

9fXVYYfZY`X`]b` ; YZU\ f. `D`UbY`n]Y\ h`ØVYf
< cW\gdUbbi b[g`Y]hi b[°

5a`%"`đ`]'&\$&) `k i fXY`Y]bY`D`UbY`]b`GW\k UVUW\`Xi fW\`K`]bX
]b`Y]bY`<cW\gdUbbi b[g`Y]hi b[`[Yk Y\hžk Ug`ni`Y]bYf`nk`Y]
Ghi bXYb`Ub[Yb`GdYffi b[`XYf`6&`ZØ\fhY"



GW\k UVUW\ ž`8Yi hgW\`UbX`!` ; YghYfbž`Ua`%"`đ`]'&\$&) ž`gcf[hY
Y]b`i bj cf\Yf[YgY\YbYg`K`YhYfYfY][b]g`]b`GW\k UVUW\`ZØf
5i ZfY[i b[`i bX`Yf\YV`]W\Y`GhØfi b[Yb``I a`%)`.'`\$`I`\f`k`i`fXY`Y]bY
`\$`A`YhYf`Ub[Y`D`UbY`]cb`Y]bYa`9fXVYYfZY`X`]b`Y]bY
<cW\gdUbbi b[g`Y]hi b[`[Yk Y`h`8]YgY`G]hi Uh]cb`ghY`hY`Y]bY
Yfbgh\UžhY` ; YZU\ f`ZØf`U`Y`5bk YgYbXYb`XUf``8]Y`ni`gh`AbX][Yb
9]bgUhm_f`Ä`ŽYž`XUfi b`hYf`Dc`nY]ž` : Yi Yfk Y\fž`GhUXhk Yf`_Y
GW\k UVUW\`i bX`X]Y` :]fa`U`HYbbYhžk`i`fXYb`i`bj`YfnØ[`]W
a`cV]`g]Yfh"

8]Y`6Y\ÖfXYb`f]W\hYhYb`Y]bYb`%\$\$`A`YhYf`i`a`ZUggYbXYb`?`cff]Xcf
Y]bž`i`a`XUg`F]g]_c`Y]bYf`9fXi b[`XYf`D`UbY`ni`a`]b]a`]YfYb``8]YgYg
J`cf[Y\Yb`k`Uf`bchk`YbX][ž`XU`X]Y`D`UbY`Ui`ZXYf

< cWgdUbbi b[g'Y]hi b[\]b' i bX\Yf'gWk Ub[ž'k Ug'ghYhg
5bdUggi b[Yb'XYg'?cff]Xcfg'YfZc'fXYfhY"'I a'X]Y'G]WYf\Y]h'XYf
² ZYb'h]W\Y]h'ni' [Yk'À\Y]ghYb'ž'k i fXY'X]Y'6i bXYgghfU» Y'6&
nk]gWYb'GWk UVUW\ i bX'K c`_YfgXcfZ'ZØf'nk Y]'Ghi bXYb']b'VY]XY
F]W]hi b[Yb' [YgdYffh"'5i W'XUg'Ub[fYbnYbXY'6YfYb'UbXž'Y]b
HYbb]gd`Uhn'i bX'Y]bY'VYbUWVUfhY':]fa U'k i fXYb'j c'fgcf[`]W
Yj U_i]Yfh"; `ØW`]WYfk Y]gY'k UfYb'k À\YbX'XYg' [YgUa hYb
9]bgUhnYg' _Y]bY'DYfgcbYb']b'X]fY_hYf'; YZU\ f"

K YhhYfgW i hn' i bX'G]WYf\Y]hga U» bU\ a Yb

8Yf'8Yi hgWY'K YhhYfX]Ybgh'\UhhY'ZØf'X]YgYb'HU[\YZh][Y
I bk YhhYf']b': fUb_Yb'j c'f\Yf[YgU[h"Gc`WY'K Ufbi b[Yb'g]bX'b]W]h
ni' i bhYfgW'ÀhnYbž'VYgcbXYfg'k Ybb'a Ub'Ub'X]Y'Øb[ghYb'J c'fZÀ`Y
]b'B]YXYfgUW]gYb'XYb_hž'VY]'XYbYb'XfY]'?]bXYf'ja' 5'hYf'j cb'UW]hž
nY\ b' i bX'nk Ò'Z`À\Yb'Ui g'Y]bYa' j YfgW`cggYbYb'5i hc' [YfYhhYh
k YfXYb'a i gghYb"'8]Y'?]bXYf'gi W'hYb'k À\YbX'XYg
9fXVYYfdZØW_Ybg'GW i hn'ja' 5i hc']\Yf'9'hYfb' i bX'k i fXYb'bUW
Yhk U'&) 'A]bi hYbž']b'XYbYb'g]Y'j cb'XYf'<]hnY'VYXfc'h'k UfYbž'j cb
XYf': Yi Yfk Y\ f'VYZfY]h"'8]YgY'\UhhY'XUg': U\fnYi ['a]h'8YW_Yb
VYgWUhhYhi bX'Yg'a]h'K UggYf' [Y_Ø'hž'VYj c'f'Y]b': YbghYf
nYfhfØa a Yfh'k YfXYb'a i gghYž'i a'X]Y'?]bXYf'ni' fYhhYb"

⊖'GWk UVUW`_cbbhY'X]Y' [YZÀ\ f`]WY'G]hi Uh]cb'gW]bY`Yf
YbhgW'ÀfZh'k YfXYb"' : UW`_fÀZhY'g]WYfhYb'X]Y'D'UbY'bUW'XYa
5VgWU'hYb'XYg'Ghfca Zi ggYg'Xi fW'XUg'9f`_YhhYfb'Y]bYg
Ghfca a UghYg"'Gc'k]fX'XYi h]W]ž'k]Y'k]W]h]['Yg']ghž'VY]'gc`WYb
K YhhYfYfgWY]bi b[Yb' [i h]j c'fVYfY]hYh'ni' gY]b' i bX'fUgW'ni
\UbXY'b"

8]Y'J c'fZÀ`Y']b'GWk UVUW`i bX'B]YXYfgUW]gYb'j YfXYi h]WYbž
XUgg'YXYf'j c'fg]W]h]['gY]b'gc`hYž'VYgcbXYfg'VY]'gca a Yf`]WYb
5_h]j]hÀhYb'ja' : fY]Ybž'gY]'Yg'VY]a' 9fXVYYfdZØW_Yb'cXYf'VY]
UbXYfYb'9f'YVb]ggYb"'K À\YbX'g]W'X]Y'G]hi Uh]cb']b'GWk UVUW
ni a' ; `ØW`_c\ bY'J Yf'YmhY'Ui ZØghYž'V'Y]Vh'X]Y'9f]bbYfi b['Ub'X]Y
HY]'gW]W]gU'Y']b'XYf'<]hnY'dfÀgYbh"'Ni gUa a YbZUggYbX']gh'Yg
]a a Yf'fUhgUa ž'Ui Z'K YhhYfk Ufbi b[Yb'ni' UW'hYb' i bX
YbhgdYfWYbXY'G]WYf\Y]hgj c'f_Y\ fi b[Yb'ni' hfYZZYb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'XYb'9fY][b]ggYb']b'GWk UVUW
 _ÒbbYb'G]Y'XYb'5fh]_Y`j cb']b: fUb_Yb`YgYb"'8YhU]`g'ni 'XYb
 [YZÀ\`f`]WYb'6Y[YVYb\Y]hYb'a]h'XYb'?]bXYfb']b'B]YXYfgUW]gYb
 Z]bXYb'G]Y'Ui Z'b!hj "

8YhU]`g	
C fh	GWk UVUW ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "]bZfUb_Yb"XY • k k k "b!hj "XY

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