

; YXYb_Yb `Ub `X]Y `? ÒdYb]W_Yf`6`i hk cWXY.
A U\bk UWXY`i bX`H\YUhYfUi ZZØ\fi b[

; YXYb_j YfUbghU`hi b[Yb`ni f`? ÒdYb]W_Yf`6`i hk cWXY`%-`'` .
9f]bbYfi b[`Ub`X]Y`C dZYf`XYg`B Uh]cbU`gcn]U`]ga`i`g`]b
HfYdhck`!`? ÒdYb]W`"



Di WUbgfh" %&ž%&)) `6Yf`]bž`8 Yi hgWU`UbX`!`<Yi hYž`Ua`'&` "
A U]`&\$&) žf]WU hYh`XYf`6Yn]f`_`HfYdhck`!`? ÒdYb]W`_Y]b`VYXYi hYbXYg
; YXYb_Yb `Ub `X]Y`C dZYf`XYf` `? ÒdYb]W_Yf`6`i hk cWXY` `Ui`gž`Y]b
hfU[`]gWXYg`? Ud]hY`XYf`XYi hgWYb` ; YgW]WU hY`"8]YgY` ; Yk`U`h`Y`Yž
X]Y`j`ca`'&%`V]g`&*"`ž`b]`%-`'`'`ghUhZUbXž`k`i`fXY`Xi`fW`X]Y`G5
i`bhYf`XYf`@Y]hi`b[`j`cb`G5!Ghi`fa`VUbbZØ\fyf`<YfVYfh` ; Y`f`_Y
cfWYghf]Yfhi`bX`\UhY`ni`a`N]Y`ž`dc`]h]gWY` ; Y[`bYfi`bX
]bgVYgcbXYfy`ØX]gWY`6Øf[`Yf`ni`hYffc]g]Yfyb`" `đ`X]Ygyf`NY]h
k`i`fXYb`a`Y`fYfY`\i`bXYfh`dc`]h]gW`5bXYfgXYb_YbXY`YbhZØ`fhž
[`YZc`hYfhi`bX`]b`j`Y`Yb` :`À`Yb`Yfa`cfXYh`"A`]bXYghYbg`&`'`A`YbgWYb
a`i`gghYb`]\f`@YVYb`UggYbž`i`bX`X]Y`Vfi`hU`Yb`5b[`f]ZY`ZUbXYb`c`ZYb
i`bX`j`cf`XYb`5i`[`Yb`XYf`^2`ZYbh]W`_Y]h`ghUhh`"

8]Y' ?ÒdYb]W_Yf'6'i hk cWXY 'gma Vc']g]Yfh'X]Y'A UWxhØVYfbU\ a Y
XYf'B Uh]cbU`gcn]U`]ghYb'i bX']gh'Y]b'6Y]gd]Y`ZØf'X]Y`Vfi hU`Y
J YfXfÅb[i b['j cb'?'f]h]_i bX'K]XYfghUbX"5b`Àgg`]W`XYg
; YXYb_Ybg'Ub'X]YgY`Zi fWxhVUfYb'9fY][b]ggY'g]bX'a Y`fYfY
J YfUbghU`hi b[Yb'[Yd`Ubh"5a ' &%"`đ b] &\$&) 'i a '%, .\$\$'l \f
YfÒZbYh'A UfWc'6fUi Wx a Ubbž'XYf'6Yn]f_gghUXhfUhž'Y]bY
; YXYb_j YfUbghU`hi b['j b'XYf'; YXYb_gh`hY' ?ÒdYb]W_Yf
6'i hk cWXYž'[Y`Y[Yb']b'XYf'Di Wx UbghfU» Y`%&]b'6Yf]b"5a ' &%"`đ b]
&\$&) 'k]fX'ni XYa 'Y]bY'ÖZZYbh]WXY': Ø\fi b['i bhYf'XYa 'H]hY` 8]Y
Fc`Y`XYf': fUi Yb']b'XYf'?ÒdYb]W_Yf'6'i hk cWXY` 'Gdi fYbgi WXY'ja
9`gYb[fi bX' Ub[YVchYb"8]Y': Ø\fi b['VY[]bbh'i a '%) .\$\$'l \f'Ua
G!6U\b\cZ?ÒdYb]W_ž'5i g[Ub['GhY`]b[XUa a ži bX']gh'_cghYbZfY]
gck]Y'c\bY'5ba Y`Xi b['ni [Åb['Wx"

9f]bbYfi b['Xi fWx' ? i `hi f

9]b'<][\`][\h'XYg'; YXYb_Ybg'V]XYh'X]Y'5i ZØ\fi b['XYg
Di ddYbh\YUhYfghØW_g' K Ybb'U`Yg'Ui gY]bUbXYfZÅ`h'j cb'Gi g]
7`Ui gžXUg'YVYbZU`g'Ua ' &%"`đ b] &\$&) 'i a '%, .\$\$'l \f]'b'XYf
; YXYb_gh`hY' ghUhhZ]bXYb'k]fX"8 Ug'GhØW_gYhnh'g]Wx'a]h'XYb
9fY][b]ggYb'i bX'XYb': c`[Yb'XYf'<UZh'i bX': c`hYfk Y`Y`XYf
B Uh]cbU`gcn]U`]ghYb'Ui gY]bUbXYf"8]Y' ðgnYb]Yfi b['VUg]Yfh'Ui Z
5fWx]j Yb'gck]Y'; Ygd fÅWxYb'a]h'XYb'BUWxZU\fyb'XYf'CdZf"8Yf
9]bhf]h'ni f'5i ZØ\fi b['j]gh'ZfY]ž'YXcWx'gh'Y]bY'5ba Y`Xi b['i bhYf
XYf'9!A U]!5XfYggY'a i gYi a 4 VU!h_"VYf']b"XY`YfZc fXYf']Wx"l a 'X]Y
G]WxYf\Y]h'XYf'HY]'bY\ a Yf'ni '[Yk Å\ f'Y]ghYbž'k]fX'Y]b'5i ggWx'i gg
ZØf'DYfgcbYb'Ui g'XYf'fYWxhgYl hfYa Yb'GnYbY'Ui g[Ygd f cWxYb"

8]Y'; YgWxY\b]ggY'XYf' ?ÒdYb]W_Yf'6'i hk cWXY 'g]bX'HY]'Y]bYg
[fØ» YfYb' ?cbhYl hg'XYf'bUh]cbU`gcn]U`]gh]gWxYb'F YdfYgg]cb']b
8Yi hgWx'UbX"K Å\fybX'X]YgYf'NY]h'YbhgWx`cggYb'g]Wx'X]Y
B Uh]cbU`gcn]U`]ghYbž'\fy'; Yk U`hd`ÅbY'ni '_cbgc`X]YfYbž'k Ug'b]Wx h
bi f'ni f'9fa c fXi b['i bnÅ\`][Yf'N]j]]ghYbž'gcbXYfb'Ui Wx'ni 'XYb
'Ub[Zf]gh][Yb'HfUi a Uhu'j]Y`Yf', VYf'YVYbXYf'ZØ\fhY"NU\`fY]WxY
CdZf'hfi [Yb'V`Y]VYbXY'_ØfdYf']WxY'i bX'dgmWx]gWxY'GWxÅXYb
XUj cb"8]Y'cZ]n]Y`Yb'5i ZnY]Wx bi b[Yb'Ui g'X]YgYf'NY]h'j Uf]]YfYb']b
XYf'NU\`XYf'HchYbž'X]Y'nk]gWxYb'&%i bX' - %`]Y[hž'XU'j]Y`Y
A YbgWxYb'Y]bZUWx'j YfgWxk UbXYb"

