

D]`cha cb]hcf`ni f`dc`]h]gWYb`6]`Xi b[.
9ggYbh]Y`Y`8 UhYb`ZØf`X]Y`8 Ya c_fUh]Y°

8Yf`D]`cha cb]hcf`dc`]h]gWY`6]`Xi b[žj cf[YghY`h`Ua`%"`đ b]
&\$&) `]b`6Yf`]bž`UbU`mg]Yfh`X]Y`dc`]h]gWY`6]`Xi b[`]b
8Yi hgW`UbX`i bX`]XYbh]Z]n]Yfh`<YfUi gZcfXYfi b[Yb`



6Yf`]bž`8Yi hgW`UbX`!`9]bY`Zi b_]cb]YfYbXY`8Ya c_fUh]Y`]gh`Ui Z
Y]bY`Zi bX]YfhY`dc`]h]gWY`6]`Xi b[`]Ub[Yk]YgYbž`]bgVYgcbXYfY`]b
NY]hYb`Zi bXUa YbhU`Yf`I a VfØWY`"5a`%"`đ b]`&\$&) `k i fXY`XYf
D]`cha cb]hcf`dc`]h]gWY`6]`Xi b[`]b`6Yf`]b`j cf[YghY`hž`Y]b`k]W]h[Yg
`bghfi a Ybhž`XUg`j cb`XYf`6i bXYgnYbhU`Y`ZØf`dc`]h]gWY`6]`Xi b[
fMdVŁ]a`F U`a Yb`Y]bYg`Dfc`Y`_hg`Ybhk]W_Y`h`k i fXY`"Hfchn`XYf
6YXYi hi b[`dc`]h]gWYf`6]`Xi b[`ZY`Yb`XYfnY]h`VY`UghVUFY`8 UhYb
ni `; Y`Y[Yb`Y]hgghfi `_hi fYbž`DfcnYggYb`i bX`9f[YVb]ggYb`]b
X]YgYa`6YfY]W`"8Yf`D]`cha cb]hcf`ghY`h`UV`gcZcfh`ni a`ZfY]Yb
8ck b`cUX`VYfY]h`i bX`]YZYfh`j Yf[`Y]W`VUFY``bX]_UhcFYb`ni f
dc`]h]gWYb`6]`Xi b[`]b`XYb`6YfY]WYb`GW`i`Yž`<cW`gW`i`Yž
@Y`f`f`ÄZHYV]`Xi b[`i bX`Ui »YfgW`i`]gWY`6]`Xi b[`]8]YgY`k Yfh`j c`Yb
9]bV`]W_Y`VUg]YfYb`gck c`\\`Ui ZVYfY]hg`j cf`UbXYbYb`U`g`Ui W`Ui Z

Y][Ybg`Yf\cVYbYb`8UhYb"

9]b`nYbhfU`Yg`5b`Y[Yb`XYg`D]`cha`cb]hcf`g`]gh`Ygž`X]Y`GW`b]hghY``Yb
nk`]gW`Yb`XYb`6]`Xi`b[gVYfY]W`Yb`ni`]XYbh]Z]n]YfYb`i`bX`XYb
≠Zcfa`Uh]cbgVYXUfZ`ni`_`ĀfYb`"i`bhYf`XYf`@Y]hi`b[`j`cb`j`]Yf
DfcZYggcfYb`k`]fX`XUg`Dfc`Y`h`gY]h`&`\$`&`%`Xi`fW`[`YZØ`fh`"9fghY
9f[YVb]ggY`nY][Ybž`XUgg`@YfbYbXY`Ub`GW`i`Yb`Y`bUW`
6i`bXYg`UbX`i`bX`GW`i`Ufh`i`bhYfgW`]YX`]W`Y`A`Ò[`]W`_Y]hYb`ni`f
dc`]h]gW`Yb`6]`Xi`b[`Yf`U`h`Yb`"8UVY]`\Āb[h`XUg`dc`]h]gW`Y`K`]ggYb
j`cb`GW`Ø`Yfb`ghUf`_j`cb`:`U`hc`fYb`k`]Y`GW`i`Ufhž
6]`Xi`b[gUVgW`i`ggž`9`hYfb`Ui`gi`bX`<Yf`_i`bZi`UV"
Gcn]cÒ`cbca`]gW`VYbUW`hY]][hY`:`fi`ddYb`\UVYb`\Āi`Z][
Y]b[YgW`fĀb`hYb`Ni`[Ub[`ni`dc`]h]gW`Yf`6]`Xi`b[ž`k`Ug`X]Y
7`UbW`b[`Y]W`Y`Y]h[YZĀ`fX`Yh"

