

C`XgWłcc`6YUhg.`<]d`<cd`7`Ugg]Wg`Ui Z
XYa`FccZhd`]b`<Ua Vi f[°

5a`&,"`đ b]`&\$&) `Z]bXYh`XUg`C`XgWłcc`6YUhg`FccZhd`CdYb
5]f`]b`XYf`J`]`U`J`j U`<Ua Vi f[`ghUhh` `Y]b`A`i`gg`Z0f`<]d!<cd!
: Ubg°



J`]`U`J`j U`ž`<Ua Vi f[`ž`8Yi hgWł`UbX`!`đ`<Ua Vi f[`[]VhYg`Ua
&,"`đ b]`&\$&) `Y]bY`[Ubn`VYgcbXYfY`J`YfUbgH`U`hi b[`ž`X]Y`<]d!<cd!
: Ubg`i bX`BcghU`[]_Yf`[`Y]WłYfa U»Yb`VY`[Y]ghYfb`k`]fX`"8Ug`9j`Ybh
C`XgWłcc`6YUhg` `FccZhd`CdYb`5]f` `Z]bXYh`]b`XYf`J`]`U`J`j U
ghUhh`i bX`V]YhYhj`cb`%)`.\$\$`V]g`&&.\$\$`I` \f`X]Y`k`c`\\`VYghY
A`Ö`[`]Wł`_Y]hž`g]Wł`a`]h`XYb`VYghYb`?`Ugg]_Yfb`Ui`g`XYb`-`\$Yfb`i`bX
&\$\$`\$Yfb`ni`i`a` [YVYb`"A`]h`Y]bYa` `@]bY`!`dž`XUg`8`>6Ug]W8`ž`8`>
: UfYYnmi`bX`8`>6][`@Ufmi`a`ZUgghž`k`]fX`\\Yf`Z0f`cfXYbh]Wł
Gh]a`a`i`b`[`]Ygcf`[h`"8UVY]`^]Y`[h`XYf`:`c`_i`g`[Ubn`_`Uf`Ui`Z`C`XgWłcc`
<]d`<cd`i`bX`F`b6ž`i`bX`Yg`k`]fX`bi`f`X]Y` `7fYa`Y`XY`"U`7fYa`Y` `Ui`g
X]YgYa` `a`i`g`_U`]gWłYb`đ`\\fnY`\\bh`Ui`Z`[`Y`Y`[`h`"@`Ui`h`GnYbY
<Ua Vi f[`]g]bX`X]Y`H]W`Yhg`^]a`]h]Yfh`i`bX`Yg`\\UbXY`h`g]Wł`b]Wł`hi`a
Y]b`A`UggYb!9j`Ybhž`k`Ug`Y]bYb`VYgcbXYfYb`7`\\Ufa`Y`Ui`ggfU`\\`h`

8]Y`J]`U`J]j Už`a]h`]\fYa `VYY]bXfi W_YbXYb`FccZncd`i bX
UhYa VYfUi VYbXYb`5i gV`]W_žV]YhYh`XYb`dYfZY_hYb`FU\`a Yb`ZØf
X]YgYb`a i g]_U`]gWXYb`FØW_V`]W_`"9]b`ϕXccf!6YfY]W`gcf[h`ni XYa
XUZØfžXUgg`XUg`9j Ybh`Ui W`VY]`FY[Yb`i bhYf`Y]bYa ` [i hYb`GhYfb
ghY\`h"8Yf`9]bhf]hh`_cghYh`UV`&\$ž\$`9i fcž`i bX`ZØf`U`Yž`X]Y`]b
9f]bbYfi b[Yb`gWk Y` [Yb`i bX`X]Y`6YUhg`XYf`U`hYb`GWk`i`Y`]YVYbž
]gh`X]Yg`Y]b`A i gg"

C`XgWk cc`6YUhg`YfcVYfh`X]Y`A i g]_gnYbY

C`XgWk cc`6YUhg`]gh`b]Wk`h`bi`f`]b`<Ua Vi f[`Y]b`<]hž`gcbXYfb`a UWk h
Ui W`]b`UbXYfYb`Gh`XhYb`k]Y`8i]gVi f[`i bX`@ØbYVi f[`X]Y`Fi bXY"
5a`&%"`ž`b]`&\$&`k]fX`Y]bY`Ä`b`]Wk`Y`J`YfUbghU`hi b[`]a`J]Yf
G]YVYb`7`i`V`]b`8i]gVi f[`ghUhhZ]bXYbž`[YZc`[h]`cb`k`Y]hYfYb`9j Ybhg
]b`j`YfgWk]YXYbYb`Gh`XhYbž`X]Y`bcWk`a`Y\`f`;`Y`Y[Yb`Y]hYb`V]YhYbž
X]Y`<]hg`j`cb`XUa`U`g`ni`ZY]Yfb`"8>: UfYYnmi bX`8>6][`@Ufmž`X]Y
Ui W`]b`<Ua Vi f[`Ui ZhfYhYbž`g]bX`XUVY]`ZYghY`;`fØ»Yb`]b`XYf
GnYbY`"8]YgY`9j Ybhg`V]XYb`Y]bYb`k`i`bXYfVUFYb`FU\`a Ybž`i`a`]b
X]Y`[c`XYbY`NY]h`XYg`<]d`<cd`Y]bni`hUi`Wk`Yb`i`bX`g]Wk`Ub`XYb
Y]ba`U`][Yb`J]VYg`X]YgYf`Y`fU`ni`YfZfYi`Yb`"Ni`XYa`k`]fX`Ub
j`YfgWk]YXYbYb`C`fhYbž`XUfi`bhYf`Ui`Wk`X]Y`A`G`?`c`]b`<Ua Vi f[`ž`X]Y
VY`]YVhY` C`XgWk cc`6YUhg`7fi]gY`9X]h]cb`Ua`%,`"ž`]`YVYbZU`g
Y]b`<][`]\`][`h`gYhnYb"

8cWk`k`Ug`a`UWk`h`XYb`FY]n`XYg`-`\$Yf!<]d!<cdg`gc`VYgcbXYfg3`K`JY
X]Y`6Yf]Wk`hYfghUhh`i`b[`Ui`Z`5ghci`bX`YX`F`UX]c`bU\`Y`Y[hž`\Uh]g]Wk
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Xca`]b]YfYbXYb`HY]`XYf`Dcd`_i`hi`f`Yb`hk`]W`Y`h`"?Øbgh`Yf`k`]Y`XYf
K`i`!HUb[`7`Ubž`B`Ug`i`bX`Hi`dUW`\UVYb`b]Wk`h`bi`f`X]Y
A`i`g]_`Ub`XgWk`UZh[YdfÄ[hž`gcbXYfb`Ui`Wk`A`cXY`i`bX`?`i`bgh
VYY]bZi`ggh`"8Yf`Gci`bX`k`Uf`j`]Y`ZÄ`h][ž`i`bX`gck`c`\`9Ugh`7c`Ugh`U`g
Ui`Wk`K`Ygh`7c`Ugh`VfUWk`hYb`]\fYb`Y][YbYb`Gh]`i`bX`]\fY`H\`Ya`Yb`]b
X]Y`GnYbY`Y]b"

ϕ`8Yi`hgWk`Ub`X`ZUb`X`]b`XYb`-`\$Yfb`YVYbZU`g`Y]bY`gdUbbYbXY
9bhk`]W`_i`b[`ghUhh`"?Øbgh`Yf`k`]Y`;`YhhYg`6fchi`bX`5Vgc`i`hY
6Y[]bbYf`Zcfa`]YfhYb`X]Y`XYi`hgWk`Y`<]d!<cd!`?`i`hi`f`i`bX`gWk`i`ZYb
Y]b`Y][YbYgž`Ui`h\`Ybh]gWk`Yg`?`Ub[V]`X`"8]YgY`9bhk`]W`_i`b[Yb

nY][Ybž'XUgg'C`XgWłcc`<]d'<cd'b]Włh'bi f'Y]b'A i g]_gh]'ghž
 gcbXYfb'Y]b'h]YZ'j Yfk i fnY'hYf'HY]'XYf'_i`hi fY`Yb'⇒Ybh]hÅhj]Y`Yf
 A YbgWłYbž'X]Y`b'X]YgYf'ŸfU'Ui Z[Yk UWłgYb'g]bX"

H]W_Yhg'i bX`=bZcfa Uh]c bYb

: Øf'XYb'9j Ybh]b'XYf'J]`U'J]j U'g]bX'X]Y`H]W_Yhgž'k]Y`VYfY]hg
 Yfk Å\bhž`]a]h]Yfh'i bX`_cghYb'UV`&\$ž\$`9i fc"K Yf'g]Wł`U`gc'a]h
 gY]bYb': fYi bXYb'Y]bYb'D'Uhn'Ui Z'XYa`F ccZhd'g]WłYfb'a`ÖWłhYž
 gc`hY'b]Włh'ni`Ub[Y`k UfhYb"5i Wł`X]Y`J YfUbgU`hi b[]b'8i]gVi f[
 \Uh'Y]bY`VY[fYbnhY`H]W_YhUbnU`ž'k Å\fybX`]b'j]Y`Yb'UbXYfYb
 GhÅXhYb'Å\b`]WłY': cfa UhY`Xi fWł[YZØ\fh'k YfXYb"8]Y
 @Y]XYbgWłUZh'ZØf'C`XgWłcc`<]d'<cd'gWłY]bh'i b[YVfcWłYbž'i bX'Yg
 k]fX'gdUbbYbX'gY]b'ni`gY\Ybž'k]Y'g]Wł`X]YgY'6Yk Y[i b[]b'XYb
 _ca a YbXYb'ž\fyb'k Y]hYfYbhk]W_Y`b'k]fX"

8]Y`J cfžfYi XY`Ui Z'XUg' C`XgWłcc`6YUhg'`F ccZhd'C dYb'5]f`]gh
 [fc»ž'i bX'Yg'j Yfgdf]Włhž'Y]b'i bj Yf[Ygg]WłYg'9f'YVb]g'ZØf'U`Y`ni
 k YfXYbž'X]Y`X]Y[c`XYbY`ŸfU`XYg'<]d'<cdg'ni`gWł`hYb'k]ggYb"
 5`gcž'8>6Ug]W8ž'8>: UfYYnm'i bX'8>6][`@Ufmž'a UWłh'Yi Wł`VYfY]h'
 <Ua Vi f[`k UfhYh`

8YhU]`g	
C fh	J]`U'J]j Už<Ua Vi f[ž'8Yi hgWł`UbX
E i Y`Yb	<ul style="list-style-type: none"> • gnYbY!\Ua Vi f["Wł'a • c`XgWłcc`VYUhg"h]W_Yh"]c • Ughci bXYXfUX]c"XY

6Ygi WłYb'G]Y`i bg'Ui Z.`bU[!\Ua Vi f["XY