Y`X]YgYf`b]h]Uh]j Yb`]gh`Ygž`GY`Vghj YfhfUi Yb`]a`l`a`[Ub[`a`]h
 Cb`]bY!A YX]Yb`Ui Zni VUi Yb`i bX`_`UfY` ; fYbnYb`]b`XYf`X][]hU`Yb
 ?ca a i b[_Uh]cb`ni`j`Yfa`]hY`b`"8]Y`6]`Xi b[ggYfj Yf`YVh`Yfj cfž
 XUgg`X]Y`X][]hU`Y`ž [YbXUfVY]h`Y]bY`VYXYi hYbXY`F`c`Y`XUVY]
 gd]Y`hž`A YX]Yb`_ca`dYhYbn`ni`ZÖfXYfb`i bX`X]Y`[YgY`gW`UZh`]W`Y
 HY]`UVY`gck]Y`6]`Xi b[gW`UbW`b`Xi`fW`X][]hU`Y
 ?ca a i b[_Uh]cbga]hY`ni`j`YfVYggYfb"

A]h`X]YgYb`5b[YVchYb`]b`K`]XYg\Ui`gYb`k`]fX`b]W`h`bi`f`K`]ggYb
 j`Yfa`]hY`hž`gcbXYfb`Ui`W`X]Y`9a`dUh\]YŽ\][`_Y]h`Xi`fW`X]Y
 5i`gY]bUbXYfgYhni`b[`a`]h`7mVYfa`cVV]b[`i`bX`X][]hU`Yb`A`YX]Yb
 [Ygh`f`_h`"8]Y`J`<G`i`bX`X]Y`XUa`]h]`YfVi`bXYbYb`Dfc`Y`_h`Y`Y]ghYb
 Y]bYb`k`Yfhj`c`Yb`6Y]hfU[`ni`f`A`YX]YbV]`Xi`b[`i`bX`ni`f`GW`UZZ`b[
 Y]bYg`fYgdY`_hj`c`Yb`Cb`]bY!!`a`ZY`XYg"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	K`Y`g`h`Y`f`g`h`f`U`»`Y`'`%`ž`&`+`+`-`'`K`]`X`Y`g`\`U`i`g`Y`b`ž 8`Y`i`h`g`W`\`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi b["XY • k k k "`a`n!Vk`"XY • k k k "V]`Xi b[ggYfj Yf"XY

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