

GWX cW_!I bZU``]b`GWX a Uf[YbXcfZ. 5i hcZU\ fYf`fYUb]a]Yfhž?]bXYf`j Yf`Yhnh°

J Yf_Y\fgi bZÄ``Y`]b`6Yf`]b. `5_hi Y``Y`6Yf]Wxhy`ni`nk Y]
gWk Yfyb`l bZÄ``Yb`]b`GWX a Uf[YbXcfZ`a]h`J Yf`YhnhYb`i bX
9fa]hhi b[Yb"



GWX a Uf[YbXcfZž`8Yi hgWx`UbX`!`5a`'&%"`đ b]`&\$&)`YfY][bYhYb
g]Wx`a`Y\fyfy`J Yf_Y\fgi bZÄ``Y`]b`6Yf`]bž`X]Y`gck`c`a`Uhyf]Y``Y
GWX`AXYb`U`g`Ui`W`DYfgcbYbgW`AXYb`ni`f`:`c`[`Y`\UhhYb``8Yf`YfghY
l bZU``ZUbX`Ua`BUW`a`]hU[`XYg`&\$"``đ b]`]b`GWX a Uf[YbXcfZ`ghUhh"
l a`%)`.)`\$`l`\f`Z`\f`Y]b`*`!`Ä`f][`Yf`A`Ubb`a`]h`Y]bYa`f`YbUi`h`Ui`Z
XYa`<`c`Ybnc`YfbXUa`a`]b`F]W`hi`b[`GU`nVfi`bbYf`GhfU`Yž`U`g`Yf
X]Y`?`cbhfc`Y`ØVYf`gY]b`:`U\fnYi`[`j`Yf`cf``8Yf`f`YbUi`h`idfU`hY
[`Y`[`Yb`g]YVYb`dUf`_YbXY`5i`hcg`Ua`f`YW`hYb`:`U\fvU`b`f`UbX`"``đ`XYa
:`U\fnYi`[`VYZUbXYb`g]W`Ui`W`nk`Y]?`]bXYf`]a`5`hYf`j`cb`+`i`bX`(`
đ`Yb`ž`X]Y`ni`a`:`ØW`_bi`f`Y]W`hj`Yf`Yhnh`k`i`fXYb`i`bX`ni`f
Ua`Vi`UbhYb`6Y\UbX`i`b[`]b`Y]bY`?`]b`_`[`YVfUW`h`k`YfXYb
a`i`gghYb``8Yf`:`U\fyf`gY`Vgh`VYb`Øh][`hY`a`YX]n]b]gW`Y`<`]ZY`j`cf`C`fh
i`bX`k`i`fXY`ni`f`ghU]cb`Ä`fYb`6Y\UbX`i`b[`]b`Y]b`?`fUb`_Yb`U`i`g

[YVfUWk"8]Y'9fa]h'i b[Yb'ni 'X]YgYa 'J cfZU`k YfXYb'j cb'Y]bYa
: UW_c a a]ggUf]Uh'Z0f'J Yf_Y\fgXY`_hY'XYf'Dc`nY]X]fY_h]cb' &
fk Ygh' [YZ0\fh"@Ui h'VYf`]b"XY`]gh'X]Y' [YbUi Y'i bZU`i fgUWkY
bcWk'i b_'Uf"

