

F Y[YbVc[Yb!: `U[[Y`k Y\h]b
F Y]b]W_YbXcfZ. `NY]W\ Yb `XYf`J]Y`ZU`h°

6Yn]f_gUa h`F Y]b]W_YbXcfZ`AXh`ni f`F U]bVck !: `U[[Yb!
<]ggi b[`Ua `%, "' & \$ &) `Y]bž`HY]`XYg`6Yf`]bYf`Df]XY`A cbh\
ZØf`J]Y`ZU`hi bX`5bYf_Ybbi b["



9]W\ Vc fbXUa a `&%) ž`%' (' + `6Yf`]bž`8Yi hgW\ `UbX`!`5a
: fY]hU[ž`XYa `%, "' & \$ &) ž`AXh`XUg`6Yn]f_gUa h`F Y]b]W_YbXcfZ`ni
Y]bYf`VYgcbXYfYb`J YfUbghU`hi b[`Y]bž`X]Y`Y]b`g]W\ hVUfYg`NY]W\ Yb
ZØf`J]Y`ZU`hi bX`F YgdY`_hgYmYb`a`ØW`hY`" `I a `%) `I \f`k]fX`X]Y
6Yn]f_gVØf[Yfa Y]ghYf]b`9a]bY`8Ya]fVØ_Yb!K Y[bYf`f78I Ł`X]Y
F Y[YbVc[Yb!: `U[[Y`j cf`XYa `F U\Ui g`F Y]b]W_YbXcfZ`\]ggYb"
8]YgYf`5_h]gh`b]W\ h`bi f`Y]bY` ; YghY`XYf`Gc`]XUf]h`hž`gcbXYfb`Ui W\
HY]`XYg`6Yf`]bYf`Df]XY`A cbh`ž`XYf`XYf`G]W\ hVUf_Y]hi bX
; `Y]W\ VYfYW`h][i b[`XYf`@G6H`€ Ž`!7ca a i b]hm[Yk]Xa Yh]ghž`k]Y`
VYf`]b`"XY`VYf]W\ hYhY"

8]YgY`J YfUbghU`hi b[`k]fX`cZYb`ZØf`U`Y`6Øf[Yf]bbYb`i bX`6Øf[Yfž
J YfhYhYf`XYf`ei YfYb`7ca a i b]hm`gck]Y`A]h[`Y]XYf`XYf`

6Yn]f_gj YfcfXbYhYbj YfgUa a`i b[`gY]b"8 Ug`N]Y`]gh`Ygž`Y]b
NY]WXYb`[Y[Yb`8]g_f]a]b]Yfi b[`i bX`5i g[fYbni b[`ni `gYhnYb`i bX
g]W`_`Uf`ni f`J]Y`ZU`h`ni `VY`_YbbYb"8 Yf`Df]XY`A cbh`Yf]bbYfh`Ub
X]Y`GhcbYk U`!5i ZghAbXY`]a `đ b]%- * - `]b`BYk `Mcf`ž`X]Y`U`g
K YbXYdi b_h]a `?Ua dZ`Z0f`X]Y`FYW`hY`XYf
@G6H€ Ž !; Ya Y]bgW`UZh[Y`hYb"Ni XYa `Z]bXYh`XYf`7`f]ghcd`Yf
GhfYYh`8Um`f7G8Ł`6Yf`]b`Ua `&*"`đ `]`&\$&) `i bhYf`XYa `A chhc` B]Y
k]YXYf`gh]` `ghUhh"

9b[U[Ya Ybh`Z0f`J]Y`ZU`h`i bX`5bYf`_Ybbi b[

8]Y`FY[YbVc[Yb!: `U[[Y`gma Vc`]g]Yfh`b]W`h`bi f`X]Y`J]Y`ZU`h`XYf
gYi i Y`Yb`Cf]Ybh]Yfi b[Yb`i bX`[YgW`Y`W`h]W`Yb`≠Ybh]h`h`Ybž
gcbXYfb`ghY`h`Ui W`Z0f`X]Y`Zcfhk`A`fYbXYb`?`Aa dZY`i bX
9ffi b[YbgW`UZhYb`XYf`@ 6HE Ž !; Ya Y]bgW`UZh`5i W`XUg
J YfhY]X][i b[ga]b]ghYf]i a `]b`6Yf`]b`U`h`_0fn`]W`X]Y`FY[YbVc[Yb!
: `U[[Y`[Y`]gghž`i a `Y]b`k`Y]hYfYg`NY]W`Yb`Z0f`X]Y
@ 6HE Ž !7ca a i b]hmini `gYhnYb`i bX`X]Y`K`YfhY`j`cb`5`_nYdhUbn
i bX`; `Y]W`Y]h`ni `Z0fXYfbž`k]Y`gd]Y[Y`"XY`VYf]W`hYh"

K Y`hk`Y]h`k]fX`XYf`đ b]`U`g`Df]XY`A cbh` [YZY]Yfhž`XYf`XUg`N]Y`U`hž
J]Y`ZU`hž`5`_nYdhUbnž`@YVY`i bX`; `Y]W`VYfYW`h][i b[`ni`k`0fX][Yb"
Cf[Ub]gUh]cbYb`k]Y`GC`G!`?]bXYfXcfZ`@YW`hYbghY]b`VY`_YbbYb`g]W`
ni`X]YgYb`K`YfhYb`i bX`Yb[U[]YfYb`g]W`Z0f`Y]bY`; YgY`gW`UZhž`X]Y
YXYb`A`YbgW`Yb`fYgdY`_h]Yfh`i bX`Z0fXYfh" `G]Y`gYhnYb`g]W`XUZ0f
Y]bž`XUgg`?]bXYf`i bX`đ [YbX`]W`Y`]b`Y]bYa`g]W`YfYb`i bX
`]YVYj`c`Yb`l`a`ZY`X`Ui`Zk`UW`gYb`_0bbYbž`i bUV`Ab[][`j`cb
; YgW`Y`W`hž`gYi i Y`Yf`Cf]Ybh]Yfi b[`cXYf`≠Ybh]h`h"8]Yg`k]fX
VYgcbXYfg`]a `Df]XY`A cbh`Y`f]cf[Y`cVYbž`k`c`XUg`9b[U[Ya Ybh
Z0f`X]Y`FYW`hY`i bX`XUg`K`c`Yf[Y`Yb`U`Yf`?]bXYf`VYhcb`h`k]fXž`gc`
gcg!_]bXYfXcfZ`"]"

≠Y]bYf`NY]hž`]b`XYf`j]Y`Y`A`YbgW`Yb`k`Y]hYf`Y]b`8]g_f]a]b]Yfi b[
Yf`YVYbž`V]YhYh`X]Y`J`YfUbghU`hi b[`]b`FY]b]W`_YbXcfZ`X]Y
A`0[`]W`_Y]hž`g]W`Z0f`Y]bY`]b`_`i`g]Y`Ni`_`i`bZ`hghUf`_`ni`a`UW`Yb"8`Yf
5i`ghUi`gW`i`bX`X]Y`[Ya Y]bgUa`Y`Y]Yf`XYf`J]Y`ZU`h`gc`Yb`XUni
VY]hfU[Ybž`XUgg`g]W`YXYf`A`YbgW`fYgdY`_h]Yfh`i bX`U`_nYdh]Yfh
Z0`h"9g`]gh`Ub`XYf`NY]hž`X]Y`Y`UfVYb`XYf`FY[YbVc[Yb!: `U[[Y`b]W`h

bi f'ni '\]ggYbž'gc bXYfb'Ui W'U_hj] 'ni ''YVYb"

8YhU]`g	
C fh	9]W Vc fbXUa a '&%) ž'%' (' + '6Yf`]bž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "VYf`]b"XY• k k k "gd]Y[Y`"XY• k k k "gcg!_]bXYfXcfZ"`]

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