

GhUhY`8fcdg`A i fXYf`7\Uf[Yg.
5VfUa ck g_] / . \$' - /g`&' !MYUf`B][\ha UfY
9bXg°

×ZZ`5VfUa ck g_]ž`UZhYf`&'`mYUfgž`]g`ZfYfYX`Ug`6fYj UfX`7ci bhm
Xfcdg`a i fXYf`W\Uf[Yg`Xi Y`hc`bYk`8B5`Yj`]XYbW`UbX`hf]U`
]ggi Yg"



DU`a`6Umž: `cf]XUž`I G5`!`đ`U`g][b]Z]WUbh`hi fb`cZYj Ybhgž`GhUhY
5hcfbYm`K]``GWXY]bYf`\Ug`XYW]XYX`bch`hc`di fgi Y`a i fXYf
W\Uf[Yg`U[U]bgh`×ZZfYm`5VfUa ck g_]ž`* (ž`cZ`A Y`Vci fbYž`YbX]b[`U
`cb[`UbX`W`bHYbh]ci g`Y[U`gU[U``H\]g`XYW]g]cb`a Uf_g`h\Y
W`a]bUh]cb`cZ`5VfUa ck g_] g`Z[\h`Zcf`ZfYfYXca`g]bW`\]g
W`bj]W]cb`]b`&\$*\$`Zcf`h\Y`a i fXYf`cZ`, !mYUf!c`X`7ci fhbYm`8]W_
7fUbXU`""`đ`g`VfYb`bYUf`m`hk c`mYUfg]g]bW`5VfUa ck g_]`k Ug
fY`YUgYX`Zfca`h\Y`6fYj UfX`7ci bhm`8YhYbh]cb`7YbhYf`cb`5df]`%, ž
&\$&' ž`UZhYf`&'`mYUfg`cZ`]bWUfW`fUh]cb`gYY_]b[`hc`WYUf`\]g`bUa Y``
: `cf]XU`HcXUm`fYdcfhg`h\Uh`h\Y`ghUhY`g`XYW]g]cb`ghYa`g`Zfca
bYk`mi bW`j YfYX`8B5`Yj`]XYbW`dfYgYbhYX`Vm`XYZYbgY`UhcfbYm

?Yj]b`A W7Ubbžk \c`j c`i bhYYfYX`\\]g`gYfj]Wg`]b`h\\]g`Wfi W]U`WUgY"

H\\Y`bYk`m`fYj YU`YX`8B5`hYgh]b[`\\Ug`g\\ck b`h\\Uh`h\\Y`8B5`cb`h\\Y
a`i fXYf`k YUdc`b`k Ug`\\]b_YX`hc`hk`c`X]ZZYfYbh`]bX]j]Xi U`gž`k]h\\`cbY
cZ`h\\cgY`]bX]j]Xi U`g`XYZ]b]h]j Y`m`YI Wi`X]b[`5VfUa`ck`g_]`Ug`U
Wc`bhf]Vi`hcf`H\\]g`Z]bX]b[`\\Ug`fU]gYX`Z`bXUa`YbhU`ei`Ygh]cbg`UVci`h
h\\Y`]bhY[f]hm`cZ`\\]g`cf][]bU`hf]U`"GW\\Y]bYf`\\Ug`W]hYX`h\\Y`cg`cZ
_Ym`k]hbYggYg`UbX`X]ZZ]W`hm`]b`fYhYgh]b[`UfW\\]j YX`Yj]XYbW`Ug
UXX]h]cbU`fYUgc`bg`Zcf`Xfcd`d]b[`h\\Y`WUgY`U[U]bgh`5VfUa`ck`g_]"
BchUV`mž`h\\Y`cf][]bU`Wc`bj]W]cb`\\]b[YX`cb`ei`Ygh]cbUV`Y
hYgh]a`cbm`UbX`h\\Y`a`YbhU`\\YU`h`ghfi [[`Yg`cZ`5VfUa`ck`g_] g
XYZYbgY`Uh`c`fbYm`Uh`h\\Y`h]a`Yž`]ggi`Yg`h\\Uh`XYgYfj Y`gWfi h]bm`Ug
↑ gh]W`Y`Zc`fhg`d`fc[fYgg`]b`:`cf]XU"

H\\Y`6UW_[fci`bX`cZ`⇒↑ gh]W

⇒g`k`cfh`bch]b[`h\\Uh`h\\Y`Yj Ybhg`gi`ffci`bX]b[`7fUbXU`g`a`i fXYf
k`YfY`a`i f_m`Uh`VYgh`7fUbXU`ž`k`\\cgY`\\]ghc`fm]bWi`XYX`Xfi [
XYU`]b[`UbX`gYj YfU`YbYa`]Ygž`k`Ug`Zci`bX`k]h\\`C`I`mWc`bh]b`UbX
WUg`ž`Ub`i`bYI`dY`W`hYX`hk`]gh`h\\Uh`a`i`XX`YX`h\\Y`U`Y[YX`a`ch]j Uh]cbg
VY`\\]bX`\\]g`XYUh`"H\\Y`Wc`a`d`YI`h]Yg`cZ`h\\Y`WUgY`i`bXYfg`Wc`fY`\\ck
YUg]`m`k`fcb[Z`\\Wc`bj]W]cbg`WU`b`Uf]gY`Zfca`a`]g]bhYfd`fYhUh]cbg`cZ
Yj]XYbW`UbX`W]fW`a`ghUb]U`XYhU]`g"

