

HUF]ZY]b][i b['ZØf' < Ua Vi f[Yf
? fUb_Yb\Ài gYf.) ž, i 'a Y\ f'@c\ b`V]g
&\$&+ °

5a `&) "\$*"&\$&) `k i fXY `]b`9]`VY_`Y]bY`HUF]ZY]b][i b['ZØf
6YgW\ÀZh][hY `]a `; Ygi bX\Y]hgk YgYb`Yfn]Y`hž`]b_`i g]j Y
; Y\U`hgYf\Ò\i b[Yb`i bX`Ni `U[Yb"



9]`VY_ž`8Yi hgW\`UbX`!`č`Y]bYf`YV\UZhYb
A]h[`]YXYfj`YfgUa`a`i b[`k i fXYb`X]Y`9f[YVb]ggY`XYf`Øb[ghYb
HUF]Z] Yf\UbX`i b[Yb`]a` <Ua Vi f[Yf`; Ygi bX\Y]hgk YgYb
U_nYdh]Yfh"9]b`ni Zf]YXYbghY`YbXYf`?ca dfca]gg`k i fXY`Yfn]Y`h
i bX`VYfY]hg`X]Y`b\W\ghYb`GW\fhY`ni f`l`a`gYmi b[`ghY\Yb`ZYgh"
K]Y`j`Yf`"X]"VYf]W\hYhž`k i fXYb`XUVY]`b]W\h`bi`f`X]Y`; Y\À`hYf
Yf\Ò\hž`gcbXYfb`Ui W\`[fi bX`Y[YbXY`6YX]b[i b[Yb`ZØf`X]Y
6YgW\ÀZh][hYb`j`YfVYggYfh"

5V`XYa`%"`5dfj``&\$&) `XØfZYb`g]W\`X]Y`A]hUFVY]hYbXYb`]b`XYb
<Ua Vi f[Yf? fUb_Yb\Ài gYfb`ØVYf`Y]bY`9bh[Y`hYf\Ò\i b[`j`cb`" i

'a]bXYghYbg'YXcW '%%'9i fc' 'ZfYi Yb" 'a 'XUfUi Z'Zc`[YbXYb
>\fz'UV'XYa '%'"A U]'&\$&* ž'_ca a h'Y]bY'k Y]hYfY'9f\Ø\i b['j cb
&ž i '\]bni "'5i W'X]Y'5i gni V]'XYbXYb'dfcZ]h]YfYbž'XYbb']\bYb
k]fX'Ub'XYbgY'VYb'HYfa]bYb'Yk Y]'g'Y]bY'9f\Ø\i b['j cb'+) '9i fc
[Yk Å\fh"8]Y'8mbUa]g]Yfi b['XYf'Ni 'U[Yb'i bX'Ni gW'À[Y'UV'XYa
%"'ž ']'&\$&)'gh'Y]b'k Y]hYfYg'<]['\][\h'XYf'9]b][i b[ž'k Y'WY'Ui W
X]Y'K YW'gY'gW]W'hni 'U[Y'Ui Z&)'\$'9i fc'Ub\YVh'i bX'X]Y
GW]W'hni 'U[Y'Ui Z'a cbUh]W'%%%'9i fc'Yf\Ø\h"

HUf]Zj YfhfU['i bX'FYU_h]cbYb

8]Y '@Ui ZhY]h'XYg'HUf]Z] YfhfU[Yg'YfghfYW_h'g]W'V]g'ni a '' %'"A Åfn
&\$&+"8]YgY'9]b][i b['a Uf_]Yfh'Y]bYb'k]W'h][Yb'GW'f]h'h]b'XYb
J Yf\UbX'i b[Yb/'YXcW'VYghY\Yb'bcW'cZZYbY'Di b_hYž'X]Y]b'XYf
bÅW'ghYb'J Yf\UbX'i b[gfi bXY'UXfYgg]Yfh'k YfXYb'gc''Yb"'j Yf"X]
\YVh'\Yfj cfž'XUgg'X]Y' l bhYfghØhni b['j cb'9\YbUa h]W'Yb'i bX
VYgcbXYfg'XYf'9]'VY_Yf'?c''Y[l]bbYb'VY]'X]YgYb'J Yf\UbX'i b[Yb
j cb'i bgW'ÅhnVUfYa 'K Yfh'k Uf"' ÆfY'Yb[U[]YfhY'5fVY]h]b'XYf
HUf]Z_ca a]gg]cb'k i fXY'[Yk ØfX][h'i bX'VYXUb_h"

