

∅f[Yb`F YgWΛ .`² _c! < Y`X`c XYf`² _c!
HU`]VUb 3`8 YVUhhY`]b`K U]V`]b[Yb`°

∅f[Yb`F YgWΛ ž`7\YZXYf`8 Yi hgWΛ Yb`l a k Y`h\]`ZY ž`gdf]WΛ h`Ua
) "A U]`]b`K U]V`]b[Yb`ØVYf`l a k Y`hdc`]h]_`i bX`]\fY
< YfUi gZcfXYfi b[Yb`"



K U]V`]b[Yb`ž`8 Yi hgWΛ`UbX`!`5a`A`cbhU[ž`XYa`)`"A U]ž`k`]fX
∅f[Yb`F YgWΛ ž`XYf`; YgWΛ`Å`ZhgZØ`fYf`XYf`8 Yi hgWΛ Yb`l a k Y`h\]`ZY
fB l < Ł`i a`%`-`l`f`]a`K U]V`]b[Yf`?`i`h`i`f`U`i`g`G`W`k`U`b`Y`b`Y`f`k`U`f`h`Y`h`
F YgWΛ`ghY`h`]a`:`c`_`i`g`Ò`ZY`b`h`]WΛ`Y`f`?`c`b`h`f`c`j`Y`f`g`Y`b`ž`X`U`Y`f`j`c`b`j`]Y`Y`b`
U`g``²`_`c!`<`Y`X``j`Y`f`Y`h`ž`j`c`b`U`b`X`Y`f`Y`b`Y`X`c`WΛ`U`g``²`_`c!`HU`]V`U`b`
_`f`]h`g`]Y`f`h`k`]f`X`"8`]Y`g`Y`Ni`g`WΛ`f`Y`]V`i`b[Yb`gd]Y[Y`b`X]Y`ghUf`
dc`Uf]g]Y`f`h`Y`b`A`Y`]b`i`b[Yb`ØVYf`l a k Y`hcf[Ub]gUh]cbYb`i bX`XYfYb`
9]bZi gg`Ui Z`X`Y`; YgY`g`WΛ`U`Z`h`k`]X`Y`f`" `?`f`]h`_`Y`f`k`]Y``æ`U`WΛ`]a`D`Z`Y`Z`Y`f`
\`U`V`Y`b`X`]Y`8`Yi hgWΛ`Y`l a k Y`h\]`ZY`U`g``dc`]h]gWΛ`Y`b`
H`Y`b`X`Y`b`n`V`Y`h`f`]Y`V``V`Y`n`Y`]WΛ`b`Y`h`i`b`X`n`Y`][Yb`X`Ua`]h`i`b`a`i`h`Ø`V`Y`f`
X`Y`f`Y`b`9]bZi gg`b`U`a`Y`]b`X`Y`f`l a k Y`hdc`]h]_"

8]Y`8]g`_i`gg]cb`i`a`X`Y`b`l`a`k`Y`h`i`b`X`?`]a`U`g`WΛ`i`h`n`]g`h`]b`

8Yi hgW\`UbX`b]W\h`bYi`i`bX`\Uh]\fY`K`i`fnY`b`]b`XYf
BUW`_f]Y[gnY]h"BUW`XYa`NkY]hYb`K`Y`h`_f]Y[`j`Yfg`Ai`a`hY`Yg
8Yi hgW\`UbX`Ub[Yž`g]W\`Yfbgh\UZh`a`]h`XYb`l`a`k`Y`h`d`f`c`V`Ya`Yb
Ui`gY]b`Ub`XYf`ni`gY`hn`Yb`"5V`XYb`%-`*`\$Yf`đ\`fYb`k`i`fXYb`X]Y
[fUj`]YfYb`XYb`GW\`AXYb`Xi`fW\`]b`Xi`ghf]Y`Y`9a`]gg]c`b`Yb`]b
;`fc»`gh`AX`hYb`i`bX`]b`Xi`ghf]Y`Y`b`6U`i`b[`gf`Ai`a`Yb`ni`b`Y`a`Yb`X
h\`Ya`Uh]g]Yf`h`8]YgY`Dfc`V`Ya`Y`Z0`f`hYb`ni`f`;`f0`b`Xi`b[`k`]W\`h][`Yf
=b`gh]hi`h]c`b`Yb`i`b`X`;`YgY`hn`Y`ž`X]Y`XYb`;`fi`b`X`ghY]b`Z0`f`X]Y`\`Yi`h][`Y
l`a`k`Y`h`d`c`]h]_`Y[`hYb`"

G]W\`j`Yf`Ab`XY`fb`XY`l`a`k`Y`h`d`c`]h]_`

8]Y`g`c`n]U`V]YfU`Y`F`Y[`]Yfi`b[`i`b`hYf`K`]`m`6`f`Ub`X`h`gY`hn`hY`9`b`XY`XYf`
%-`*`\$Yf`đ\`fY`Yf`ghY`5`_`n`Y`b`hY`]b`XYf`l`a`k`Y`h`d`c`]h]_`"%-`+`\$`VY[`Ub`b`Yb`
g]Y`a`]h`Y]b`Ya`Gc`Zc`f`h`d`f`c[`fUa`a`ni`f`J`Yf`VY`gg`Yfi`b[`XYf`
l`a`k`Y`h`VY`X]b[`i`b[`Yb`"8`Yf`9`f`U`gg`VY`XYi`hYb`XYf`l`a`k`Y`h[`YgY`hnY`
k]Y`XYa`];`YgY`hn`ni`a`GW\`i`hn[`Y[`Yb`:`i[`A`fa`i`b`X`XYa`i`
6Y`bn]b`V`Y][`YgY`hn`Zc`[`hYb`gW\`b`Y`"

- ;`YgY`hn`ni`a`GW\`i`hn[`Y[`Yb`:`i[`A`fa`i`f%-`+%Ł
- 6Y`bn]b`V`Y][`YgY`hn`f%-`+%Ł
- 5V`ZU`VY`gY]h][`i`b[`g[`YgY`hn`f%-`+%Ł
- 6i`b`XY`g]a`a`]gg]c`b`g[`YgY`hn`f%-`+%Ł
- 6i`b`XY`gb`Uhi`fgW\`i`hn[`YgY`hn`f%-`+%Ł

8]Y`;`f0`b`Xi`b[`XY`g`l`a`k`Y`h`Vi`b`XY`g`Ua`hY`g]a`đ\`f`%-`+(`k`i`f`XY`
Y`b`hgW\`Y]XY`b`X`ni`f`8i`f`W\`g`Y`h`ni`b[`X]Y`g`Y`f`;`YgY`hnY`"5V`%-`++`h`fi[`Y`b`
Y`f`ghY`h`Y`W\`b]gW\`Y`A`U»`b`U`a`Y`b`ž`k`]Y`
F`Ui`W\`[`U`g`Y`b`hgW\`k`YZY`i`b[`g`Ub`U[`Y`b`ž`ni`Y]b`Ya`F`0`W`_[`Ub[`XY`f`
GW\`k`YZY`X]c]`]X`VY`U`ghi`b[`VY]"H`f`c`h`n`X]Y`g`Y`f`:`c`f`hgW\`f]h`hY`gh]Y[`Y`b`
X]Y`?`c`\`Y`b`X]c]`]X!`9a`]gg]c`b`Y`b`V]g`%-`,`\$`j`c`f`0`VY`f[`Y`Y`b`X`k`]Y`XY`f`Ub`ž`
k`U`g`X]Y`<`Y`f`Ui`g`Zc`f`XY`fi`b[`Y`b`]a`l`a`k`Y`h`gW\`i`hn`j`Y`f`XY`i`h`]W\`h`"

8]Y`l`a`k`Y`h`VY`k`Y[`i`b[`XY`f`%-`+`\$Yf`đ\`fY`gd]Y`hY`Y]b`Y`
GW\`0`ggY`fc`Y`]b`XY`f`H`Y`a`Uh]g]Y`fi`b[`i`a`k`Y`h`d`c`]h]gW\`Y`f`:`fU[`Y`b`
=b]h]Uh]j`Y`b`k`]Y`XY`f`6i`b`XY`gj`Y`f`V`Ub`X`6`0`f[`Y`f]b]h]Uh]j`Y`b`
l`a`k`Y`h`gW\`i`hn`f`b`6i`Ł`k`i`f`XY`b`[`Y[`f0`b`XY`h`ž`i`a`J`Y`f`Ab`XY`fi`b[`Y`b`
j`c`f`Ub`ni`h`fY]VY`b`"K`]XY`f`gh`Ub`X`[`Y[`Y`b`X]Y`5`h`c`a`_`f`U`Zh[`Y`k`Ub`b`]b`XY`f`

nk Y]hYb' <À`ZhY`XYf`%- +\$Yf`>U\ fY`Ub`A ca Ybhi a ži bX
A UggYbdfchYghY`d fÀ[hYb`X]Y`dc`]h]gWXY`@UbXgWUZh"

B À\ Y`ni f` ; YgY`gWUZh

8]Y`I a k Y`hdc`]h]_`k i fXY`]bgVYgcbXYfY`Xi fW`9fY][b]ggY`k]Y`X]Y
FYU`hc_f`UhUghfcd\Y`j cb`HgWXYfbcVm`%- , *`]b`XYb`A]hY`di b_h
[YfØW`h`N]Y`k Uf`Ygž`Y]b`6i bXYga]b]ghYf]i a`ZØf`I a k Y`hž
BUhi fgW`i m`i bX`FYU`hcf]g]WXYf\Y]h`ni`YhUV`]YfYbž`i a`Y]bY
YZZY`_hj`YfY`[YgYm`]WXY` ; fi bX`U[Y`ni`gWUZZYb`" ð`XYf`88F`k Uf
X]Y`G]hi Uh]cb`b]W`h`VYggYf/[fUj]YfYbXY`I a k Y`hdfcV`Ya Y`ZØ\fhYb
Ui W` \]Yf`ni`Y]bYf`_Y]bYbž`UVYf`k]f`_i b[gj`c`Yb
I a k Y`hVYk Y[i b["

8]Y`K YbXY`]b`XYf`XYi hgWXYb`Dc`]h]_`VfUW`hY`gck`c`\`
<YfUi`gZcfXYfi b[Yb`U`g`Ui W`7\UbW`b`"8]Y`K]YXYfj`YfY]b][i b[
ZØ\fhY`ni bÀW`gh`ni`Y]bYf`GhU[bUh]cb`XYf`I a k Y`hdc`]h]_`ž`XU
k]fhgWUZh]WXY`i bX`gcn]U`Y`6Y`Ub[Y`ØVYf`I a k Y`hh\Ya Yb`[YghY`h
k i fXYb`"8cW`Yg`[UV`Ui W`9fZc`[Yž`k]Y`X]Y`GWUZZi b[`j`cb
BUh]cb`U`dUf`_g`i bX`XUg`Dfc`Y`_h` ; fØbYg`6UbX` ž`XUg`XYb` : c`_i`g`Ui`Z
XYb`BUhi fgW`i m`Yb`_hY"

ð`XYb`Y`hnhYb`>U\fnY\`bhYb`\`Uh`8Yi hgW`UbX`nk Uf`]b`j]Y`Yb
5gdY`_hYb`XYf`I a k Y`h`i`bX`?`]a Udc`]h]_`Y]bY`J`c`ffY]hY`ffc`Y
Y]b[Ybca`a`Ybž`XcW`X]Y`9ffY]W`i b[`XYf`Yi`fcdÀ]gWXYb
@`Zhe`i`U`]hÀ`hgn]Y`Y`V`Y]Vh`ZfU[`]W`"6]g\Yf][Y`GhfUhY[]Yb`ni`f
FYXi`_]cb`j`cb`7C`&!9a`]gg]cbYb`i`bX`X]Y`Ub[Zf]gh][Y
BUW` \`U`h][_Y]h`nY][Yb`bcW`8Y`Z]n]hY`"8]Y`B`chk`YbX][_Y]h
h]Y`Z[fY]ZYbXYf`HfUbgZcfa`Uh]cbYb`]gh`i`bVYghfY]hVUf"

5a`_`ca`a`YbXYb`A`cbhU[`k`]fX`>Øf[Yb`FYgW`]b`K`U]V`]b[Yb`g]WXYf
Ui`ZX]YgY`XfÀb[YbXYb` : fU[Yb`XYf`I a k Y`hdc`]h]_`Y]b[Y\Yb`i`bX
X]Y`j`YfZU\`fYbY`8]g`_i`gg]cb`i`a`X]Y`Fc`Y`XYf`8Yi`hgWXYb
I a k Y`h`]Z`Y`Ubghc`»`Yb`"5`_hi`U`]hÀ`h`VYg]hnh`XUg`H\Ya`U`a`Y`f`XYb`b
Y`ž`i`bX`Yg`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]W`X]Y`5bg]W`hYb`i`bX
<U`hi`b[Yb`ni`f`I a k Y`hdc`]h]_`]b`8Yi`hgW`UbX`Yb`hk`]W`_Y`b`k`YfXYb`"

K]Y`**NJ** K`VYf]W`hY`hž`]gh`XUg`HfY`ZYb`Y]bY` ; Y`Y[Yb`Y]hž`g]W`ØVYf`

X]Y`i bhYfgW]YX`]WYb`Dcg]h]cbYb`ni f`U_hi Y``Yb`l a k Y`h`U[Y
 Ui gni hUi gWYb" "<]bhYf[fi bX]bZcfa Uh]cbYb`ni `XYb`\]ghcf]gWYb
 9bhk]W_`i b[Yb`]b`XYf`l a k Y`hdc`]h]_`V]YhYh`ni XYa `X]Y`
 6i bXYgnYbhfU`Y`ZØf`dc`]h]gWY`6]`Xi b["

8YhU]`g	
J cfZU``	l a k Y`h
C fh	K U]V`]b[Ybž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "VdV"XY

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