5VfUa`ck`g_]`fYa`U]bg`cZ]W]U`m`W\\Uf[YX`k]h\\`gY`Wc`bX!XY[fYY
a`i fXYfž`Vi`h`k]h\\`h\\Y`ghUhY`cd`h]b[`bch`hc`fYhfm`\\]a`ž`h\\Y`↑ X]W]U`
`UbXgWUdY`UddYUfg`XfUgh]WU`m`U`hYfYX`"?Ym`XYhU]`g`gi`ffci`bX]b[
h\\]g`WUgY`fYgcbUhY`k]h\\`fY`W`bh`Z]bX]b[g`Zfca`h\\Y`B`Uh]cbU`
⇒gh]hi`hY`cZ`ž`gh]W`fY[UfX]b[`k`fcb[Z`\\Wc`bj]W]cbg`H\\Y`fc`Y`cZ
ZcfYbg]WgW]YbW`ž`d`Ufh]W`Uf`m`8B5`UbU`mg]gž`]g`W]h]WU`k`\\Yb
X]gW`gg]b[`h\\YgY`hmdYg`cZ`Y[U`XYW]g]cbg`5Wc`fX]b[`hc`h\\Y`B`⇒ž
UXj`UbW`a`Ybhg`]b`ZcfYbg]W`hY`W`bc`c[m`\\Uj`Y`U`ck`YX`i`g`hc`fYj`]g]h
c`X`WUgYg`k]h\\`ZfYg`\\Ym`Ygž`fYj`YU`]b[`XUhU`h\\Uh`a`Um`\\Uj`Y
dfYj`]ci`g`m[cbY`i`bbch]W`X`"⇒XY`YX`ž`h\\YgY`UXj`UbW`a`Ybhg`UfY`U
VYUWc`b`cZ`cdY`]b`U`gmghYa`c`ZhYb`ghU]bYX`Vm`Y`ffc`fg`UbX
]b`↑ gh]W`gž`Ug`B`⇒\\][\\`][\\hg"

A`cj`]b[`:`cfk`UfX

5g'5VfUa ck g_]gYhg'UVci h'fYVi]X]b['\]g'']ZY'k]h\ '\]g'XUi [\hYf']b
DU`a '6Umž]hg'U'ghUf_`fYa]bXYf'cZ'h\Y'j]hU`]a dcfhUbW'cZ
UWW fUWm'UbX'hfUbgdUfYbWm'k]h\]b'ci f'↑ X]W]U'dfcW'gg"<]g'ghc'fm
]g'bch'↑ gh'UVci h'cbY'a Ub g'Z][\h'Zcf'↑ gh]W'žVi h'UVci h'h\Y
VfcUXYf']a d']W]h]cbg'cZ\ck 'h\Y'↑ gh]W'gmghYa 'cdYfUhYgž
dUfh]W 'Uf'm'fY[UfX]b['h\Y'Yj U'i Uh]cb'cZ'ZcfYbg]WYj]XYbW'"DUgh
Yffcf'g'WUb'cZhYb'ghYa 'Zfca 'U'UW'cZ'WUf]hm]b'ZcfYbg]WgW]YbW'ž
Ug'k Y j Y'gYYb']b'YffcbYci g'W'cbj]W]cbg'UW'fcgg'h\Y'W'ci bhfm"
@YUfb]b['Zfca 'h\YgY'a]gghYdg']g'W'fi W]U'h'c'Ybgi f]b['h\Uh'↑ gh]W'
]g'gYfj YX'ZU]f'm'Zcf'U'žk \Yh\Yf'XYZYbXUbhg'cf'j]W]a g"

⊕h\Y'VUW_Xfcd'cZ'5VfUa ck g_] g'WUgY'UbX'ch\Yfg''_]Y]hž'h\Y
W'ca a]ha Ybh'hc'↑ gh]W'fYa U]bg'dUfUa ci bh"GhUhY'5h'cfbYm
GWX]bYf g'dfca]gY'hc'W'ca a i b]W]hY'k]h\ 'h\Y'7fUbXU'ZJa]m'UbX
i d\c'X'j]W]a 'f][\hg'g][b]Z]Yg'U'VU'UbW'X'UddfcUW'hc'bUj][Uh]b[
h\YgY'W'ca d'YI 'Y[U'k UhYfg'"⊕gYYa g'h\Uh'h\YfY g'a i W'hc'VY
gU]X'Zcf'YUfb]b[ž'fYW]Zm]b[ž'UbX'\cdYŽ 'm'dfYj Ybh]b['Ž hi fY
]b'↑ gh]W'g'Zfca 'cWW ff]b['k]h\]b'ci f'W'ci fhg"

H\Y'ghc'fm'cZ'X'Z'5VfUa ck g_]']g'W'ca dY'']b['bch'↑ gh'Zcf']hg
ci h'W'ca YžVi h'Zcf'k \Uh]h'fYj YU'g'UVci h'h\Y'↑ gh]W'gmghYa g
Yj c'j]b['fY'Uh]cbg\]d'k]h\ 'ZcfYbg]WgW]YbW'UbX'h\Y']a dcfhUbW'
cZ'W'cbh]bi ci g']a d'fcj Ya Ybh]b'\ck 'k Y'UggYgg[i]'h'cf']bbcW'bW'"
I 'h]a UhY'mž'h\Y'dUh\ 'Zcfk UfX'XYdYbXg'cb'Ybgi f]b['h\Uh'h\Y
'Yggcbg'YUfbYX'Zfca 'h\YgY'YI dYf]YbW'g'UfY'hi fbYX']bh'cd'fUW]W'g
h\Uh'Zcfh]Zm'↑ gh]W'Zcf'Yj Yfmc'bY']bj c'j YX"

8YhU]`g	
Cfh	DU`a '6Umž': `cf]XUž'I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Z'cf]XUhcXUm"W'ca • gU%, "cf[• b]'^c'^d"[c j

6Ygi W'X'Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh