

Gca a YfZYf]Yb`ja`GhUXha i gYi a` < U`Y.
Gd]Y`Ybž`6UghY`b`i bX`9bhXYW_Yb`°

8Ug`GhUXha i gYi a` < U`Y`ÄXh j cb`%"` †`]`V]g`+`"5i [i gh`&\$&)
ni`Y]bYa`_fYUhj] Yb`Gca a YfZYf]Ybdfc[fUa a`ZØf`; fc»`i bX
?`Y]b`Y]b`"



< U`Y`fGUU`YŁž`8Yi hgWk`UbX`!`8Ug`GhUXha i gYi a` < U`Y`U`h]g]Wk
Ui Wk`Yi Yf`k]YXYf`Yhk Ug`6YgcbXYfYg`Y]bZU`Yb`UggYb.]ca`%"
 †`]`V]g`+`"5i [i gh`&\$&)`_ÖbbYb`?]bXYf`i bX` : Ua`]]Yb`Ub`Y]bYa
gdUbbYbXYb`Gca a YfZYf]Ybdfc[fUa a`hY]`bY\`a Yb`"5b`UWk`h
HU[Yb`j c`Yf`GdU»`i bX`_fYUhj] Yf`5_hj]]hÄhYb`Yfk UfhYb`X]Y`_Y]bYb
i bX`[fc»Yb`HY]`bY\`a Yf.]bbYb`hÄ[]Wk`j cb`%(`V]g`%+`!` \f
Ui ZfY[YbXY`J YfUbghU`hi b[Yb`"æ`A]hY`di b_highY`hX]Y
GcbXYfUi gghY`i b[] Gd]Y`a]h` žX]Y`X]Y`HY]`bY\`a Yf`XUni`Y]b`ÄXhž
Gd]Y`Y`Ui g]j Yf[Ub[YbYb`NY]hYb`bYi`ni`YbhXYW_Yb`i bX`gY`Vgh`ni
Yf`YVYb`"Gc`k]fX`XUg`Dfc[fUa a`ni`Y]bYa`k U\`fYb`5VYbhYi Yf`ZØf
 †` b[]i bX`5`hž`XUg`_Y]bY`@Ub[Yk`Y]Y`Ui Z_ca a Yb`Äggh`"
< U`Ubny][Yf`VYf]Wk`hyh`"

8]Y`C f[Ub]gUhc fYb` \ UVYb`Y]b`Vi bhYg`Dchdc i ff]`Ub`5_hj]]hÅhYb
ni gUa a Yb[YghY`hž`X]Y`j cb`a]hhY`U`hYf`]WXYb`Hi fb]Yfgd]Y`Yb`V]g
\b`ni`XYa`VfUbXbYi Yb`K cf_g\cd` <]ghcf]gWXY`HUgWXYbgd]Y`Y
fY]WXYb`"8]Y`?]bXYf`i bX`9fk UWXYgYbYb` \ UVYb`X]Y`A Ò[`]WXY`Y]hž
Gd]Y`Y`k]Y`X]Y`F Òa]gWXY`Fi bXa Ø\`Y`cXYf`5`ei Yfei Y
Ui gni dfcV]YfYb`i bX`X]YgY`gc[Uf`gY`Vgh`Yfni ghY`Yb`"9]b
VYgcbXYfYg`<][\`][\h`k]fX`XYf`Hi fa VUi !K cf_g\cd`gY]bž`k c`a]h
j YfgWXYXYbYb`A UhYf]U`Yb`ZUbhUg]Yj c`Y`HØfa Y`[YVUi h`k YfXYb
_ÒbbYb`"8]Yg`ZÒfXYfh`b]WXYh`bi f`X]Y`? fYUhj]]hÅhž`gcbXYfb`Ui WXY`X]Y
HYUa UfVY]hi bhYf`XYb`HY]`bY`a Yf.]bbYb`"

J]Y`ZU`h`XYf`5b [YVchY

6Y]`XYb`YfghYb`VY]XYb`HYfa]bYb`Ua`%"`i bX`&`"ž`"]bY`a Yb`X]Y
HY]`bY`a Yf.]bbYb`]a`GhUXha i gYi a`Ub`XYb`J YfUbghU`hi b[Yb
Hi fa VUi`ni`<U`Y`i bX`Gd]Y`Yf]gWXY`Xi fWXY`X]Y`5i Z_`Àfi b[gnY]h
hY]`"<]Yf`_Ubb`a Ub`b]WXYh`bi f`gY]bY`Y][YbYb`:]`À\][_Y]hYb`hYghYbž
gcbXYfb`Ui WXY`j]Y`ØVYf`X]Y`; YgWXYWXYhY`YfbYb`i bX`a]hGdU»
YbhXYW`Yb`"8]Y`k Y]hYfY`5i gk U\`i a ZUggh`gdUbbYbXY`5_hj]]hÅhYb
k]Y`N]bb[i ggž`6c[YbgWXY]Y» Yb`i bX`X]Y`< YfghY`i b[`j cb
\]ghcf]gWXYb`K UWXYghUZY`b`Y]bY`k U\`fY`GWXYUhn_]ghY`ZØf`_fYUhj] Y
; Y]ghYf`i bX`; YgWXYWXYhgZFYi bXY`"ž`g[YgUa`hghY`Yb`Zc`[YbXY
HYfa]bY`Ui Z`XYa`Dfc[fUa a`.

