

< Y]XY`VYf[. 'A Y[U!6cl UVYbX`Ua`'%- "'`đ `]'`
9]b`bYi Yf`GhYfb`Ua`' <]a a Y`°

5a`'%- "'`đ `]'`&\$&) ``ÄXh`< Y]XY`VYf[`ni a`'6cl`!9j`Ybh`XYg`đ\`fYgž`
XUg`Y]bY`bYi`Y`ÿfU`ZØf`XYb`XYi`hgW`Yb`6cl`gdcfh`Y]b`Y]hYh`



< Y]XY`VYf[ž`8Yi`hgW`U`bX`!`đ`< Y]XY`VYf[`hi`h`g]W` ;`fc»`Yg`]a`
6cl`gdcfh`'5a`'GUa`ghU[`ž`XYa`'%- "'`đ `]'`ž`k`]fX`]a`'GBD`Xca`Y`Y]bY`
J`YfU`bghU`hi`b[`'ghUhhZ]b`XYb`ž`X]Y`ZØf`Zf]g`W`Yb`K`]bX`]b`XYf`XYi`hgW`Yb`
6cl`gnYbY`'gc`f[`Yb`'gc`""`8`Yf`'đ]h]U`hc`f`XYg`?`Ua`d`ZUVYb`Xg`]gh`:`c`f]U`b`
K`]bhYfž`XYf`ni`đ\`fYgVY[`]bb`XUg`l`bhYfbY`a`Yb`F`]b[`g]XY`NcbY`
[`Y[`fØb`XYh`U`h`GY]b`N]Y`3`8Yb`6cl`gdcfh`b`UW`XYb`5V[`Äb[`Yb`XYf`
?`]hgW`_c!6fØXYf`k`]YXYf`]bg`F`Ua`d`Yb`]W`h`ni`fØW`Yb`ž`VYf]W`hYh`
< Y]XY`VYf[&(` "

9]b`k`U`fYf`<c`Zbi`b[`ghfÄ[`Yf`Ui`Z`X]YgYa`'9j`Ybh`]gh`9a`Ubi`Y`
C`X]UgYž`Y]b`hU`Ybh]YfhYf`6cl`Yf`Ui`g`< Y]XY`VYf["`8`Yf`&\$&`']b`XYb`
Dfc`Z]Vcl`gdcfh`Y]b[`Ygh]Y[`YbY`C`X]UgY`U`h`VYfY]hg`]b`g]YVYb`
?`Äa`d`ZYb`gY]bY`l`bVYg]Y[`VUf`_Y]h`i`bhYf`6Yk`Y]g`ghY`Yb`_`ØbbYb`"9f`

k]fX`ja`F]b[`[Y[Yb`XYb`HgW`YW`Yb`Hca`½` `½Y`_`UbhfYhYbž`i`bX`
XYf`?`Ua`dZj`Yfgdf]W`h`Y]b][`Yg`Ub`GdUbbi`b[``C`X]UgY`k`]fX`j`cb`XYa`
YfZ\`fYbYb`HfU]bYf`æVmi`7`Umhc`bž`XYf`]b`K`c`j`Yf\`Ua`d`cb`UfVY]hYh`
i`bX`Ui`W`]b`5`bh\`cbm`æ`g\i`Ug`HY`Ua`h`Åh][`]ghž`VYhfYi`h`GY]bY`
`Ub[`Zf]gh][`Yb`5a`V]h]cbYb3`8`Yf`K`Y`ha`Y]ghYf!;`ØfhY`gc`&`\$`&+`]b`
XYf`G5D`5`fYbU`]b`A`Ubb\`Y]a`b`UW`<`Ui`gY`[`Y\`c`h`k`YfXYb`"

F U\`a`Ybdfc[`fUa`a`i`bX`Dfca`]bYbn

8cW`XYf`?`Ua`dZUVYbX`]gh`a`Y\`f`U`g`bi`f`Y]b`6cl`_`Ua`dZ`9]b`Vi`bhYg`
F`U\`a`Ybdfc[`fUa`a`k`]fX`XYb`5`VYbX`VY[`Y]hYbž`a`]h`5i`Zh]hYb`j`cb`
F`UddYf`G\]bXmž`F`b`6!GÅb[`Yf`5`Xf]Ub`6i`↑`d]i`bX`XYa`A`i`g]_`ghUf`
B`c`A`6`Y`"5`g`A`c`XYfUhc`f`k`]fX`?`U]`9`VY`Xi`f`W`XYb`5`VYbX`ZØ\`fYb`
Ni`XYa`X`ØfZYb`X]Y`Ni`g`W`Ui`Yf`a`]h`Y]bYf`b`Ua`\`UZhYb`;`Å`ghYg`W`Uf`
Ui`g`j`Yfg`W]Y`XYbYb`6`YfY]W`Yb`fY`W`bYb`"

