

@UWfcggY`@Y[YbXg. `7Y`YVfUh]b[`h\Y`<U`
cZ': Ua Y`≠Xi WhYYg`cZ'&\$&) °

8]gWcj Yf`h\Y`Y[UWm'cZ'B UggUi `7ci bhm' . \$' - /g`hcd`\][\
gW\cc``UWfcggY`WcUW\Ygž`h\Y]f`fYWcfXgž`UbX`UW\]Yj Ya Ybhg
Uh`h\Y`B @75`<U``cZ': Ua Y`&\$&("



A]`Yf]X[Y`≠bž`>Yf]W\cž`@cb[`≡g`UbXž`BYk `Mcf_ž`I G5`!`H\Y
BUh]cbU`≠bhYfgW\c`Ugh]W@UWfcggY`7cUW\Yg`5ggcW]Uh]cb`fB @75Ł`]g
gYh`hc`\c bcf`U`fYa Uf_UV`Y``]bYi d`cZ`WcUW\]b[``Y[YbXg`Ug`]h
i bj Y]g`]hg`<U``cZ': Ua Y`7`Ugg`Zcf`&\$&) ``H\YgY`XYX]WUhYX
]bX]j]Xi U`g`\Uj Y`hi fbYX``UWfcggY`]bh`U`W`YVfUhYX`gdcfhž`YUj]b[
Ub`]bXY`]V`Y`a Uf_`cb`h\Y]f`hYUa g`UbX`Wc`a`a`i`b]h]Yg`h\fc`i [\ci`h
h\Y]f`WUfYYfg``H\]g`Yj Ybh`dUmg`\ca U[Y`hc`h\Y]f`ci hghUbX]b[
fYWcfXg`UbX`Wcbhf]Vi`h]cbg`hc`h\Y`gdcfh"

5a`cb[`h\Y`]bXi WhYYgž`8Ybb]g`6cbbž`\YUX`WcUW\`Uh`7c`X`Gdf]b[
<UfVcfž`BYk `Mcf_ž`VcUghg`Ub`]a`dfYgg]j Y`WUfYYf`fYWcfX`cZ`* , !- *ž
UW\]Yj]b[`U`fYa Uf_UV`Y`+- ``" i`k`]b`fUhY``G]bW`&\$\$\$ž`6cbb`\Ug
`YX`\]g`hYUa `hc`WU]a`gYj Yb`ghUhY`W\Ua`d]cbg\]dg`UbX`%) `B UggUi

7ci bhm'h]h'Yg"<]g'YZZcfhg'\Uj Y'VYYb'fYWŁ[b]nYX'k]h\ 'a i 'h]d'Y
UWŁ'UXYgž]bWi X]b['h\Y'B @75'B Uh]cbU'7cUW\ 'cZ'h\Y'M'Uf'Uk UfX
]b'&\$%+"

5bch\Yf''Zh]b['h\Y'hfcd\m]g'7\Uf'Y'6i fW\ 'Zfca '7UdY'9']nUVYh\ž
A U]bYž'k \c'\Ug'gdYbh'&('mYUfg'WŁUW\]b['Uh] Uf]ci g'\][\ 'gWŁcc'g"
<]g'hYbi fY'gUk '\]a 'gYW fY'b]bY'ghUhY'WŁUa d]cbg\]dg'UbX'hk c
fi bbYf!i d'Z]b]g\Yg'"K]h\ 'U'bcX'hc '\]g'g][b]Z]WUbh]bZi YbWŁž'\Y
k Ug'\c bcfYX'k]h\ 'h\Y'I G5 '@UWfcggY'A Ub'cZ'h\Y'M'Uf'Uk UfX']b
&\$ \$- "

<c b c f]b['A Ubm'5W\]Yj Ya Ybhg

≠g'WYUf'h\YgY'WŁUW\Yg'\Uj Yb h'† gh'k cb'[Ua Yg/h\Ymj Y
]bgd]fYX'[YbYfUh]cbg" 'A]_Y'8Y'Už'\U]'b['Zfca '9Ugh'≠g]džBYk
MŁf_ž'\Ug'VYYb']bhY[fU''b'hfUbgZcfa]b['G\cfY\Ua !K UX]b['F]j Yf
]bhc'U''UWfcggY'dck Yf\ci gY'"Bck 'U'hc d'cZZ]W]U''b'Gci h\ '7Ufc']bUž
\]g'WŁbhf]Vi h]cbg'k YfY'a UXY'k \]Y'gYfj]b['Ug'Ub'Ugg]ghUbhi bXYf
ZUa YX'WŁUW\ 'Hca 'FchUbn"

