

DUB_ck 'fÄi a h'Ui Z. '%\$\$\$ GW fc hhZU\ ffÄXYf'gc`Yb'&\$&) j YfgWk]bXYb°

DUB_ck g'C fXbi b[gUa h'YbhZYfbh'&\$&) 'j YfghÄf_h
GW fc hhZU\ ffÄXYf" 'N]Y`.'GUI VYf_Y]hž'G]WYf\Y]hž
B UW\U'h][_Y]h'Xi fW'K]YXYfj Yfk Yfhi b["



6Yf`]bž'8Yi hgW`UbX'!'8Ug'C fXbi b[gUa h'DUB_ck `U'h]a `Ä\ f
&\$&) 'gY]bY'A U»bU\ a Yb'ni f'6YgY]h][i b['j cb'GW fc hhZU\ ffÄXYfb
Ui g[Yk Y]hYh" '8Yf'5b`Ugg'ZØf'X]Y`]bhYbg]j YfYb'5_h]cbYb'g]bX'X]Y
nU\ fY]WYb'6Øf[YfVYgWk YfXYb'ØVYf'X]Y` \c\Yb'NU\`Yb
\YffYb`cgYf'i bX'ghUf_`VYgW`ÄX][hYf': U\ ffÄXYf']a '6Yn]f_`"A]h
]bg[YgUa h'nY\ b'5_h]cbghU[Ybž'j cb'XYbYb'VYfY]hg'j]Yf'YfZc`[fY]W
ghUhh[YZi bXYb'\UVYbž'n]Y'h'X]Y` ß]h]Uh]j Y`XUfUi Z'UVž'ni a '9f\U'h
XYf'GUI VYf_Y]hž'G]WYf\Y]h'i bX'BUW\U'h][_Y]h]b'6Yf`]b
VY]ni hfU[Yb" '6]g\Yf`_cbbhYb'gWcb' (* \$: U\ ffÄXYf'YbhZYfbh
k YfXYbž'a]h'XYa 'N]Y`ž'V]g'9bXY'XYg'Ä\ fYg'a]bXYghYbg'%'\$\$\$
: U\ ffÄXYf'ni `VYgY]h][Yb'i bX'Ybtk YXYf'k]YXYfni j Yfk Yfhyb'cXYf

ZUW [YfYW h'ni 'Ybhgc f[Ybž'k]Y 'VYf']b "XY 'VYf]W hYh"

⇒ 'J cf'U\ f'k i fXYb 'VY]'UW h'; fc» Y]bgÅhnYb 'a Y\ f'U'g', \$\$ 'gc`WXY : U\ ffÅXYf 'VYgY]h][h''9]b'k]W h][Yf'5gdY _h'XYf'5_h]cb ']gh'X]Y Ni gUa a YbUfVY]h'a]h'j YfgW]YXYbYb '6YgW ÅZh][i b[ghfÅ[Yfb'k]Y XYf'6YhU' [; a V<ž'GhYfb!F UX]c'; a V<ž; c`XbYhn' [; a V<ž'7\ UbWY Y"J "'i bX'F ØW_Ybk]bX'Y"J "'8]YgY '?ccdYfUh]cbYb'Yfa Ò[`]WYb b]W h'bi f'X]Y '5VZU'`j Yfa Y]Xi b[ž'gcbXYfb 'ZØfXYfb 'Ui W 'XYb fYggci fW bgW cbYbXYb' l a [Ub['a]h'A UhYf]U`]Yb"Gc'k i fXYb']a »U\ f'&\$&(']bg[YgUa h'(% (, ' [Yg]W YfhY : U\ ffÅXYf 'ZUW [YfYW h Ui Z[YUfVY]hYhi bX'k]YXYfj Yfk YbXYh" '»X]YgYa '»U\ f'g]bX'VYfY]hg ' &'F ÅXYf'ni f'K]YXYfUi ZVYfY]hi b['ØVYf[YVYb'k cfXYb"

: c _i g'Ui Z'gcn]U`Y`J YfUbhk cfhi b[

6Yn]f_gghUXhfÅh]b'\ Uh'X]Y' »h]Uh]j Y`XYf'F Åi a i b['j cb GW fchZU\ ffÅXYfb 'U_h]j 'i bhYfghØhni bX'Yfk UfhYh'Y]bY bUW \U'h][Y'K]f_i b['XYf'A U»bU\ a Yb"'8]Y '5_h]cbYb'g]bX'b]W h bi f'U'g'F YU_h]cb'Ui Z'X]Y'A]ggghÅbXY']a 'ØZYbh]W Yb'F Ui a [YXUW hž'gcbXYfb 'Ui W 'U'g'7\ UbW 'ZØf'gcn]U`Y`9b[U[Ya Ybhg" 8i fW 'X]Y'6YgY]h][i b['i bX'K]YXYfj Yfk Yfhi b['XYf': U\ ffÅXYf _ØbbY'ni XYa 'Y]b'6Y]hfU['ni f'5VZU'`j Yfa Y]Xi b['[Y`Y]ghYh'k YfXYbž gc'X]Y'GhUXhfÅh]b"'K Å\ fYbX'GW fchZU\ ffÅXYf'a Y]gh]'ffYdUfUVY` VYgW ÅX][h'g]bXž'[]Vh'Yg'Ui W 'Ui Z[Y[YVYbY : U\ ffÅXYfž'X]Yž cVk c'\`g]Y'ZU\ fVYfY]h'gY]b' _ØbbYbž'_Y]bY'Bi hni b['a Y\ f'Z]bXYb"

