

Gca a Yf`]WXYg'6UXYj Yf[bØ[Yb.
? cbghUbn / , \$' - /VY`]YVhY 'Gd fi b[hi fa !
6fØW_Y

9bhXYW_Yb'G]Y '? cbghUbn. '8]Y 'hfYbXm: U\ ffUXVfØW_Yž
YbhgdUbbYbXY'6UXYghY`Yb'ja '< YfcgÅ!DUF_'i bX'i fVUbYg
@YVYbg[YZØ\`'Ua 'GYyf\Y]b"



? cbghUbnž'8 Yi hgW\`UbX '!Gca a YfnY]h]gh'6UXYnY]h' 'XUg'[]h
Ui W\`ZØf'X]Y'gcbj][Yb'HU[Y]b'?'cbghUbn" `b'XYf'GhUXh'Ua
6cXYbgYY'n]Y\h'X]Y '[YgW\k i b[YbY': U\ ffUXVfØW_Yž'X]Y'XYb
GYyf\Y]b'ØVYfgdUbbhž'b]W\hibi f'F UXZU\ fYfž'gcbXYfb'Ui W\
K UggYffUhhYb']b']\fYb'6Ubb"'8]YgY'6fØW_Y]gh'VY`]YVhYf
5b`Ui Zdi b_h'ZØf'↑ b[Y'A YbgW\Ybž'X]Y'XYb'Gd fi b[']bg'_Ø\`Y'B Ugg
k U[Yb'k c`Yb"'8]Y'6fØW_Y '\Uh'g]W\]bcZ]n]Y`'U'g'Gd fi b[hi fa
YhUV`]Yfhž'k Ug'X]Y'YbhgdUbbhY'5ha cgd\ÅfY'Ua 'K UggYf'k Y]hYf
Ub\Y]nh"'8 Ugg'X]Y'6UXYghY`Y'ja '< YfcgÅ!DUF_'`Y[hž'Y]bYa 'GhØW_
: fY]nY]hdUFUX]Yg']b'XYf'GhUXhž'gcf[h'ZØf'Y]bY'Ub[YbY\ a Y
5Vk YW\g'i b['j ca '6Yfi ZgU`hU['i bX'a UW\h'X]Y'; Y[YbX'ni a

@YV`]b[gn]Y`j]Y`Yf`9]b\Y]a]gWXYf`i bX`6Ygi WXYf`

8Yf`<YfcgÅ!Duf_`gY`Vgh`U`h`j]Y`ni `V]YhYb``8Yf`Duf_`YfghfYW`h`g]W
nk]gWXYb`XYa `GYfYf\Y]bž`XYf`GhfU»Y`5a `F`Y]bi ZYf`i bX`XYf
FY]WXYbUi ghfU»Y`]b`?cbghUbn`GhUXhhY]`DYhYfg\Ui gYb``5i Z`XYf
: `ÀWYž`X]Y`ZfØ`Yf`j cb`XYf`HYI h`Xfi W`YfY]`<YfcgÅ`[YdfÀ[h`k Ufž
Z]bXYb`g]W`Yi hY`Gd]Y`[YfÀhYž; f]`d`ÀhnY`i bX`[Ya`Øh]WXY
G]hn[Y`Y[Yb\Y]hYb`ZØf`Yb`hgdUbbhY`Ghi bXYb`]a` : fY]Yb``6YgcbXYfg
YfZFYi`]W. `8Yf`Duf_`]gh`ZØf`U`Y`ni [Àb[`]W` `c`bY`8fY`_fYi nY
cXYf`Ni [Ub[gVYgWfÀb`_i b[Yb``Gc`_ØbbYb`hÀ[`]W`V]g`ni`%) "\$\$\$
FUXZU\fyf`XYb`VYZYgh][hYb`K Y[`bi hnYbž`XYf`X]Y`5`hghUXh`a`]h`XYb
fYW`hgf\Y]b]gWXYb`; YV]YhYb`j YfV]bXYh`

8]Y`GY`Y`XYg`K UggYfg

8Yf`GYfYf\Y]b`U`h`a`]h`gY]bYa`fi`][Yb`K UggYf`Y]bYb`[Ubn
VYgcbXYfYb`7`Ufa`Y``J]Y`Y`VYgWfY]VYb`XUg`GWk`]a`a`Yb`Xcfh`U`g
VYZFY]YbX`i bX`hfUi`a`U`Zž`dYfZY`_h`[YY][bYh`ZØf`Y]b`YfZf]gWXYbXYg
D`UbgWXYb``5i W`ZØf`X]Y`a`i`h][Yb`GWk`]a`a`Yf`[]Vh`Yg`Y]bY
j Yf`c`W`YbXY`A`Ò[`]W`_Y]h`A`Ub`_ØbbhY`a`]h`Yhk`Ug; YgW]W
dfcV`Ya`cg`Ui Z`X]Y`UbXYfY`GY]hY`XYg`F`Y]bg`gWk`]a`a`Yb``8]Y
Vf]h]gWXY`æi fbU`]gh]b`9`U]bY`A`cf[Ub`U`h`gc[Uf`Y]bY`H`Ycf]Y
Ybhk`]W`Y`hž`X]Y`VYgU[hž`XUgg`XUg`@YVYb`Ub` : `UWk`UggYf!GhY`Yb
Y]bY`k`YgYbh]WXY`F`c`Y`]b`XYf`9bhk`]W`i`b[`XYg`a`cXYfbYb
A`YbgWXYb`[Ygd]Y`h`U`h`

I bX`Ui W`k`Ybb`XYf`; Yfi W`j`cb`A`Ø``i bX`?]ddYbghi`a`a`Y`b
a`UbW`a`U`X]Y`B`UgY`_]hnY`hž`gc`]gh`X]Y`U``[Ya`Y]bY`5ha`cgd`ÀfY`]a
Duf_`XcW`Yb`hgdUbbh``<]Yf`a`]gWXYb`g]W`æ[[Yfž`FUXZU\fyf`i bX
GdUn]Yf[Àb[Yf`a`]h`XYb`6UXY[ÀghYbž`i bX`Yg`Yb`hghY`h`Y]b
`YV`U`Z`h`Y`g`HfY]VYbž`XUg`XYa`Gca`a`Yf`]b`?cbghUbn`[Ubn`Y][YbYb
: `U]f`j`Yf`Y`\h`

9]b`6`]W`_`Ui Z`X]Y`æbZfUghfi`_`hi`f`

8]Y` : U\ffUXVfØW`_`gY`Vgh`]gh`Y]b`DufUXYVY]gd]Y`ZØf`a`cXYfbY
æb[Yb]Yi fg`_i bgh``G]Y`k`i fXY`%-`-%YfØZbYh`i bX`U`h`g]W`U`g
i bj Yfn]W`hVUfY`J`YfV]bXi`b[`nk`]gWXYb`XYf`GW`c`hY`b`ghfU»Y`Ui Z`XYf`

]b_Yb`F\Y]bgY]hY`i bX`XYf`DYhYfg\Ui gYf`GhfU»Y`Ui Z`XYf`fYWX`hYb
 GY]hY`YhUV`Yfh" `a` `đ\`f`&\$&' `nÀ\`hYb`X]Y`GhUXhk`Yf_Y
 VYY]bXfi`W_YbXY`" "" `) +")`' %: U\fhYbž`k`Ug`Y]bYa
 HU[`YgXi`fWX`gWX`b]hh`j`cb`Yhk`U`-`"%-`-`F`UXZU\`fYfb`Y`bhgd]WX`h`A`]h
 Y]bYf`;`YgUa`h`Àb[`Y`j`cb`%*`'`ž` ,`A`YhYfb`i`bX`Y]bYf`6fY]hY`j`cb` ,`ž&
 A`YhYfb`V]YhYhg]Y`D`Uhn`ZØf`Y]bYb`YVYbX][`Yb`5i`ghUi`gWX`nk`]gWX`Yb
 :`i`»`[`Àb[`Yfb`i`bX`F`UXZU\`fYfb"

8]Y`6fØW_Y`k`i`fXY`gc`_`c`bn]d]Yfhž`XUgg`g]Y`Ui`WX`ZØf
 9]bgUhmZU\`fnYi`[`Y`V]g`%&`HcbbYb`Ui`g[`Y`Y[`h]gh`8]Y`Zf]gWX`Y
 F`Ybcj`]Yfi`b[`X`Yg`6Y`U[`g]a`đ\`f`&\$%)`U`h`X`Uni`VY][`YhfU[`Ybž
 XUgg`g]Y`Ui`WX`\`Yi`hY`bcWX`g]WX`Yf`i`bX`Y]b`UXYbX`YfgWX`Y]bh"

≠g[`YgUa`h`nY][`h]g]WX`ž`XUgg`XYf`<`Yfcg`Á!DUF`_`i`bX`X]Y
 XUni`[`Y`\`Øf][`Y`:`U\`ffUXVfØW_Y`XYa`Gca`a`Yf`]b`?`cbghUbn`Y]bY
 VYgcbXYfY`B`chY`j`Yf`Y]\`Yb`"8]Y`A`]gWX`i`b[`Yb`Ui`g
 :`fY]nY]hUb[`YV`chYb`i`bX`Y]bYa`<`Ui`WX`j`cb`i`fVUbYa`@YVYb
 gWX`UZZYb`Y]bY`i`bj`Yfk`YWX`gY`VUFY`5`ha`cgd`\`ÁfYž`X]Y`gck`c`\`
 9]b\`Y]a`]gWX`Y`U`g`Ui`WX`6Ygi`WX`Yf`]b`]fYb`6Ubb`n]Y`\`h"

8YhU]`g	
C`fh	?`cbghUbnž`8Yi`hgWX`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • hUn"XY • XY"k`_]`dYX]U"cf[• XY"a`"k`_]`dYX]U"cf[

6Ygi`WX`Yb`G]Y`i`bg`Ui`Z.`bU[`!V`k`"XY