

9]bVfi W gk Y`Y`]b`XYf`6ÖfXY. `HÄhYf` i bhYfk Y[gž`NYi [Yb`[Ygi W h°

5_hi Y`Y`Dc`]nY]a Y`Xi b[Yb`Ui g`XYf`6ÖfXY. `9]bVfØWY`]b
<c\YbXcXY`YVYb`i bX`K Ubn`YVYbž`gck]Y`[fUj]YfYbXY
J Yf_Y\fgi bZÄ`Y`Ua` `%%"\$+ "&\$&)" "



<c\YbXcXY`YVYbž`8Yi hgW`UbX`!`9]b`VYgcf[b]gYffY[YbXYf`
9]bVfi W`]b`<c\YbXcXY`YVYb`gcf[h`ZØf`5i ZFY[i b[`]b`XYf`FY[]cb`
I a`\$%.%\$`i` \f`j`Yfgi W`hY`Y]b`i bVY`UbbhYfž`]b`Y]b`9]bZUa`]`Yb\Ui g`
Ua`Fi Xc`Z`6fY]hgW`Y]X!K`Y[`Y]bni VFYW`Yb";`ØW`]W`Yfk`Y]gY`
k UW`hY`XYf`) &!`Ä`f][`Y`;`YgW`ÄX][`hY`Xi`fW`j`YfX`ÄW`h][`Y`
;`YfÄ`i`gW`Y`Ui`Z`i`bX`ghY`hY`g]W`X`Ya`HÄhYf`Ybh[`Y[`Yb`"8]YgYf`
ZØW`hY`hY`XUfUi`Z`]b`c`bY`6Yi`hY`]b`i`bVY`UbbhY`F]W`hi`b[`"8]Y`
Dc`]nY]`YbhXYW`_hY`ni`X`Ya`Y]bY`VYgW`ÄX][`hY`HYffUggYbhØf`Ua`
B`UW`VUf[`fi`bXghØW`ž`k`c`k`Ä`fYbX`Y]bYg`i`f`Ui`Vg`YVYbZU`g`
Y]b[`YVfcW`Yb`k`i`fXYž`k`]Y`A`U[`XYVi`f[`_`]W`h`VYf]W`hY`h`"8]Y`
<Ö\Y`XYg`GW`UXYbg`V`Y]Vh`V]g`Ub[`i`b`_Ufž`XcW`X]Y`Dc`]nY]`
<U`XYbg`YVYb`fi`Zi`NYi`[`Yb`ni`f`A`]h`j`ZY`Ui`Z`fHY`".`.\$`-`\$(`#`+`,`!`\$Ł`"

9]b`k Y]hYfYf`9]bVfi W\`YfY][bYhY`g]W\`Ua` -`" `đ` `]b`Y]bYa
GWk`ja`a`VUX`]b`K`Ubn`YVYb`"i`bVY`_UbbhY`HÄhYf`ÖZbYhYb
[Yk`U`hgUa`X]Y`HØf`XYg`?]cg_g`i`bX`Ybh`_Ua`a`hYb`a`]h
@VYbga`]hY`b`]a`K`Yfh`j`cb`Yhk`U`)`\$\$`9i`fc`"5i`W\`X]Yf`ZY`\`Yb
V]g`Ub[`<`]bk`Y]gY`Ui`Z`X]Y`HÄhYf`ž`gc`XUgg`X]Y`Dc`nY]`<`U`XYbg`YVYb
YVYbZU`g`NYi`[Yb`gi`W`h"

K`UW`gYb`XY`9]bVfi`W`gnU`\`Yb

≠`5bVYhfUW`h`XYf`Øb[ghYb`9bhk`]W`_i`b[Yb`]b`<`c`YbXc`XY`YVYb
fY]\`h]g]W\`X]YgYf`J`cfZU`"b`Y]bYb`VYgcf[b]gYffY[YbXYb`HfYbX`Y]b"
K`]Y`Ui`Z`<`ca`Y`≠bg]XYf`ni`"YgYb`]ghž`[UV`Yg`]a`đ`U`f`&\$&'
]bg[YgUa`h`++`,`%`-`K`c`b`i`b[gY]bVfØW`Y`]b`8Yi`hgW`\`UbXž`k`Ug
Y]bYa`5bgh]Y[`j`cb`fi`bX`%,`Dfc`nYbh[Y[YbØVYf`XYa`J`cf`U`f
Ybhgd]W`h"≠bgVYgcbXYfY`B`cfXf`Y]b!K`YghZU`Yb`\`Uh`Y]bYb`5bgh]Y[
j`cb`%)`Dfc`nYbh`VY]`K`c`b`i`b[gY]bVfØW`Yb`ni`j`YfnY]W`bYb`"8]YgY
F`Y[]cb`]gh`VY`_Ubbh`ZØf`\`Ö`YfY`9]bVfi`W`gnU`\`Ybž`k`Ä`\fYbX`6UmYfb
X]Y`b]YXf][ghYb`K`YfhY`Ui`Zk`Y]gh"