»Y]bYa 'k Y]hYfYb'GW f]h'ZØ\ fh'XUg'C fXbi b[gUa h'6Yf']b!A]hY YVYbZU'`g]j YfghÅ_f_hY'A U»bU\ a Yb'[Y[Yb'GW fchZU\ ffÅXYf'Xi fW " 5b'Y]bYa '5_h]cbghU['k i fXYb'ni a '6Y]gd]Y`GW fchZU\ ffÅXYf'a]h Y]bYa ' ; Y`Vdi b_h'cXYf'Y]bYf'6UbXYfc`Y'a Uf_]Yfhž'i a 'X]Y'<U'hYf ni f'9bhZYfbi b['Ui Zni ZcfXYfb"'6Y]'B]W hY]b\U'hi b['X]YgYf': f]gh k]fX'XYf'J YfY]b'; c`XbYhn'hÅh]['i bX'YbhZYfbh'X]Y'VYhfcZYbYb : U\ fnYi [Y"; c`XbYhn'ghY`h'Ui g'XYb'GW fchhY]'Yb Z b_h]cbghØW h][Y : U\ ffÅXYf'\ Yfž'X]Y'XUbb'_cgYb`cg'Ub [Ya Y]bbØh][Y'9]bf]W hi b[Yb'UV[Y[YVYb'k YfXYb"

9bhgc f[i b[ga Ò[`]W _Y]hYb 'ZØf'U`hY

: U\ ffÀXYf

8]Y`ghY][YbXYb`NU\`Yb`Ub`GWfc hZU\ ffÀXYfb`]b`6Yf`]b`g]bX
 U`Ufa]YfYbX"@Ui h`VYf`]bYf!_i f]Yf`k i fXYb`X]Y`Zc`[YbXYb`NU\`Yb
]a`iNY]hfUi a`j`cb`&\$%-`V]g`&\$&&`YfZUggh.

- &\$%-`.(`--`F`ÀXYf
- &\$&\$.`+`.)`F`ÀXYf
- &\$&%`,`-`*`F`ÀXYf
- &\$&&.`%\$+*`F`ÀXYf

J`c`f`U``Ya`i`XYf`<Ui`dhVU\`b\`cZ`6Yf`]b`[]`h`U`g`<`chgdch`ZØf`X]YgY
 DfcV`Ya`Uh]_`"5V[YgY\`Yb`j`cb`XYb`_ca`a`i`bU`Yb`A`U»`bU\`a`Yb
 ghY\`Yb`6Øf[Yfb`A`Ø[`]W\`_Y]hYb`c`ZYb`ž`U`hY`:`U\`ffÀXYf`gY`Vghgh`À`b`X][
 ni`Yb`hgc`f[Yb`"8]YgY`_ØbbYb`_cghYb`c`g`Ub`6Yf`]bYf
 F`Y`WmW]b[\`ØZ`Yb`UV[Y[YVYb`k`YfXYb`c`XYf`ØVYf`X]Y`6GF`UV[Y\`c`h
 k`YfXYb`"5i`»`YfXYa`j`Yfk`Y]gYb`X]Y`ϕ`Zcfa`Uh]cbYb`j`cb`VYf`]b!
 fY`WmW]b[`XUfUi`Zz`XUgg`U`hY`:`U\`ffÀXYf`c`Zi`U`g`:`U\`ffUX`Y]W\`Yb
]a`GhUXhV]`X`ghY\`Yb`i`b`X`j`ca`i`C`fXbi`b[gUa`h`a`Uf_]Yfh`k`YfXYb
 _ØbbYb`"6Y]Y]bYf`J`Yfb`UW\`Àgg][i`b[`XYg`5V\`c`Ybg`k`]fX`XUg
 GW\`c`gg`Ui`Z[YVfc`W\`Yb`i`b`X`XUg`:`U\`ffUX`U`g`GW\`fc`hh`Yb`hgc`f[h`

8]Y`5bg`ÀhnY`ni`f`6YgY]h][i`b[`XYf`GWfc`hZU\`ffÀXYf`]b`6Yf`]b
 nY][Yb`ž`XUgg`Y]b`[Ub`n\`Y]h]W\`Yf`5bg`Uhn`b`chk`Yb`X][`]gh`ž`i`a`i`X]Y
 Gui`VYf`_Y]hi`b`X`X]Y`Bi`hmi`b[`j`cb`F`Yggci`fW\`b`b`UW\`U`h][`ni
 j`YfVYggYfb`"Gck`c`\`X]Y`6Ya`Ø\i`b[Yb`XYg`C`fXbi`b[gUa`hg`U`g
 Ui`W\`X]Y`ϕ]h]Uh]j`Yb`j`cb`gcn]U`Yb`9]b]f]W\`hi`b[Yb`hfU[Yb`ni`f
 @Øgi`b[`XYg`DfcV`Ya`g`VY]"

8YhU]`g	
C`f`h	6Yf`]b`ž`8Yi`hgW\`Ub`X
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"VYf`]b`"XY • k`k`k`"VYf`]bYf!_i`f]Yf`"XY • k`k`k`"VYf`]b!fY`WmW]b[`"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh