

: 7`6UmYfb`6Ug_YhVU``. `9bhgWXY]Xi b[`]a
A Y]ghYfgWXY UZhgz]bU`Y`ghY\h`VYj`c`f`°

: 7`6UmYfb`6Ug_YhVU``_Äa`dZi`Ua` `&*"'đ b]`&\$&) `[Y[Yb
fUh]cd\Ufa`l`a`]a`YbhgWXY]XYbXYb`:]bU`gd]Y``i`a`XYb
A Y]ghYfh]hY`"



I`a`ž`8Yi`hgWXY`UbX`!`8]Y`6Ug_YhVU``Yf`XYg`i`7`6UmYfb`a`i`gghYb
Ua`[`Yghf][`Yb`5VYbX`Y]b`YbhgWXY]XYbXYg`8i`Y``[`Y[`Yb`fUh]cd\Ufa
l`a`ØVYfghY`Yb`"`đ`Y]bYa`dUW_YbXYb`j`]YfhYb`Gd]Y`XYf`6Ygh]c`Zl
Z]j`Y!`:]bU`gYf]Yž`XUg`]b`A`ØbWXYb`ghUhhZUbXž`[`Y`Ub[`Y`g`XYb`6UmYfbž
XYb`5i`g[`Y]WXY`ni`a`&.`&`ni`Yfn]Y`Yb`i`bX`XUa`]h`X]Y
H]hY`YbhgWXY]Xi`b[`Ui`Z`8`cbbYfghU[`ni`j`YfhU[`Yb`"A`]h`Y]bYa
9bXghUbX`j`cb`*`+.`)`. `inc[`Yb`X]Y`A`ØbWXYbYf`]b`XUg`Y`hnhY`i`bX
YbhgWXY]XYbXY`Gd]Y`Y]bž`XUg`UV`&\$`l`\f`]a`@]j`YghfYUa`j`cb
6F`&(`Gdcfh`ØVYfhfU[`Yb`k`]fX`"@"Ui`h`6F`"XY`[`Y`h`6UmYfb`bi`b`j`c`Yf
9`Ub`]b`XUg`VYj`c`fghY`YbXY`8i`Y`"

8]Y`5i`g[`Ub[`g`U[`Y`XYg`Gd]Y`g`k`Uf`Vf]gUbh`B`UWXY]bYa`j`Ö`][
Ui`g[`Y[`Y]WXYbYb`<`U`VnY]hghUbX`j`cb`" `&.` `&`ghY][`YfhYb`g]WXY`X]Y

6UmYfb`ja`YhnhYb`J]YfhY`i bX`gWUZhYb`Ygž`X]Y` : Ø\fi b[
_cbh]bi`]Yf`]W`Ui`gni`VUi`Yb`"G\UVUnn`B`Ud]Yf`k`Uf`a`]h`%)`Di`b`_hYb`
XYf`VYghY`K`YfZYf`ZØf`6UmYfb`":`Øf`I``a``_cbbhY`g]W`B`Y`gcb`
K`Y]XYa`Ubb`a`]h`%`Di`b`_hYb`Yfj`cf\YVYb`"8]Y`I``a`Yf`a`i`gghYb`
VYfY]hg]ja`Xf]hYb`J]YfhY`XYb`J`Yf`i`gh]`fYg`B`65!`?`UbX]XUHYb`B`c`U`
9ggYb[`i`Y`\]bbY`a`Ybž`XYf`b]W`h`UbhfUh`"8Yf`I``a`Yf`GdcfhX]fY`_hcf`
nY][`hY`g]W`Yb`h`Åi`gW`h`ØVYf`X]Y`HYfa`]b]Yfi`b[`XYf`:]`b`U`gYf]Y`
Xi`fW`X]Y`66@ž`XU`XUg`HYUa`]b`X]YgYa`Yb`hgW`Y]XYbXYb`A`ca`Yb`h`
ja`Y][`YbYb`GhUX]cb`i`bhYf`8`fi`W`_ghUbX`i`bX`X]Y`YfghY`
<Y]a`b]YXYf`U[`Y`gY]h`8`YnYa`VYf`\]bbY`a`Yb`a`i`gghYž`gc`Gdcfh%"`