F`i`bX`(+`Dfc`nYbh`XYf`9]bVfi`W`gj`Yfgi`W`Y`V`Y]VYb`Y`XcW`YfZc`[`cgž
k`Ug`nY][hž`XUgg`j`]Y`Y`HÄhYf`Ui`Z`Y]bZUW`Y`;`Y`Y[Yb`\Y]hYb`gYhnYb"
Hmd]gW`Y`9]bVfi`W`ga`Yh`c`XYb`g]bX`XUg`5i`Z`YVY`b`j`cb`HØfYb`c`XYf
:`YbghYfbž`k`cVY]`VYgcbXYfg`HYffUggYb!`i`bX`6U`_cbhØfYb`c`Zi`U`g
N]Y`X]YbYb`"Df`Ä`j`Ybh]cbga`U»`bU`\`a`Yb`[Yk`]bbYb`Ub[Yg]W`hg
X]YgYf`NU`\`Yb`ni`bY`\`a`YbX`Ub`6YXYi`hi`b["8]Y`Dc`nY]`V]YhYh
_cg`hYb`cgY`G]W`Yf`\Y]hgVYfUhi`b[Yb`Ubž`i`a`X]Y`6Øf[Yf`ni
gYbg]V]`]g]YfYb`i`bX`X]Y`9]bVfi`W`gnU`\`Yb`XUi`Yf`U`Zi`ni`gYb`_Yb"

J`Yf`_Y`\f`gi`bZÄ`Y`gcf[Yb`ZØf`5`Ufa`gh]a`a`i`b[

5i`W`X]Y`J`Yf`_Y`\f`gg]W`Yf`\Y]h]b`XYf`F`Y[]cb`k`]fX`Xi`fW`nU`\`fY]W`Y
J`cfZÄ`Y`]b`XYb`Y`hnhYb`HU[Yb`]b`XYb`:`c`_i`g`[YfØW`h" `Gc`_Ua`Yg
Ua`%\$`"đ` `]b`;`fØb]b[Yb`ni`Y]bYa`gW`k`Yfk`]Y[YbXYb`i`bZU`
nk`]gW`Yb`Y]bYf`" (!`Ä`\f][Yb`D?`K`!:`U`\fYf]b`i`bX`Y]bYa`%)`!`Ä`\f][Yb
A`cdYXZU`\fYf`"8Yf`A`cdYXZU`\fYf`Yf`]h`XUVY]`gW`k`YfY
J`Yf`Y`hni`b[Yb`i`bX`a`i`gghY`a`]hY]bYa`F`Y`hni`b[g`li`VgW`fUi`VYf`]bg
?`fUb`_Yb`\`Ui`g`[YVfUW`h`k`YfXYb`"5i`W`X]Y`5i`hcZU`\fYf]b`a`i`gghY`]b
Äfnh]W`Y`C`V`li`h"

K Yb]['gdÀhYf'_Ua 'Yg'ni 'Y]bYa 'k Y]hYfYb'gWk YfYb'I bZU''VY]
 <ÒhYbg'YVYbž'k c'Y]b'+(!'À\ f][Yf'D?K !: U\ fYf']b'Y]bYb
 Ni gUa a Ybghc» 'a]h'Y]bYa 'j cfZU\fhgVYfYW.h][hYb'@?K 'j Yfk]W_Y'h
 k i fXY''6Y]XY': U\ fYf'Yf'hYb'gWk YfY'J Yf'Yhni b[Yb'i bX'a i gghYb
]bg?fUb_Yb\Ui g''8]Y'Dc`nY]'U'h'9fa]h'i b[Yb'Y]b[Y'Y]hYh'i bX
 dfØZh'X]Y'I a ghÀbXY'XYf'?c`][g]cb"

8]Y'U_hi Y''Y'G]hi Uh]cb']b'XYf'FY[]cb'ghY''h'gca]h'gck c\`X]Y
 5bk c\bYf'U'g'Ui W'X]Y'Dc`nY]'j cf'<YfUi gZcfXYfi b[Yb''K À\ fYbX
 VY]'9]bVfØWYb'i bX'J Yf_Y\fgi bZÀ''Yb'ni 'Y]bYa '5bgh]Y['XYf
 DfÀj Ybh]cbga U» bU\ a Yb'Ui Z[Yfi ZYb'k]fXž'V'Y]Vh'UVni k UfhYbž'k]Y
 X]Y'G]WYf\Y]hg'U[Y']b'XYb'_ca a YbXYb'K cWYb'Ui gg]Y\h''6Øf[Yf
 _ÒbbYb']\fY'6YcVUW.hi b[Yb'i bX'<]bk Y]gY'ghYhg'Ub'X]Y
 ni ghÀbX][Yb'GhY''Yb'ØVYfa]hY'bž'i a 'X]Y'Y][YbY'B UWVUfgWUZh
 g]WYfYf'ni '[YghU'hYb"

8YhU]`g	
C fh	<c\YbXcXY'YVYbž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "a U[XYVi f[!_`]W_h"XY • k k k "dc`nY]"VUmYfb"XY • \ca Y!]bg]XYf"XY

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