

Gca a Yf!<][\`][\hg`]a `@UbX_fY]g
9VYfgVYf[.`? cbnYfhYž': YghY`i bX`a Y\ f°

9f`YVYb`G]Y`X]Y`j]Y`ZÀ`h][Yb`J YfUbghU`hi b[Yb`]a `@UbX_fY]g
9VYfgVYf[`]a `đ`]'&\$&) .`? cbnYfhYž'5i gghY`i b[Yb`i bX`: YghY
ZØf`U`Y"



9VYfgVYf[ž'8Yi hgW\`UbX`!`K Ug`hi h`g]W\`]a `@UbX_fY]g
9VYfgVYf[3`8Yf`Gca a Yf`fc`h`Ub`i bX`Vf]b[h`Y]bY`: Ø`Y`Ub`9j Ybhg
i bX`J YfUbghU`hi b[Yb`a]h`g]W\`ž`X]Y`ZØf`YXY`A Yb[Y`I bhYf\U`hi b[
gcf[Yb`": Øf`X]Y`?i`hi f`]YV\UVYf`i bX`: Y]Yfk Øh][Yb`[]Vh`Yg`]a `đ`]'
&\$&) `Y]bY`Vi bhY`DU`YhhY`Ub`5_h]j]h`hYbž`X]Y`Y]bZUW\`bYi []Yf][
a UW\Yb`"8]Y`GØXXYi hgW\Y`VYf]W\hYh`j cb`Y]bn][Ufh][Yb
<][\`][\hgž`X]Y`gck c`\`9]b\Y]a]gW\Y`U`g`Ui W\`6Ygi W\Yf`Ubn]Y\Yb
k YfXYb`"

@cg[Y\hg`VYfY]hg`Ua `*`"đ`]'a]h`XYa `9VYfgVYf[Yf`GhUXh`Ui Zž`XYf
i a`%\$`I` \f`Ua`A Uf]Ybd`Uhn`ghUfhYh`<]Yf`g]bX`b]W\h`bi f`gdcfh]W\Y
@Y]ghi b[Yb`[YZfU[hž`gcbXYfb`Ui W\`HYUa [Y]ghi bX`GdU`"5a
gY`VYb`HU[`k]fX`XYf`; fUZ]b[Yf`A Uf`hd`Uhn`ni a`GW\Ui d`Uhn`XYg

YfghYb ; fUZ]b [Yf?]bXYf! / 'š [YbXhU[gž'k c 'X]Y '_Y]bYb ; ÀghY 'UV
%%'l \f'Y]b'hc''Yg'Dfc[fUa a 'Yfk UfhYb'XØfZYb"

? i `hi fY`Y' < Ò\Ydi b_hY'Ui g'9VYfgVYf['i bX
l a [YVi b[

⊕'9VYfgVYf['k]fX'UV'XYa ' &%" 'š ']'X]Y'5dYf[h]j c'6Uf'Ua '5'hYb
GdY]WXYf'YfØZbYh' 'Y]b'c fhž'k c'Xi 'VY]'GbUW_g'i bX'A i g]_X]Y
Gca a YfUVYbXY'[Yb]Y»Yb'_Ubbgh"?'i bgh]bhYfYgg]YfhY'_ÖbbYb
g]W'V]g'ni a ' &+" 'š ']'X]Y'5i gghY''i b['XYf'?ØbghYf]b'7'Ui X]U
K]YgYf'ja ' ?i bghj YfY]b'UbgY\Ybž'X]Y '\fY'9bhk i fZgg_]nnYb'Ui g
XYb''YhnhYb'nk Y] ð\fnY\bhYb'dfÀgYbh]Yfh"8]Y'² Zbi b[gnY]hYb
g]bX'ZFY]hU[g'j cb'%, 'V]g'&\$'l \fž'gUa ghU[g'j cb'%* 'V]g'&\$'l \f'i bX
gcbbhU[g'j cb'%) 'V]g'%, 'l \f"

5a '%%" 'š ']'Yfk UfhYhi bg'XUg'6YUW'c dYb'5]f'?]bc'a]h'XYa
:]a \]h' A Ua a U'A]U 'ja 'K U'XgdcfhUf_'GY]'YXcW'Ui Z'XYf'<i hž
XYbb'VY]'ghUf_Ya 'F Y[Yb'k]fX'XUg'9j Ybh'Ui ZY]bYb'gdÀhYfYb
HYfa]b'j YfgW'cVYb"9]b'k Y]hYfYg'<][\'] [\h']b'9VYfgVYf[']'gh'XYf
7\]g]hcd\Yf'GhFYh'8Um'Ua '%- "'š ']'a]h'XYa 'A chhc' GhUXh'@UbX
E i YfYf ž'XYf'Vi bhi bX'ZfÒ\]W'Ui Z'XYa 'A Uf]Ybd'Uhm'[YZY]Yfh'k]fX"