Gc`hY`Yg`k`Y]hYfY`HU`Yb`hY`ni`Yb`h`XYW`Yb`[`Y`VYbž`ghY\`Yb`a`]h`B`Y`j`]Y`
H]U`Z`U`W`ž`5`fX]Ub`?`f`Ugb]e]ž`G]a`cb`NU`W`Yb\`i`VYfž`8`Y`f]a`
;`Ò`_`Xi`a`Ubž`5`Yi`Ub`XYf`C`_`U`Z`c`f`ž`9`]U`,`_`Ø`g`Y`j`Yb`i`bX`C`a`Uf`U\`
HU`m`c`f`[`Y]W`a`Y\`fYfY`6`cl`Yf`VYfY]hž`]a`F`]b[`ni`ghY\`Yb`"8`]Y`
H]W`_`Y`hg`g]bX`UV`gc`Z`c`fh`Ø`VYf`9]Y`bh]a`Yf`\`Å`h]W`i`bX`_`c`ghYb`
nk`]g`W`Yb`*`+`ž)`\$`i`bX`%`+`+`ž)`\$`9`i`fc`"

6cl`gdcfh]a`K`UbXY`

8`Yf`G`W`k`Y]n`Yf`6`cl`gdcfh`nY][`h`g]W`U`_`hi`Y`j`cb`gY]bYf`V`Ø\`Yb`XYb`
GY]hYž`Ui`W`X`Ub`_`XYf`F`Ø`W`_`Y\`f`ni`fY[`i`Å`fYb`6`cl`_`Å`a`dZYbž`X]Y`
Xi`f`W`X]Y`9]bX`Å`a`a`i`b[`XYf`7`c`f`cb`U!`DU`b`XYa`]Y`k`]Y`XYf`a`Ò[`W`
k`i`f`XY`ž`k`]Y`G`d`c`f`h!`-`\$`VYf]W`hYh`9`g`ghY\`Yb`n`U\`fY]W`Y`?`Å`a`dZY`Ui`Z`
XYf`@]ghYž`X]Y`Ui`W`]b`<`Y]XY`VYf[`gd`Ubb`Yb`X`k`YfXYb`X`Øf`ZhYb`"

9]b`k`Y]hYfYg`<][`\\][`h]a`XYi`hg`W`Yb`6`cl`gdcfh`k`Uf`X]Y`YfghY`
8`Yi`hg`W`Y`A`Y]ghYfg`W`U`Zh]a`A`UghYfV`cl`Ybž`X]Y`Ua`&`,`"U`bi`Uf`&`\$`&`
ghU`h`Z`U`b`X`"8`UVY][`UV`Y`g`%`&`Xi`f`W`[`Y`ZØ\`fhY`?`Å`a`dZY`a`]h`Y]bYf`
5`hYfgf`Ub[`Y`j`cb`"V]g`)`-`U\`fYb`i`bX`Y]bY`a`hY`W`b]g`W`\`c\`Yb`
B]j`Y`Ui`ž`k`Ug`X]Y`[`i`hY`G]h]a`a`i`b[`VY]`XYb`&)`\$`Ub`k`Y`g`Y`b`XYb`:`U`bg`
i`bhYfghfY]W`hž`gc`XYf`6`cl`j`YfV`Ub`X`"

A]h'9j Ybhg'k]Y`X]YgYb'k]fX`XYf'6cl gdcfh]b'8Yi hgW`UbX
g]W`Yf`]W`k]YXYf' [fc» [YgW`f]YVYb" `8 Ug'9b[U[Ya Ybhj cb
?Àa dZYfb'k]Y`9a Ubi Y`C X]UgY`nY][hž`XUgg`@Y]XYbgW`UZh'i bX
HU`YbhY`bUW`k]Y`j cf`Ui Z`XYa `J cfa UfgW`g]bX`i bX`X]Y`bÅW`ghYb
>U\ fY`ZØf`gdUbbYbXY`9bhk]W`i b[Yb`[Ygcf[h'g]bX"

8YhU]`g	
C fh	<Y]XY`VYf[ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\Y]XY`VYf[&("XY • k k k "Vcl j YfVUbX"XY • gdcfh! - \$"XY

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