5i Z'Vi bXYgk Y]hYf'9VYbY'nY][h'g]W'ž'XUgg'Ui W']b'UbXYfYb
6YfY]W'Yb'XYg'ØZZYbh]W'Yb'8]YbghYg'X]Y'J Yf\UbX'i b[Yb
j cfUb[Y\Yb"'6Y]gd]Y'gk Y]gY'\UVYb'X]Y'HUf]Z[Ya Y]bgW'UZhYb']b
XYb''YhnhYb'K cW'Yb'VYhfÅW'h]W'Y '@\bYf\Ø\i b[Yb'ZØf
nU\ fY]W'Y'6YgW'ÅZh][hY'Yfn]Y'h"'5b[YZUb[Yb'j cb'XYf'9]b][i b[
ZØf'Y'fnh]bbYb'i bX'Y'fnhY]b'_ca a i bU'Yb'?fUb_Yb\Åi gYfb'V]g
\]b'ni '\cW'fUb[][Yb'J Yf\UbX'i b[gYf[YVb]ggYb']b'UbXYfYb
; Yk Yf_Ybž'ØVYfU''_Ubb'j cb'Y]bYa 'dcg]h]j Yb'HfYbX'[Ygd'fcW'Yb
k YfXYb"

6`]W_'Ui Z'XUg'; Ygi bX\Y]hgk YgYb

8]Y'G]hi Uh]cb']b'XYb'_ca a i bU'Yb'?fUb_Yb\Åi gYfb'YfZcfXYfh
_cbh]bi]Yf'W'Y'J YfVYggYfi b[Ybž']bgVYgcbXYfY'VYnØ['W'XYf
5fVY]hgVYX]b[i b[Yb"'8Yf'A UfVi f[Yf'6i bX'UfVY]hYhY'Ub'Y]bYf
9]b][i b['ni f'5b\YVi b['j cb'B UW'hni gW'À[Yb'i bX'XYf'GW'UZ] b[
g]W'YfYf'8]Ybghd'ÀbYž'i a 'XYb'5fVY]hgXfi W_'ni 'a]bXYfb"'9]b
6Y]gd]Y''\]YfZØf']gh'X]Y'9f\Ø\i b['XYg'B UW'hni gW'\U[g'Ui Z&\$i 'UV

đ`]&\$&)"`8]Yg'nY][hXYi h]Wk ž'k]Wk h['Yg']ghž'XUgg'gck c\`
 ; Y\À'hYf'U`g'Ui W`6YX]b[i b[Yb'ja` ; Ygi bX\Y]hgk YgYb'XYb
 U_hi Y`Yb'5bZcfXYfi b[Yb'Ub[YdUggh'k YfXYb"

÷g[YgUa h`Àggh'g]Wk`gU[Ybž'XUgg'X]Y`bYi YghY`HUf]ZY]b][i b[`ZØf
 X]Y`<Ua Vi f[Yf'; Ygi bX\Y]hg`UbXgWk UZh'Y]b`dcg]hj Yg'NY]Wk Yb
 gYhh"8]Y`9bhk]W`i b[Yb'g]bX'Y]bY`_UfY`5bhk cfh'Ui Z'X]Y
 <YfUi gZcfXYfi b[Ybž'j cf'XYbYb'X]Y`6YgWk ÀZh][hYb'ja
 ; Ygi bX\Y]hggY`hcf'c Zh'ghY\Yb" `Gc`V`Y]Vh'ni `c ZYbž'XUgg'X]Y
 _ca a YbXYb`J Yf\UbX`i b[Yb`À\b`]Wk Y` : cfhgWk f]hhY`Vf]b[Yb'i bX
 X]Y`5fVY]hgVYX]b[i b[Yb`k Y]hYf'j YfVYggYfh'k YfXYb`_ØbbYb"

8YhU]`g	
Cfh	9]`VY`ž`8Yi hgWk`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • [Ygi bX\Y]h!gc n]U`Yg!V]`Xi b[! \Ua Vi f["j YfX]"XY • k k k "j YfX]"XY • k k k "j _U"XY

6Ygi Wk Yb`G]Y`i bg`Ui Z.`bU[!\Ua Vi f["XY