9]b`Y`_`c`d`f][`Y`GU]gcb`

8]Y`:]`b`U`gYf]Y`a`Uf_]Yfh`Y]bYb`Yb`hgW`Y]XYbXYb`A`ca`Yb`h]b`Y]bYf`
GU]gcbž`X]Y`ZØf`X]Y`6UmYfb`U`Y`g`UbXYfY`U`g`fi`bX`Y]YZ`B`UW`Y]bY`a`
ZfØ`Yb`5i`ggW`Y]XYb`ja`Dc`_`U`[`Y[`Yb`Gmb`hU]b]Wg`A`67`i`bX`XYa`
j`Yfd`UgghYb`9]bni`[`]b`X]Y`9i`fc`@YU[`i`Y!D`Umc`Zg`k`Uf`XYf`
A`Y]ghYfh]hY`XUg`YhnhY`[`fc`»`Y`N]Y`ž`XUg`Y]bY`j`Yfg`Ø`b`]W`Y`
K`YbXi`b[`Vf]b[`Yb`_`ØbbhY`"7`c`UW`:`;`cfXcb`<`YfVYfhž`XYf`]b`gY]bYf`
YfghYb`GU]gcb`a`]h`6UmYfb`_`c`b`Zfc`bh]Yfh`k`Ufž`\`UhY`Ub`XYfY`
9fk`Ufhi`b[`Yb`[`YgYhnhž`VY`hcb`h`Y`Xc`W`ž`XUgg`X]Y`A`Ubb`gW`UZh`a`]h`
<`Yfn`i`bX`@Y]XYbgW`UZh`gd]Y`Y`"`ž`ghi`g`<`c`U`hnhž`Y]bYf`XYf`U`_`hj`Yb`
Gd]Y`Yfž`Åi`»`YfhY`g]W`c`dh]a`]gh]gW`ØVYf`X]Y`A`ch]j`Uh]cb`ZØf`XUg`
Yb`hgW`Y]XYbXY`Gd]Y`:`K`]f`\`UVYb`XUg`<`Yfn`i`bX`X]Y`@Y]XYbgW`UZh`
[`YnY][`hž`X]Y`k`]f`VfUi`W`Yb`ž`n]h]Yfh`Gdcfh%"`

8]Y`:]`Y`gW`]W`hY`j`cb`6UmYfbg`6Ug`_`YhVU`UVhY]i`b[`]gh]j`cb`<`Ø`Yb`
i`bX`H]YZYb`[`Ydf`Å[`h`":`Y[`fØbXYh`k`i`fXY`X]Y`5VhY]i`b[`]%-`(`*`ž`i`bX`]b`
XYb`)`\$Yf`i`bX`*`\$Yf`»\`fYb`_`cbbhYb`9fZc`[`Y[`YZY]Yfh`k`YfXYbž`Xc`W`
Z]b`Ub`n]Y`Y`9b[`d`ÄggY`ZØ`f`hYb`ØVYf`X]Y`»\`fY`ni`5Vgh]Y[`]i`bX`
F`ØW`_`Y`f`]b`X]Y`@[`Už`k`]Y`K`_]d`Y`X]U`Xc`_i`a`Yb`h]Yfh`8]Y`YhnhYb`
»\`fY`nY][`hYb`Y`Xc`W`Y]bYb`_`UfYb`5i`Zk`Åf`hghfYb`Xž`i`bhYf`Ub`XYfYa`
a`]h`XYf`A`Y]ghYfgW`UZh`&\$&(`ž`X]Y`ja`F`U`a`Yb`Y]bYg`8`ci`V`Yž`b`VYVYb`
XYa`66@Dc`_`U`g]Y[`ž[`Y`Ub`["`

9]b`gd`Ub`b`Yb`XYg`:]`b`U`Y`ghY`\`h`VYj`c`f`

8Ug`_`ca`a`Yb`XY`ZØb`ZhY`Gd]Y`k`]fX`ni`a`GW`]W`gU`ggd]Y`ZØf`X]Y`

6UmYfb"8Ug:HYUa`cZž'a]hXYa`GWkib[Ui gXYa`j]YfhYb
 Gd]Y`YfbYi h`X]Y`CVYf\UbX`ØVYf`I`a`ni`[Yk]bbYb`i bX`XYb
 g]YVhYb`A Y]ghYfh]hY`]b`XYf`J YfY]bg[YgW]W hY`ni`c`Yb"8]Y
 GdUbbi b[ghY][h`i bX`X]Y: Ubgi`_ÖbbYb`g]W`Ui Z`Y]bYb`dUW_YbXYb
 G\ck Xck b`ZfYi Yb"K]fX`6UmYfb`X]Y`bÖh[Yb`BYfj Yb`VYk Y]gYb3
 8]Y`5bhk cfhXUfUi ZYf\U`hYb`k]f`]b`k Yb][Yb`HU[Yb`

8YhU]`g	
Cfh	I`a`ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "gdcfh%"XY • XY"a "k]_]dYX]U"cf[

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