K]W\ h][Y ; YXYb_ghÀhhYb

8]Y`6YXYi hi b[`XYg; YXYb_Ybg`k]fX`Xi fW\ `X]Y`YhUV`]YfhYb
; YXYb_ghÀhhYb`Z0f`C dZYf`XYg`B Uh]cbU`gcn]U`]ga i g`i bhYfghf]W\ Ybž
X]Y`]b[`Ubni`8Yi hgW\ `UbX`i bX`XUf0VYf`\]bUi g`Yff]W\ hY`k i fXYbž
i a `Ub`X]Y; fUi Yb`XYg`FY[]a Yg`ni `Yf]bbYfb" `9]b`6Y]gd]Y`Z0f
gc`W\ `Y]bY; YXYb_ghÀhhY`]b`6Yf`]b`]gh`X]Y; YXYb_ghÀhhY
?0dYb]W_Yf`6`i hk cW\ Yž`X]Y`U`g`9f]bbYfi b[gcfh`Ub`X]Y`C dZYf`XYf
9fY][b]ggY`X]Yb`h" `8]YgY; YXYb_ghÀhhYb`gc``Yb`b]W\ h`bi f`X]Y`C dZYf
Y\ fYbž`gcbXYfb`Ui W\ `Y]b`A U\ba U`[Y[Yb`XUg`J Yf[YggYb`gYhnYb
i bX`_0bZ]h[Y; YbYfUh]cbYb`0VYf`X]Y; YZU\ fYb`j cb`9i hfYa]ga i g
i bX`_0hc`YfUbn`Ui Z`_`ÀfYb"

K Y]hYfY`_0Zcfa Uh]cbYb`i bX`?cbhU`_ha 0[`]W\ _Y]hYb`Z0f`XUg
; YXYb_Yb`g]bX`Ui ZXYf`K YVgY]hY`XYf`A i gYYb`HfYdhck !?0dYb]W_
ni `Z]bXYbž`gck]Y`i bhYf`XYf`HY`YZcbbi a a Yf`\$' \$`#- \$`&- +`' ') %" `0
XYb`j Yf[Ub[YbYb`_]\ fYb`\Uh`g]W\ `X]Y`5i ZUfVY]hi b[`X]YgYf
; YgW\ Y\b]ggY`U`g`k]W\ h][`i bX`bchk YbX][`Yfk]YgYbž`i a `X]Y
Xi b`_Y`J Yf[Ub[Yb`Y]h`b]W\ h`]b`J Yf[YggYb`Y]h`ni `i [YfUhYb"

Ni gÀhn`]W\ `]gh`X]Y`?0dYb]W_Yf`6`i hk cW\ Y`HY`]`Y]bYf`\]ghcf]gW\ Yb
?cbh]bi]hÀhž`X]Y`]b`XYb`i bhYfgW\]YX`]W\ Yb`D\ UgYb`XYf
bUh]cbU`gcn]U`]gh]gW\ Yb`J YfZc`[i b[`j cb`A]bXYf\Y]hYb`i bX
dc`]h]gW\ Yb`; Y[bYfb`g]W\ hVUf`k]fX" `5i W\ `k Ybb`Y]b][Y`HÀhYf`]b`XYf
B UW\ _f]Y[gnY]h`j cf; Yf]W\ h`[YghY``h`k i fXYbž`V`Y]Vh`XUg`GhfYVYb
bUW\ ; YfYW\ h][_Y]h`Z0f`j]Y`Y`C dZYf`i bX`]`fY`5b[Y\ 0f][Yb`Y]bY
gW\ a Yfn`]W\ Y`H\Ya Uh]_"

I a `a Y\ f`8YhU]`g`0VYf`X]Y`j Yf[Ub[YbY; Yk U`h`i bX`X]Y`XUa]h
j YfVi bXYbYb; YXYb_U`hY`ni `YfZU\ fYbž`j Yfk Y]gYb`k]f`Ui Z
VYf`]b`"XYž`K]_]dYX]U`f? 0dYb]W_Yf`6`i hk cW\ Y`i bX`
K]_]dYX]U`f; YXYb_ghÀhhYb`Z0f`X]Y`C dZYf`XYg
B Uh]cbU`gcn]U`]ga i g`k"

8YhU]`g	
C fh	Di W\ Ubghf`"%&ž`%&)) `6Yf`]bž`8Yi hgW\ `UbX

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "VYf`]b"XY• Yb"k]_]dYX]U"cf[• XY"a "k]_]dYX]U"cf[

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