

DZY[Y_cghYb ']a ' BcfXYb 'YI d`cX]YfYb .
< Ua Vi f['ZØ\ fh'a]h' "%+- '9i fc °

⊕`< Ua Vi f['ghY][Yb`X]Y`DZY[Y_cghYb ']a `<Y]a `dYf`đ `]'&\$&)
Ui Z' "%+- '9i fc'a cbUh]W`"8Yf'5fh]_Y`VY`Yi W`hYh'fY []cbU`Y
I bhYfgW]YXY`i bX`ZcfXYfh`F`YZcfa`Yb`"



< Ua Vi f[ž'8Yi hgW`UbX`!`⊕`BcfXXYi hgW`UbX`g]bX`X]Y
DZY[Y_cghYb`ZØf`<Y]a`Y`]b`XYb`Y`hnhYb`đ\`fYb`Yf`YV`]W`
[Ygh]Y[Yb`"@Ui`h'6Yf]W`hYb`j`cb`B`8`F`ž`HU[YggW`Ui`i`bX`5`C`?
a`ØggYb`DZY[YVYXØfZh][Y`i`bX`XYfYb`5b[Y\`Øf][Y`bi`b`h]YZf`b`X]Y
HUgW`Y`[fY]ZYb`ž`i`a`X]Y`b`Øh][Y`i`bhYfghØhni`b[`]b`5bgdfi`W`ni
bY`a`Yb`"6YgcbXYfg`h`Ä`i`gW`h`X]YgY`9b`hk`]W`i`b[`b]W`h`ØVYf`X]Y
< YfUi`gZcfXYfi`b[Yb`\]bk`Y[ž'a`]h`XYbYb`j`]Y`Y`:`Ua`]]Yb
_cbZfcbh]Yfh`g]bX`"

⊕`< Ua Vi f[`VYhf`Ä`[h`X]Y`a`cbUh]W`Y`9][YbVYhY`]]`i`b[`gY]h`XYa`%"
đ`]'&\$&)`gUhY`'" "%+- '9i fc`ž`k`Ug`Y]bYa`5bgh]Y[`j`cb`" `&&`9i fc`]a
JYf[`Y]W`ni`a`J`cf`U`f`Yb`hgd]W`h`ž`k`c`Yg`bcW`&`,`)`+`9i fc`k`UfYb`"
8Ua`]h`]]Y[`h`< Ua Vi f[`_'Uf`ØVYf`XYa`Vi`bXYgk`Y]hYb`8`i`fW`gW`b]h`h

j cb'' "%\$, '9i fc" '5i W\X]Y'UbXYfYb'bcfXXYi hgW\Yb'6i bXYg`AbXYf
j YfnY]W\byb'XYi h]W\Y'9f\0\i b[Yb.'`b'GW\Ygk][!<c`ghY]b
a 0ggYb'DZY[YVYX0fZh][Y'a]hY]bYf'6YhY]'[i b['j cb'&"- %&'9i fc
fYW\byb'fU cf'U\ f.'&"* (+ '9i fcŁ'k À\ fYbX']b' B]YXYfgUW\gYb'X]Y
9][YbUbhY]'Y'VY]'&"+,) '9i fc`Y[Yb'`Y]b'5bgh]Y['i a' &) + '9i fc']a
J Yf[`Y]W\ ni a' J cf'U\ f" 'A YW_`YbVi f[!J cfdca a Yfb' \UhY]bYb
9][YbUbhY]'j cb'&"+) &'9i fcž'k Ug'YVYbZU`g`Y]bYb'5i Zk ÀfhghfYbX
XUfghY`h"**B 8 F**

8]Y ` \ 0W\ ghYb 'i bX 'b]YXf][ghYb '? cghYb ']a
 , VYfV`]W_

GdUbbYbX'k]fX'X]Y'6YhfUW\hi b['XYf'Vi bXYgk Y]hYb' i bhYfgW\]YXY.
6fYa Yb'Z0\fh'X]Y '@ghY'Ubž'k Ybb'Yg'i a' X]Y ` \ 0W\ ghYb
DZY[Y_cghYb [Y\hž'a]hY]bYa 'A cbUhgdY]g'j cb'' "((- '9i fc"'a
; Y[YbgUhn'XUni ` \Uh'GUW\gYb'!5b\U'h'a]h'bi f'&") -) '9i fc'X]Y
b]YXf][ghYb'a cbUh]W\Yb'?cghYb"'8]Y'9][YbUbhY]'Y'j Uf]]YfYb'ghUf_ž
UV\Àb[]['j cb'XYf'5i ZYbh\U'hgXUi Yf']a '<Y]a "'K Ybb'a Ub'; `0W_
\Uhž_0bbYb'9bh'Ughi b[gni gW\`À [Y'X]Y'?cghYb']a '@Ui ZY'XYf'`U\ fY
fYXi n]YfYb"

8]Y '<Ui dhi fgUW\Y'Z0f'X]YgYb'gh`AbX][Yb'5bgh]Y['g]bX'X]Y
ghY][YbXYb'DYfgcbU`_cghYbž'k À\ fYbX'X]Y'DZY[Yj Yfg]W\Yfi b[
_Ui a' Z0f'X]YgY'?cghYb'Ui Z_ca a h''9i dYfhYb' i bX'DZY[Yj YfVÀbXY
ZcfXYfb'XU\Yf'FYZcfa Ybž'i a' X]Y '@U[Y'Z0f'DZY[YVYX0fZh][Y'ni
j YfVYggYfb"'K]Y'X]Y'HU[YggW\Ui 'VYf]W\hYhž'g]bX'X]Y
9][YbVYhY]'[i b[Yb']a 'YmhYb'`U\ f']a '8i fW\gW\b]hhi a' fi bX'' \$\$
9i fc' [Ygh]Y[Yb"'8]Yg'gd]Y[Y'h'g]W\`Ui W\]b'XYb'NU\`Yb'k]XYf.'8]Y
Xi fW\gW\b]h]W\Y'9][YbVYhY]'[i b['Z0f'XUg'YfghY'`U\ f'XYg
<Y]a Ui ZYbh\U'hg`U[' &\$&('VY]'&"* , + '9i fc' i bX']gh'&\$&) 'Ui Z'&"- , (
9i fc'Ub[Ygh]Y[Yb"**HU[YggW\ Ui**

8]Y 'Z]bUb n]Y`Y'6Y`Ughi b['i bX'FYZcfa Yb

8]Y'5C? 'Yf[Àbnh'X]YgY'`bZcfa Uh]cbYb' i bX'VY`Yi W\hYh'X]Y'U_hi Y`Y
Z]bUb n]Y`Y'6Y`Ughi b['j cb'DZY[YVYX0fZh][Yb']a 'U\ f'&\$&' "'8]YgY
\UVY' i a' %- ž&'DfcnYbh']a 'J Yf[`Y]W\ ni ' &\$&&'ni [Ybca a Ybž'k Ug

ZØf`j]Y`Y`Y]bY`YbHgWXY]XYbXY`6Y`Ughi b[`XUfghY`h`Gi dYf.`8]Y
 DZY[Yj Yfg]WXYfi b[`YfghUhhYh`a `GWXb]hh`)* - `9i fc`dFc`A cbUhž
 UVYf`FYbHyb`i bX`Y][YbY`9fgdUfb]ggY`k YfXYb`cZh`ghUf_
 ghfUdUn]Yfh`a `GWXb]hh`nU\`Yb`6Yk c\`bYf`ZØf`DZY[Y` , +(`9i fcž`ZØf
 l bhYf`_i bZhi bX`J YfdZY[i b[`-\$- `9i fc`gck]Y` (, (`9i fc`ZØf
 ðj Ygh]h]cbYb"5C?

8]Y`dc`h]gWXY`8]g`_i gg]cb`ØVYf`X]Y` , VYfbU\`a Y`XYf`?cghYb`Xi fW
 X]Y`@AbXYf`k]fX`]a a Yf`Ui hYf`I`f]_Y`9`gbYfž`X]Y`J cfg]mYbXY`XYg
 J YfVUbXYg`XYf`9fgUhn`UggYbž`\Uh`VYfY]hg`[YZc`fXYfhž`XUgg`X]Y
 DUfhY]Yb`j cf`XYf`6i bXYghU[gk U\`X]Y`DZY[Y`VYnU\`VUf`\U`hYb
 a ØggYb``9]b`6`]W`_Ui ZX]Y`NU\`Yb`nY][hž`XUgg`X]Y`@AbXYf`]a`_U\`f
 &\$&&`bi`f` , +*`A`j`]cbYb`9i fc`ZØf`DZY[YY]bf]W`hi b[Yb`ni`f
 J YfZØ[i b[`ghY`hYbž`k À\`fYbX`X]Y`DZY[YVYXØfZh][Yb`gY`Vgh
 i b[`Ui`V`]WXY` (ž(`A`j`)]UfXYb`9i fc`nU\`Yb`a`i`gghYb"

8Yf`5bgh]Y[`XYf`DZY[YVYXØfZh][Yb`]b`8Yi hgW`UbX`ghY`h
 ni`gÀm`]W`Y]bY`<YfUi`gZc`fXYfi b[`XUf.`9bXY`&\$&`k`UfYb
]bg[YgUa`h`_bUdd`) ž+`A`j`]cbYb`A`YbgWXYb`dZY[YVYXØfZh][``8]Yg
 nY][hž`k`]Y`k`]W`h][`Yg`]ghž`gck`c`\`X]Y` ðZfUghfi`_hi`f`U`g`Ui`W`X]Y
 Z]bUbN]Y`Yb`F`U\`a`YbVYX]b[i b[Yb`Xi`fW`F`Y`Zcfa`Yb`ni
 j`YfVYggYfb``A`U»`bU\`a`Ybž`X]Y`VYfY]hg`Ui`Z[fi`bX`XYf
 DZY[YVYXØfZh][_Y]hj`cb`a`Y\`f`U`g`-`\$`Dfc`nYb`h`XYf`6Y`hfc`ZY`b`Yb`ž`X]Y
 ni`<`Ui`gY`j`Yfgcf[`h`k`YfXYbž`Xf]b[YbX`YfZc`fXYf`]W`g]bX"

8YhU]`g	
C fh	<Ua`Vi`f[ž`8Yi`hgW`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "hU[YggW`Ui`"XY • k k k "Uc`_"XY

6Ygi`WXYb`G]Y`i`bg`Ui`Z`X]Y!`bUW`f]W`hYb`"Wc`a