9]b'k Y]hYfYf'J Yf_Y\fgi bZU`YfY][bYh'g]Wk'ni f' [`Y]WkYb'NY]h'Ua
&\$"đ b]ž'i a 'Yhk U'%'('l \fž'Ui Z'XYf'656'%'\$'Ub'XYf
5bgWk'i gggY`Y'<c\Ybnc`YfbXUa a "'<]Yf'k UfYb'j]Yf': U\fnYi [Y
VYhY][h"8Yf'i bZU`j Yfi fgUWkYfž'Y]b'&) !`A\][Yf'A Ubbž'Z \f'a]h
gY]bYa 'JK`]b'b0fX`]WkYf'F]Wk'hi b["'6Y]a 'K YWk'gY`j cb'Y]bYa
'b_Yb']b'XYb'a]h'YfYb': U\fgfY]ZYb'Zi \f'Yf'Ui Z'XYb'JK`Y]bYf
' \$!`A\][Yb'Ui Zž'k Ug'ni f'?YhYb'fYU_h]cb'Z0\fhY'i bX'\f': U\fnYi [
Ui ZY]bYb'HcmchU'Y]bYg') &!`A\][Yb'gWk'cV"8 Ug': U\fnYi [`XYg
&) !`A\][Yb'k i fXY'XUfUi Z]b'Ui Z'XYb`]b_Yb': U\fgfY]ZYb
[YgWk`Yi XYfhž'k c'Yg'a]h'Y]bYa '6A K`Y]bYg' -!`A\][Yb
_c`X]YfhY"8]Y' '\$!`A\][Y'Yf']h'<Aa Uhca Y'Ua '5fa 'i bX'Y]bY
J Yf'Yhni b['Ua 'C\fž'k A\YbX'XYf'6A K !: U\YfYf
<Ui hUVgWk'0fZi b[Yb'Ua '6Y]b'j YfnY]Wk'bYhY"6Y]XY'k i fXYb
Ua Vi `Ubh'VY\UbXY'h"8Yf'i bZU`Z0\fhY'ni 'Yf\YV`]WkYb
J Yf_Y\fgVY\]bXYfi b[Ybž'i bX'X]Y'5i Z'i bX'5VZU\fhYb'k UfYb'V]g
Yhk U'%- .&\$'l \f' [YgdYffh"8]Y'9fa]h'i b[Yb'k i fXYb'YVYbZU`g'j cb
XYf'Dc`nY]X]fY_h]cb' &fk Ygh'0VYfbca a Ybž'k]Y'dc`nY]VYf]Wk'hY!
VYf`]b"XY`VYf]Wk'hYh"

J Yf_Y\fgi bZU`Y'i bX'XYfYb'5i gk]f_i b[Yb

8]YgY'i bZU`Y'g]bX'HY]'Y]bYf'0VYf[YcfXbYhYb'H\Ya Uh]_]b'6Yf`]bž
X]Y'g]Wk'a]h'XYf'J Yf_Y\fgg]WkYf\Y]h'Ui gY]bUbXYfgYhnh"@Ui h'
XYghUh]g"XY`X]YbYb'ghUh]gh]gWkY'8 UhYb'ni 'J Yf_Y\fgi bZU`Yb
XUni ž'X]Y'i bZU`i fgUWkYb'i bX'!Zc` [Yb'VYggYf'ni 'j YfghY\Yb'i bX
[Yn]Y'hY'A U» bU\ a Yb']b'XYf'; YgYhn[YVi b[ž'J Yf_Y\fgYfn]Y\i b[
gck]Y']a 'GhfU» Yb!'i bX': U\fnYi [VUi 'ni 'Ybhk]W_Y'b"8]Y
GhUh]gh]_Yb'YfZUggYb'Ui gZ0\f']Wk'i bZU`Yž'X]Y'a]h'DYfgcbYb!'cXYf
GUWk'gWk'UXYb'j YfVi bXYb'g]bXž'i bX'V]YhYb'Y]bY'; fi bX'U[Y'Z0f'X]Y
ghUUh]WkY'J Yf_Y\fgdc`h]_"

⊕ XYb'j Yf[Ub[YbYb'`A\Yb']gh'XYf': c_i g'Ui Z'X]Y'i bZU`ghUh]gh]_
[Yk UWk'gYbž'XU'g]Y'X]Y'Ghfi _hi fYb'XYg'i bZU` [YgWkY\Ybg'Ui ZnY][h

i bX`X]Y`5V\`Ab [][_Y]hYb`nk]gW\Yb`i bZU`VYgh]a a YbXYb` : U_hcfYb
 UbU`mg]Yfh``8]YgY`8UhYb`g]bX`ZØf`X]Y` ; YghU`hi b [`g]W\YfYf
 J Yf_Y`fg]bZfUghfi _hi f`j cb` [fc»Yf`6YXYi hi b [`i bX`_ØbbYb`XUni
 VY]hfU[Ybž`X]Y`J Yf_Y`fgg]W\Yf`Y]h`i]b`XYf`< Ui dhghUXh`ni
 j YfVYggYfb"

8YhU]`g	
C fh	GW\ a Uf[YbXcfZž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • dc`]nY]VYf]W\ hY!VYf`]b"XY • k k k "XYghUh]g"XY

6Ygi W\Yb`G]Y`i bg`Ui Z. `a Y]b!VYf`]b"bYh