

Gca a Yf!<][\`][\hg`]b`7cVi f[.`CdYb!5]f!
?i`hi f`]b`7cfhYbXcfZ`

9bhXYW_Yb`G]Y`6Ua VYf[.`9]b` , VYfV`]W_`ØVYf`XUg`_i`hi fY`Y`
Gca a Yf!9j Ybh`]b`XYf`?i`hi fZUVf]_`7cfhYbXcfZ`Ua`%+"`đ b]
&\$&) "



6Ua VYf[ž`8Yi hgW`UbX`!`đ`XYf`a`U`Yf]gW`Yb`?i`]ggY`j`cb`
7cfhYbXcfZ`k`]fX`Ua`%+"`đ b]`&\$&)`X]Y`<I`?`7cVi`f[`CdYb`5]f`
Gca a Yf`?i`hi fZUVf]_`j`YfUbghU`hYhž`Y]b`<][\`][\h`ZØf`U`Y`
?i`hi fVY[Y]ghYfhYb`XYf`FY[]cb`"A`]hY]bYa`UVk`YW`g`i`b[gfY]W`Yb`
Dfc[fUa`a`ž`XUg`c`_U`Y`?Øbgh`Yf`i`bX`fYbca`a`]YfhY`6UbX`g`j`YfY]bhž`
]gh`X]YgY`J`YfUbghU`hi`b[`Y]b`A`Y`__U`ZØf`A`i`g]_!`i`bX`?i`bgh`]YV`UVYf`
8]Y`?i`hi fZUVf]_`V]YhYh`XYb`dYfZY`_hYb`F`U`a`Ybž`i`a`g]W`VY`
[YgY`][Yf`5ha`cgd`ÀfY`i`bX`[i`hYa`9ggYb`ni`YbhgdUbbYbž`
k`À`fYbX`a`Ub`X]Y`?`Àb[Y`h`U`Ybh]YfhYf`A`i`g]_Yf`[Yb]Y`»`h`

9]b`VYgcbXYfYg`5i`[Yba`Yf`_`k`]fX`Ui`Z`X]Y`A`]h[YghU`hi`b[`XYf`
J`YfUbghU`hi`b[`[Y`Y[h`"8]Y`C`f[Ub]gUhc`fYb`UXYb`X]Y`6Yj`Ö`_Yfi`b[
Y]bž`U`_hj`hY]`ni`bY`a`Yb`i`bX`]f`f`Y`YXVUW`_Y]bni`Vf]b[Yb`" K`]f`

a ÒW hYbž'XUgg'X]YgY'J YfUbgH'hi b['Y]b'; Ya Y]bgW UZhgdfc Y_h
k]fX ž'Yf_`Àfh'Y]b'GdfYW Yf'XYf'?i `hi fZUVf]_"`Gc`_ÒbbYb'X]Y
6Ygi W Yf'b]W h'bi f'Y]b'hc`Yg'Dfc[fUa a`Yfk UfhYbž'gcbXYfb`Ui W
X]Y`A Ò[`]W _Y]hž'VY]'XYf'D`Ubi b[`i bX`8i fW ZØ\fi b[`XYf
J YfUbgH'hi b[`a]hni k]f_Yb"

8 UhYbgW i hn`ja`X][]hU`Yb`NY]hU`hYf

≠`NY]hYbž']b`XYbYb`8UhYbgW i hn`ja`a Yf`k]W h][Yf`k]fXž'g]bX`Ui W
J YfUbgH`hYf[YZcfXYfhž'gYbg]V`Y`≠Zcfa Uh]cbYb
j YfUbhk cfhi b[gj c``ni `VY\UbXY`b"8Ug`bYi Y`H888;
fHY`Y_ca a i b[_Uh]cb!8][]hU`Y!8]YbghY!8UhYbgW i hn!; YgYhnŁ
fY[Y`h'XYb`Ni [f]Z`Ui Z8UhYb`i bX`X]Y'J YfUfVY]hi b[`j cb`7cc_]Ygž
i a`X]Y`Df]j Uhgd\`ÀfY`XYf`Bi hnyf`ni `gW ØhnYb"8]YgYg'gY]h'XYa`%"
8YnYa VYf`&\$%[Y`hYbXY`; YgYhnž'XUg'X]Y`8G; J C`Yf[`Àbnhž`Y[h
_`UfY`F]W h]b]Yb`ZYgh" `Gc`VYXUfZ Yg`Y]bYf`U_h]j Yb`9]bk]``[i b[`XYf
Bi hnyfž`i a`≠Zcfa Uh]cbYb`Ui ZXYfYb`9bX[Yf`ÀhYb`ni `gdY]W Yfb
cXYf`Ui gni `YgYb"Xf!XUhYbgW i hn"XY`VYgW fY]Vhž'XUgg
5i gbU\`a Yb`bi f`ZØf`hYW b]gW `bchk YbX][Y`7cc_]Yg[Y`hYbž'X]Y`ZØf
XYb`6Yhf]YV`XYf`K YVgY]hY`i bYf`Àgg`]W `g]bX"

6YgcbXYfg`k]W h][`g]bX`Ui W`X]Y`5gdY`hY`XYf
9]bk]``[i b[gVUbbYf"9]bV]bXi b[`j cb`YI hYfbYb`≠\U`hYbž`k]Y`n"6"
GcW]U!A YX]U!6i hncbg`cXYf`J]XYcgž`a i gg`hfUbgdUfYbhYfZc`[Ybž
i a`XYb`5bZcfXYfi b[Yb`XYg`H888; `[YfYW h`ni `k YfXYb"
J YfUbgH'hi b[Yb`k]Y`X]Y`<I ?`7cVi f[`CdYb`5]f`Gca a Yf
?i `hi fZUVf]_`g]bX`XUfUi ZUb[Yk]YgYbž'XYb`8UhYbgW i hn`Yfbghni
bY\`a Yb`i bX`X]Y [YgYhn`]W Yb`J cf[UVYb`ni `YfZØ`Yb"VUXYb!
k i YfhYa VYf["XUhYbgW i hn"XY`\Uh`XUni`Y]b][Y`\]ZfY]W Y
H]ddgž`k]Y`5bV]YhYf`g]W YfghY`Yb`_ÒbbYbž'XUgg`U`Y
XUhYbgW i hnfYW h`]W Yb`6Ygh]a a i b[Yb`Y]b[Y\U`hYb`k YfXYb"

9]b`UXi b[`ni f`A]h[YghU`hi b[

8]Y`<I ?`7cVi f[`CdYb`5]f`Gca a Yf`?i `hi fZUVf]_`]gh`YXcW`a Y\`f
U`g`bi f'Y]b`_i `hi fY`Yg`9j Yb`h`8]Y`C f[Ub]gUhcYb`gYhnYb`Ui Z`X]Y
U_h]j Y`HY]`bU\`a Y`XYf`6Øf[Yf" K]f`k c`Yb`[Ub`n`VYk i ggh`X]Y
Gh]a a Yb`XYf`5bk c\`bYf`i bX`6Ygi W Yf`Y]bV]bXYbž`gc`XYf

J YfUbk cfh]WXY"8]YgY'<YfUb[Y\Ybgk Y]gY'gcf[h'bi]W'h'bi f'Z0f
 Y]bY'VfY]hYfY'5_nYdhUbnž'gcbXYfb'ghAf_h'Ui W'XUg
 ; Ya Y]bgWUZhg[YZ0\''b'XYf'FY []cb''9g'k]fX'Y]bY'YfZ0''YbXY
 9fZU\fi b['Z0f'U''Y'6YhY']][h'Yb' 'j cb'XYb'?'0bgh'Yfb'V]g'ni 'XYb
 6Ygi WXYfb"

A]h'X]YgYf'≠]h]Uh]j Y'k]fX'X]Y'J YfUbghU'hi b['b]W'h'bi f'Y]b'Ch'XYf
 ?i bgh'i bX'A i g]_ž'gcbXYfb'Ui W'Y]b'NY]WXYb'Z0f'X]Y'6YXYi hi b[
 j cb'; Ya Y]bgWUZhi bX'A]hY]bUbXYf"8]Y'<I ?'7cVi f['CdYb'5]f
 Gca a Yf'?i 'hi fZUVf]_k]fX'gca]hini 'Y]bYa 'i bj Yf[Ygg]WXYb
 9f'YVb]gž'XUg'X]Y'FY []cb'ni gUa a YbVf]b[h'i bX': fYi XY'Vf]b[h"

GY]Yb'G]Y'XUVY]i bX'\c'Yb'G]Y'g]W'≠fY'H]W_Yhg°'I bX'XYb_Yb'G]Y
 XUfUb.'8]Y'J YfUbghU'hi b[''YVh]j cb'XYf'6YhY']][i b['XYf'A YbgWXYb
 j cf'Ch' 'XU''Y[h'k]f_]W'k Ug'Ub°

8YhU]`g	
Cfh	6Ua VYf[ž8Yi hgW'UbX
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "VUa VYf[[i]XY"XY • k k k "VUXYb! k i YfhYa VYf["XUhYbgW i hn"XY • k k k "Xf!XUhYbgW i hn"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY