

GcbbYbgWXY]b`i bX`FY[YbVc[Yb.`FY_cfXY
VY]a`Ghi bXYbhYUa`Ui Z`b`GÖWXYf]b[°

5a`%"`đ b]`&\$&) `ZUbX`XYf`&- ``Ghi bXYbhYUa`Ui Z`XYg`GJ
GÖWXYf]b[`]b`CVYfgÖWXYf]b[`ghUhhž`VY]`XYa`&`\$`@Äi ZYf`hc``Y
@Y]ghi b[Yb`nY][hYb"



C VYfgÖWXYf]b[ž`8Yi hgW`UbX`!`5a`%"`đ b]`&\$&) `k Uf
C VYfgÖWXYf]b[`k]XYf`Y]ba U`XYf`5bn]Y\i b[gdi b_h`ZØf`@Äi ZYf
i bX`@Ui ZVY[Y]ghYfhY`VY]a`a`]hhYfk Y]Y`&- ``Ghi bXYbhYUa`Ui Z`XYg
GJ`GÖWXYf]b[``Hfchn`XYf`i bk`]fh]WXYb`K`YhhYfVYX]b[i b[Yb`a`]h
FY[Yb`j`cf`XYa`GhUfhi bX`XYb`gd`ÄhYf`Ui Z`ca`a`YbXYb
GcbbYbghfU`Ybž`X]Y`Y]bYb`Vi`bhYb`FY[YbVc[Yb`nUi`VYfhYbž`k`Uf
X]Y`Gh]a`a`i b[`VY]`XYb`&`\$`hY]`bY\`a`YbXYb`5h\`YhYb`Xi`fW`k`Y[
d cg]hj`i bX`j`c``Yf`9`Ub"

8]Y`J`YfUbgH`hi b[ž`VY`Ubbh`ZØf`]\`fY`Y]bn][`Ufh][`Y`HYUa`XmbUa`]_ž
VY]`XYf`nk`Y]`@Äi`ZYf`UVk`YW`gY`bX`gc`j`]Y`Y`Fi`bXYb`k`]Y`a`Ö[`]W
]bbYf`U`V`j`cb`*`\$`A`]bi`hYb`Ui`ZYbž`j`YfnY]W`bYhY`Ui`W`]b`X]YgYa
`U`f`V`VY]bXfi`W`YbXY`@Y]ghi b[Yb``8`Ug`VYghY`8`i`c`XYg`HU[`Ygž

G]a cb`Cbb]W\`i bX`@ WU`; `Uhh\UUF`j ca`HGJ`DYbnVYf[ž`]YZYfhY
Y]bY`Gd]hnYbnY]h`UV``G]Y`Y[hYb`&, `Fi bXYb`]b`*%.%-`A]bi hYb
ni fØW_`i bX`g]W\YfhYb`g]W\`XUa]h`XYb`YfghYb`D`Uhn`]b`XYf
; YgUa hk`Yfhi b[``B`i f`_bUdd`[YgW\`U[Yb`Ui Z`XYb`; YfgYb`k UfYb
A Uf_i g`6fYbbUi Yf`i bX`7`f]ghcd\`Gd]hnYbVYf[Yfž`X]Y`a]h`&+
F`i bXYb`]b`*\$.&+`A]bi hYb`XYb`nk Y]hYb`D`Uhn`VY`Y[hYb`"

8]Y`6YghYb`]a` , VYfV`]W_

8Yf`K`Yhh_Ua`dZj`YfXYi`h]W\hY`b]W\h`bi`f`X]Y`gdcfh]W\Yb`E`i`U`]h`hYb
XYf`HY`]bY`a`Yfž`gcbXYfb`ghY`hY`Ui`W\`X]Y`6Ug]g`ZØf`Y]b][`Y
FY_c`fXYf[`YVb]ggY.

- %`D`Uhn.`G]a`cb`C`bb]W\`/`@`WU`; `Uhh\UUF`fHGJ`DYbnVYf[ž`&, `Fi bXYb`]b`*%.%-`A]bi hYb`
- &`D`Uhn.`A`Uf_i`g`6fYbbUi`Yf`/`7`f]ghcd\`Gd]hnYbVYf[`Yf`fHGJ`DYbnVYf[ž`&+`Fi bXYb`]b`*\$.&+`A]bi hYb`
- ` ``D`Uhn.`B`_c`Ug`<Y]b`ch\`/`5bXfYUg`;`Y`Xa`UmYf`fDcgh`GJ`K`Y]`\Y]a`ž`&+`Fi bXYb`]b`*%.%)`%A]bi hYb`
- 6YghYg`;`fUi`Yb`hYUa`.`@Yb]`GW\Y]Z`/`Gi`gUbbY`6]Y`a`Y]Yf`fFi`bb]b[`;`U[`gž`&(`Fi bXYb`]b`*&.%\$`A]bi hYb`
- ;`Ui`X]!GhUZZY`.`G7`DUfhYb_]fW\Yb``&*`Fi bXYb`]b`*\$.\$.-`A]bi hYb`

8Yf`Ghi`bXYb`hYUa``Ui`Znc[`Ui`W\`nU\`fY]W\Y`Hf]Uh\`YhYb`Ui`g
GW\cb[`Ui`ž`K`Y]`\Y]a``i`bX`D`UbY[[`!`?`fU]``]b[`Ubž`X]Y`g]W\`ZØf`X]Y
<`YfUi`gZc`fXYfi`b[`VYghYbg`j`cfVYfY]hYhYb``8]Yg`nY][`hž`XUgg`XYf
@Ui`Z`k`Y]h`ØVYf`X]Y`;`fYbnYb`XYf`FY[]cb`\]bUi`g`\cW\`ja``?`i`fg`ghY`h
i`bX`Y]bY`ZYgh`YhUV`]YfhY`HfUX]h]cb`\Uh`"

<`YfUi`gZc`fXYfi`b[`Yb`i`bX
J`YfVYggYfi`b[`ga`Ò[`]W\`_Y]hYb`

8]Y`J`YfUbghU`hi`b[`j`Yf`]YZ]bg[`YgUa`h`fY]Vi`b[`g`cgž`XYbbcW\`k`]Yg
<`i`VYfh`GW\`a`]Xž`XYf`7`YZ`XYf`G_]#`UX`#@Ui`Z`GdUfhYž`Ui`Z`X]Y
B`ch`k`Yb`X][`_Y]h]j`cb`J`YfVYggYfi`b[`Yb`\]b```K`]f`\UVYb`D`chYbn]U`
ni`f`GhY][`Yfi`b[`i`bX`k`YfXYb`XUfUb`UfVY]hYbž`X]Y`J`YfUbghU`hi`b[

bcW`VYggYf`ni`[YghU`hYb`ž`gc`gY]bY`9]bgW`Åhni b[`bUW`XYb
Xi fW`k UW`gYbYb`K`YhYfVYX]b[i b[Yb"

9]b`6`]W`]b`X]Y` ; YgW`]W`hY`XYf`J`YfUbgH`hi b[`nY][hž`XUgg`XYf
Ghi bXYbhYUa``Ui Z`gY]h`gY]bYf`YfghYb`8i fW`Z0\fi b[`]b`%-`-`+`Y]bYb
Ybcfa`Yb`Ni``Ui ZYf`YVh`\`Uh`B`UW`nk`Y]`J\`fYb`7`cfc`bU!DUi`gY
_`c`bbhY`XYf`@`Ui Z`&`\$`&`&`k`]YXYf`ghUhhZ]bXYb`i`bX`nc[`j`]Y`Y`Hcd`Åi`ZYf
Ui`g`A`Ø`bW`Yb`Ub`ž`k`Ug`XYb`Gdc`fh`bcW`UhhfU`_`hj`Yf`a`UW`hY`" `#`XYf
J`Yf[`Ub[`Yb`\`Y]h`k`i`fXYb`Ui`»`Yf[`Yk`Ø`\`b`]W`Y`@Y]ghi b[Ybž`k`]Y`X]Y`&,
Fi bXYb`j`cb`<`U`VYfgh`h`i`bX`@`W`_`bYf`&`\$`&`ž`X]Y`XUa`U`g`XUg`VYghY
9f[YVb]g`XYf`V]g`\Yf][Yb`5i`ZU[Yb`Yfn]Y`hYbž`[YZY]Yfh"

5`g`k`UW`gYbXY`J`YfUbgH`hi b[gfY]\`Y`[Yk`]bbh`XYf
Ghi bXYbhYUa``Ui Z`ni`bY`\`a`YbX`Ub`6`YXYi`hi b[`Z0f`X]Y`FY`[]cb`"8`Yf
8`Yi`hgW`Y`@Y]W`hUh`\`Yh]_!`J`YfVUbX`fB`@`Ł`VYhcbh`ni`XYa`ž`k`]Y
k`]W`h][`Y`g`]ghž` ; Ygi`bX`\`Y]hgj`c`fgc`f[Y`VY]`@Åi`ZYfb`]b`XYb`i`c`_i`g`ni
f0W`_`Yb`ž`k`Ug`Xi`fW`Y`]bYb`bYi`Yb`]bhYfbUh]cbU`Yb`i`fU[YVc[Yb
i`bhYfgh0`h`h`k`]fX`"8`]YgY`#`h]Uh]j`Y`gc`"X`Ug`6`Yk`i`gghgY]b`Z0f
dfÅj`Ybh]j`Y` ; Ygi`bX`\`Y]hgj`c`fgc`f[Y`gW`ÅfZYb`i`bX`k`]fX`]b`XUg
5`ba`Y`XYj`YfZU`\`fYb`]bhY[f]Yfhž`XUa`]h`@Åi`ZYf]bbYb`i`bX`@Åi`ZYf
VYggYf`Ui`Z`\`fY` ; Ygi`bX`\`Y]h`UW`hYb`_`Ø`bbYb`"8`Yf`J`YfY]b`g]W`Yfh
gca`]h`b]W`h`bi`f`gdc`fh]W`Y`@Y]ghi b[Ybž`gc`bXYfb`Ui`W`X]Y
 ; Ygi`bX`\`Y]h`U`Yf`HY`]bY`\`a`Yf"

#`g[YgUa`h`k`i`fXY`Ui`W`]b`X]YgYa`J\`f`XYi`h]W`ž`XUgg`XYf
Ghi bXYbhYUa``Ui Z`Y]bY`k`i`bXYfVUFY` ; Y`Y[Yb`\`Y]h`V]YhYhž`X]Y
 ; Ya`Y]bgW`UZh`ni`gh`Åf`_`Yb`i`bX`[`Y]W`nY]h][`Y`fYUi`gfU[YbXY
gdc`fh]W`Y`@Y]ghi b[Yb`ni`nY][Yb`"6`YfY]hg`Y`h`h`Z`fYi`Yb`g]W`X]Y
C`f[Ub]gUhc`fYb`i`bX`5`h`\`YhYb`Ui`Z`X]Y`b`ÅW`ghY`5i`ZU[Y`

: Øf`k`Y]hYfY`#`Zcfa`Uh]cbYb`i`bX`XYhU]`]YfhY`9f[YVb]ggY`VYgi`W`Yb
G]Y`[YfbY`Zc`[YbXY`GY]hYb.`A`Yf`_i`fž`Fi`[Vm`Gdc`fhg`/`@]ZYghm`Y
7`i`Vž`8`Yi`hgW`Yf`@Y]W`hUh`\`Yh]_!`J`YfVUbX`"

8`Y`hU]`g`	
C`f`h`	C`V`Y`f`g`Ø`W`Y`f]b[`ž`8`Yi`hgW`_`Ub`X`

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "a Yf_i f"XY• k k k "fg`W\c`n_]fWYb"XY• k k k "`Y]W hUh\`Yh]_"XY

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