≠': `cf]XUž'Hca 'C ; fUXm'ghUbXg'ci h'Zcf'\]g']a dfYgg]j Y'hfUW_
fYWŁfX'"K]h\ 'cj Yf'(\$'mYUfg']b'WŁUW\]b[ž'\Y'ghYYfYX'K]bhYf'DUf_
hc'U'fYa Uf_UV'Y'&%!\$'fYWŁfXž'W `a]bUh]b[']b'h\Y': <G55
WŁUa d]cbg\]d']b'%- - -ž'a Uf_]b['U'a]YghcbY'Ug'h\Y'Z]fgh': `cf]XU
di V']WgWŁcc`hc'gY]nY'U'ghUhY'h]h'Y"

7cbbYW\]b['hc'h\Y': i hi fY

H\Y'B @75'WŁbh]bi Yg'hc'fU]gY'h\Y'VUf'Zcf''UWfcggY'WŁUW\]b['k]h\
]b]h]Uh]j Yg''_Y'dUfhbYf]b['k]h\ '5L ≡5'H]a Y'"H\]g'WŁ''UVcfUh]cb
]bhfcXi WŁg'i'hfU!WŁghca ž'\Y]f'cca !ei U']hm'h]a Yd]YWŁg'h\Uh
WŁ'YVfUhY'g][b]Z]WUbh'WŁUW\]b['a]YghcbYg'UbX'UW\]Yj Ya Ybhg"
7ca]b[']b'h\Y'ZU`ž'5L ≡5'H]a Y'd`Ubg'hc'XYg][b'WŁa a Ya cfUh]j Y
h]a Yd]YWŁg'Zcf'<U''cZ: Ua Y']bXi WŁYg'hc'Zi fh\Yf'\c bcf'h\Y]f
'Y[UWm]b'h\Y'gdcfh"

H\]g'a]gg]cb'bc'h'cb'm'fYWŁ[b]nYg'dUgh''Y[YbXg'Vi h'U'gc
YbWŁi fU[Yg'bYk '[YbYfUh]cbg'hc'ghf]j Y'Zcf'Yi WŁ''YbWŁ']b''UWfcggY"

9UW\`hYUa`h\Uh`WfYUhYg`U`W ghca`h]a Yd]YWW`k]``U`gc`a YUb`U`<U`
cZ: Ua`Y`h]a Yd]YWW`k]``VY`XcbUHfX`Zcf`U`dfYj]ci`g`]bXi`WfYYž
ZcghYf]b[`U`gd]f]h`cZ`UddfYW]Uh]cb`k]h\]b`h\Y``UWfcggY`Wca`a`i`b]hm"

5b`9j Ybh`hc`F Ya`Ya`VYf

A Uf_`mci`f`WU`YbXUfg`h\Y`B`@75`k]``W`YVfUHf`]hg`&\$&(`<U``cZ
: Ua`Y`WUgg`Uh`U`VUbei`Yh`cb`C`Wc`VYf`%&ž`&\$&(`ž`Uh`h\Y`A`]`Yf]X[`Y
`b`b`]b`>f]Wcž`@cb[`g`UbX`"H\]g`dfYgh][`]ci`g`[`Uh\Yf]b[`k`]``\`cbcf
gca`Y`cZ`h\Y`gdcfhg`[`fYUhYghž`]bWi`X]b[``Y[`YbXg``]_Y`F`JW
6fc`WUhc`c`Z`Gh`"DUi` `g`GWcc``]b`A`Ufm`UbXž`UbX`æb`<Y]ga`Ub`cZ
6]g\cd`G\Ub`U\Ub`<][` \`GWcc``]b`DYbbgmj`Ub]Už`Ua`cb[`ch\Yfg"

H\]g`WfYa`cbmic`ZZYfg`U`dYfZYWh`d`UhZcfa`hc`fYWc[`b]nY`h\Y
Wc``YWh]j`Y`Wcbhf]Vi`h]cbg`cZ`h\YgY`Wc`UW`Ygž`k` \c`hc[`Yh\Yf`\Uj`Y
UW\]Yj`YX`Ub`Ughci`bX]b[``ž+(`+`k`]bg`UbX`" -`ghUhY`W`Ua`d]cbg\]dg"
Gi`W`UW`ca`d`]g\`a`Ybhg`YWc`h\Y]f`XYX]WUh]cb`UbX`c]`Y`Zcf`h\Y
[`Ua`Yž]bgd]f]b[`W`ffYbh`UbX`Zi`hi`fY`d`UmYfg"

;`fUV`mci`f`h]W`Yhg`Zcf`h\]g`i`bZcf[`YhhUV`Y`Yj`Yb]b[`cb`h\Y`B`@75
k`YVg]hY`ž`UbX`c`]b`]b`W`YVfUH]b[`h\Y``Y[`YbXg`cZ`UWfcggY`k` \c
\Uj`Y`dUj`YX`h\Y`k`Um`Zcf`gc`a`Ubm"

8YhU]`g	
Cfh	A]`Yf]X[`Y`b`ž`>f]Wcž`@cb[`g`UbXž`BYk Mcf_ž`I`G5
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "i`gU`UWfcggY`Wca• k k k "b]`WU`Wca• k k k "`UI`bi`a`VYfg`Wca

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