< YfUi`gZcfXYfi`b[Yb`XYf`dc`]h]gW`Yb`6]`Xi`b[

5b`<cW`gW`i`Yb`g]bX`X]Y`A`Ò[`]W`_Y]hYb`ni`f`E`i`U`]Z]n]Yfi`b[`]b`XYf
Ui`»YfgW`i`]gW`Yb`dc`]h]gW`Yb`6]`Xi`b[`bcW`i`bni`fY]W`YbX
Ui`g[YVUi`h`8]Y`A`Y`f`Y]h`XYf`<cW`gW`i`Yb`_`cbnYbhf]Yfh`g]W`i`Ui`Z
X]Y`i`bhYff]W`h]W`Y`dc`]h]gW`Y`6]`Xi`b[ž`k`Ā`fYbX`X]Y`J`cfVYfY]hi`b[
XYf`@Y`f`fĀZ`hY`k`Ā`fYbX`XYg`Ghi`X]i`a`g`cZi`XYZ]n]hĀf`]gh`"9]b`c`Yf
5bhY]`Ub`ZUW`ZFYa`X`YfhY]`hYa`Dc`]h]_i`bhYff]W`h]gh`X]Y`:`c`[Yž`k`Ug
X]Y`i`bhYff]W`hgei`U`]hĀ`h`bY[Uh]j`VYY]bZi`ggh`Ni`XYa`g]bX`X]Y
HfU]b]b[gUb[YVchY`ZØ`f`E`i`Yf!`i`bX`GY]hYbY]bghY][Yf`gck`]Y`X]Y
K`Y]hYfV]`Xi`b[`U`_h]j`Yf`@Y`f`fĀZ`hY]`b`\U`h]W`i`bni`fY]W`YbXž`k`Ug
XYb`6YXUfZ`Ub`Zcfh`Ui`ZYbXYf`dfcZYgg]cbY`Yf`9bhk`]W`_i`b[
i`bhYfghfY]W`h"

≠`XYf`Ui`»YfgW`i`]gW`Yb`dc`]h]gW`Yb`6]`Xi`b[`j`Uf]]YfYb`X]Y`8]W`hY
XYf`5`_hYi`fY`i`bX`6]`Xi`b[gfĀi`a`Y`fY[]cbU`Yf`YV`]W`"5i`W`X]Y
6YnU`\i`b[`XYf`@Y`fYbXYb`]Y[h`\Āi`Z][`i`bhYf`]fYa
E`i`U`]Z]_Uh]cbgb]j`YUi`"Hfch`c`ZYbYf`5b[YVchY`k`]fX`X]Y
6]`Xi`b[ghY]`\UVY`U`Yf`6Yj`Ò`_Yfi`b[g[fi`ddYb`b]W`h`YffY]W`h`8Yf
D]`cha`cb]hcf`a`UW`h`Ui`ZX]YgY`<YfUi`gZcfXYfi`b[Yb`Ui`Za`Yf`gUa
i`bX`Xc`_i`a`Ybh]Yfh`X]Y`6YXYi`hi`b[`XYf`dc`]h]gW`Yb`6]`Xi`b[`]b
8Yi`hgW`UbX`"8Ug`Ub[YghfYVhY`A`cb]hcf]b[`gc``Ui`»YfXYa`XUni
X]YbYbž`<YfUi`gZcfXYfi`b[Yb`_`Uf`ni`]XYbh]Z]n]YfYbž`X]Y`dc`]h]gW`Y

F Ygdcbg]j]hÅh'ni `Yf\Ö\Yb`i bX`j cf\UbXYbY`8 UhYbXYZ]n]hY`ni Xca]b]YfYb"

6]`Xi b[gVYf]W h`&\$&(

Ni gÅh`]W `V]YhYh`XYf`6]`Xi b[gVYf]W h`&\$&(`i a ZUggYbXY ðZcfa Uh]cbYb`ni f`6]`Xi b[gg]hi Uh]cb`]b`8Yi hgW`UbX``8Yf`6Yf]W hž XYf`gY]h`&\$*\$`YfgW`Y]bhž`]gh`bi b`cb`]bY`_cgYb`cg`Yf\Å`h]W``8]Y Cb`]bYj Yfg]cb`Ybh\Å`hi a ZUggYbXY`8UhYb`i bX`ðZcfa Uh]cbYbž`X]Y _Ud]hY`k`Y]gY`UV[Yfi ZYb`k`YfXYb`_ÖbbYbž`i bX`i a ZUggh`Y]bY J]Y`nU\`j`cb`H\Ya`Ybž`XUfi bhYf`ZfØ\Y`6]`Xi b[ž`VYfi Z]W`Y`i bX <cW`gW`i`V]`Xi b[`gck`]Y`K`Y]hYfV]`Xi b[`ZØf`9fk`UW`gYbY``8]Y 9]bZØ\fi b[`XYg`6Yf]W`hg`V]YhYh`Y]bYb`k`Yfhj`c``Yb`,`VYfV`]W`_ØVYf j`YfgW`]YXYbY`5gdY`hY`XYg`XYi`hgW`Yb`6]`Xi b[ggmgH`Ya`gž`Y]bgW`Y]Y>`]W`Y]bYf`;`fi`bXg`hfi`_hi`f`XYg`6]`Xi b[gk`YgYbg"

K`]W`h][`Y`9f[`YVb]ggY`i`bX`8`UhYb`g]bX`YVYbZU``g`U`g`D8:`j`YfZØ[`VUfž`i`bX`XYf`6Yf]W`h`_Ubb`VY]`k`Vj`Di`V`]_Uh]cb`VYghY``h`k`YfXYb``ð`9f[`Åbni`b[`ni`XYb`9f[`YVb]ggYb`XYg`D]`cha`cb]hcf`g`V]`XYh`XYf`6]`Xi b[gVYf]W`h`Y]bY`gc`]XY`;`fi`bX`U[`Y`ZØf`X]Y`5b`U`mgY`XYf`6]`Xi b[gg]hi`Uh]cb`]b`8Yi`hgW`UbX`i`bX`X]Y`9bhk`]W`_i`b[`dc`]h]gW`Yf`GhfUhY[`]Ybž`i`a`X]Y`<`YfUi`gZc`fXYfi`b[`Yb`]b`XYf`dc`]h]gW`Yb`6]`Xi b[`Ubni`[`Y\Yb"

8Yf`6]`Xi b[gVYf]W`h]gh`\]Yf`j`YfZØ[`VUf.`6]`Xi b[gVYf]W`h`&\$&("`K`Y]hYfY`ðZcfa`Uh]cbYb`ni`a`D]`cha`cb]hcf`g]bX`i`bhYf`8]YgYf`@]b`_`ni`Z]bXYbž`YVYbgc`k`]Y`ni`gÅh`]W`Y`8YhU]`g]a`Ni`gUa`a`Yb\Ub[`]a`]h`XYa`6]`Xi b[gVYf]W`h`XYf`?`i`hi`ga`]b]ghYf`_cbZYfYbn`i`bhYf`
6]`Xi b[gVYf]W`h`&\$&("

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	6Yf`]bž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none">• k`k`k`"di`_`"i`b]!ZfUb`_Zi`fh"XY• k`k`k`"_a`_"cf[• k`k`k`"V]`Xi`b[`gVYf]W`h"XY

6Ygi W\Yb 'G]Y 'i bg 'Ui Z. 'b!U["bYh