- %+"`p`GhUXha i gYi a`.]`Hi fa VUi`ni`<U`Y`
- &+"`p`GhUXha i gYi a`.]`Gd]Y`Yf]gWXY`Xi fWXY`X]Y`
5i Z_`Àfi b[gnY]h`
- &&+"`p`C VYfVi f[;]YV]WXYbghY]b.`N]bb[i gg`
- &`" "+"`p`C VYfVi f[;]YV]WXYbghY]b.`A]hhY`U`hYf`]WXY`
Hi fb]Yfgd]Y`Y`
- &(`" "+"`p`C VYfVi f[;]YV]WXYbghY]b.`<]ghcf]gWXY`
HUgWXYbgd]Y`Y`
-)`",`"p`C VYfVi f[;]YV]WXYbghY]b.`F]hhYf`Ui Z`XYa`
;]YV]WXYbghY]b`
- *`",`"p`C VYfVi f[;]YV]WXYbghY]b.`A]hhY`U`hYf`]WXY`
Hi fb]Yfgd]Y`Y`fK]YXYf`c`i b[ě`
- +`",`"p`C VYfVi f[;]YV]WXYbghY]b.`K UWXYghUZY`ghUhh`
BchYVcc_`

9]bhf]hgd fY]gY`g]bX`gY`f`ZU]f`[YghU`hYh`?]bXYf`i bX`đ [YbX`]WXY`V]g
 %(`\`Yb`\`UVYb`ZfY]Yb`9]bhf]h"9fk UW`gYbY`nU`\`Yb`ZØf`X]Y
 CVYfVi f[;]YV]WXYbghY]b`(`9i fc`fYfa`À»][h`&ž) \$`9i fc`i bX`ja
 GhUXha i gYi a `) `9i fc`fYfa`À»][h` `9i fc`i a `X]Y
 6UghY`a UhYf]U`]Yb`UVni XYW`Ybž`k]fX`Y]bY`A UhYf]U`dUi gW`U`Y`j cb
) `9i fc`j Yf`Ub[hž`X]Y`a]h`XYa ` : Yf]YbGdU»dUgg`XYf
 GUU`YgdUf`UggY`Ui Z` `9i fc`fYXi n]Yfh`k YfXYb`_Ubb"8Ua]h`]gh`ZØf
 U`Y`Y]b`[i hYf`Ni [Ub[`ni `X]YgYa `hc`Yb`Dfc[fUa a
 [Yk`À`f`Y]ghYh"8]Y`K`YVg]hY`XYg`GhUXha i gYi a g`ZØ`fh
 k Y]hYfZØ`fYbXY`đZcfa Uh]cbYb`i bX`5ba Y`XYa Ò[`]W`_Y]hYb`Ui Z`

đ`XYf`B UW`VUfgW`UZh`Yhk U`]b` : fUb`_Z` fhž`[]Vh`Yg`À`\b`]WXY
 Dfc[fUa a Yž`X]Y`XUfUi Z`UVn]Y`Ybž`?]bXYfb`i bX`đ [YbX`]WXYb
 _fYUh]j Y`9bhZU`hi b[ga Ò[`]W`_Y]hYb`ni `V]YhYb" <]Yf`k YfXYb`j]Y`Y
 đgh]hi h]cbYb`]b`XYb`Gca a YfZYf]Yb`U_h]j `i bX`Yg`k YfXYb
 Dfc[fUa a Y`k]Y` : UbhUg]Y`j Yf`Y`\h` : Ø[Y` `Ub[YVchYbž`X]Y`X]Y
 ↑ b[Yb`HY]`b`Y`a Yf`ni `NY]hfY]gYb`i bX`9i dYf]a Yb`hYb`Ub`fY[Yb`
 5i W`]b` < U`Y`nY][h]g]W`ž`XUgg`_i `hi fY`Y`5b[YVchY`ZØf` : Ua]]Yb`]a
 : c`_i g`ghY`Yb" A i gYi a gi ZYf`i bhYfa Ui Yfh`X]Y`K]W`h][_Y]h
 gc`W`Yf`Dfc[fUa a Y`ZØf`X]Y` [YgY`gW`UZh`]WXY`9bhk]W`_i b["

K Yf`g]W`U`gc`bUW`Y]bYf`gdUbbYbXYb`6YgW`ÀZh][i b[`k`À`f`YbX
 XYf`Gca a YfZYf]Yb`gY`b`hž`Z]bXYh]a `GhUXha i gYi a ` < U`Y`Y]b
 VfY]h[YZ`W`YfhYg`5b[YVchž`XUg; YgW`]W`hYž`Gd]Y`Y`i bX`? fYUh]j]h`h
 [Y`_cbb`h`a]hY]bUbXYf`j YfV]bXYh`DUW`_h`X]Y`6UghY`a UhYf]U`]Yb`Y]b
 i bX`a UW`h`a]h` `X]Y` : Yf]Yb`g]bX`X]Y`dYfZY`_hY`NY]hž`i a `BYi Yg`ni
 Yb`hXYW`Yb`

8YhU]`g	
C fh	< U`Y`fGUU`Yž`8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\`U`_Ub`nY][Yf`"XY • ghUXha i gYi a ` \U`Y`"XY • k k k "a i gYi a gi ZYf`"XY

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