9]b'k Y]hYfYf'a i g]_U'gW'Yf'; Ybi gg'Yfk UfhYh'X]W'VY]a ' ?cbnYfh
j cb' Gk]b[;]hUb 'Ua '%\$"'š ']'i a '%- "' \$'l \f'ja 'K]fhg\Ui g']b
HU['UW]b[ž'CVYfXcfZ'&"

K Y]hYfY'J YfUbghU`hi b [Yb'ja '@UbX_fY]g

9]b'GW'a Ui g'ZØf'X]Y'G]bbY'k]fX'XUg'9VYfgVYf[Yf'K Y]bZYgh'Ua '%&"
š ']'i a '%+ 'l \f'Ui Z'XYa 'A Uf]Ybd'Uhm"K Ybb'Xi
: fY]'W'hUi ZØ\fi b[Yb'a U[ghž'gc'hYgh'Xi 'XUg'GhØW_' Gc'U
K Y]VYfk]fhgW'UZh 'j ca ' &' "'V]g'&+" 'š ']'ja 'J YfY]bg\Y]a
9VfUW'hU'Yf'b]W'hj YfdUggYb"'l bX'Ui W'ja ' ?'cghYfgYY'[Y\h'Yg'Ua
) "'š ']'i a '%+ 'l \f'VY]a ' ?'cghYfgYYZYgh'ZfÒ\]W'ini "

⊕ ; `cbb']gh'YXY'A Yb[Y`cgž] ca ' ?cbnYfh' 5''Yg'Ui g'@]YVY 'Ua '*"
š ']'i a '%- 'l \f'ja '_Uh\c']gW'Yb'DZUffgUU'V]g'\]b'ni f'5i gghY''i b[

ja`<Y]a Uha i gYi a ; `cbbž'X]Y`ØVYf`ÄbX`]WXYg`@YVYb`]bZcfa]Yfh`
XYf`9]bhf]hh]gh`\]Yf`gc[Uf`ZfY]ž`YXYb`YfghYb`GcbbhU[`]a `A cbUH"

I bX`ZØf`X]Y`Jnn`]YV\UVYf`[]Vh`Yg`]b`A Uf`h`GWk UVYb`Y`]bYb`Jnn!
: fØ\gWkcddYb`Ua`%'`"ž``]i a`'%%`l` \f`]a`'GW`cggdUf`_"`5i`W`XUg`
?]bXYfh\YUhf` 8 Ug`B9`B\c`fb`'Ua`'%"`i bX`%'`"ž``]i a`')`l` \f`
XØfZhY`X]Y`Øb[YfYb`6Ygi`WXYf`VY[Y]ghYfb"

K Yf`Ui`Z`Ub`gdfi`W`gj`c`Y`?`Äb[Y`ghY`hž`gc`hY`XUg`?`cbnYfh`
`Cf[Y`UbX`6UmYfb`'Ua`'%"`ž``]i a`'%-`" \$`l` \f`]a`'GW`cgg`
N]bbYVYf[`]b`; `cbb`UbghYi`Yfb`"l bX`Ui`W`]b`XYb`C`fhYb`
: cfgh]bb]b[ž`J`UhYfghYhhYb`i bX`GhY]b\Øf]b[`Z]bXYb`nU`fY]WXY`
CdYb!5]f]J`YfUbghU`hi`b[Yb`i bX`?`cbnYfhY`ghUhh`X]Y`XUfUi`Z`k`UfhYbž`
YbhXYW`h`ini`k`YfXYb"

A]h`U`X]YgYb`: UW`hhYbž`X]Y`XYf`@UbX`fY]g`9VYfgVYf[`]a`ž``]`&\$&`
ni`V]YhYb`\Uhž`k`]fX`Yg`k`c`\`b]Ya`UbXYa`'Ub[k`Y]]`[`k`YfXYb`": Øf`
a`Y`f`ž`cfa`Uh]cbYb`ØVYf`X]Y`VYj`cfghY`YbXYb`_i`hi`fY`Yb`
<][` \`][` \hg`gY`Y]bY`k`Y]hYfY`J`]g]hY`Ui`Z`_i`hi`f!]b!YVYfgVYf["XY`
Ya`dZc`\`Yb`"@Ugg`X]W`]bgd]f]YfYb`i bX`[Yb]Y»Y`XYb`Gca`a`Yf`]b`
j`c`Yb`NØ[Yb`°`

8YhU]`g	
C`fh`	9VYfgVYf[ž`8Yi`hgW`UbX`
E`i`Y`Yb`	<ul style="list-style-type: none">• k`k`k`"gi`YXXYi`hgW`Y`"XY`• _i`hi`f!]b!YVYfgVYf["XY`

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`bU[!VUmYfb`"XY`