

A YggYfUhhUW_Y`ja`9ghYf\ ½nmdUf_ C VXUW`cgYf`Yf[fY]Zh`X]Y`:`i WX h°

9]b`A YggYfUb[f]ZZ`ja`9ghYf\ ½nmdUf_ž`A Uf]U\]`Ž`Ua`&*"'đ b] &\$&) ž`fYgi`h]YfhY`]b`J Yf`Yhni b[Yb`i bX`Y]bYf`:`YghbU`a`Y`XYg HÄhYfg"



9ghYf\ ½nmdUf_ž`%\$*`\$`K`]Ybž`²` ghYffY]WX`!`a`9ghYf\ ½nmdUf_
]a`K`]YbYf`6Yn]f`_A Uf]U\]`Z[UV`Yg`Ua`&*"'đ b] &\$&) `Y]bYb
gWX`cW`YfYbXYb`J`cfZU`ž`XYf`X]Y`:`Ya`ØhYf`VYk`Y[h`Nk`Y]
C VXUW`cgY`[Yf]YhYb`ØVYf`Y]bY`J`cX`U!`:`UgWXY`]b`Y]bYb`YZh][Yb
GhfY]h`8UVY]`k`i`fXY`Y]b`\$!`Ä`f][Yf`A`Ubb`j`cb`Y]bYa`)`&!`Ä`f][Yb
@]hUi`Yf`a`]h`Y]bYa`A`YggYf`gWX`k`Yf`j`Yf`Yhnh`8`Ug`C`d`Zf`Yf\]Y`h
YfghY`<`]ZY`i`bX`a`i`gghY`UbgWX`]Y»`YbX`j`cb`XYf`6Yfi`ZgfYhi`b[`K`]Yb
]bg`?`fUb`_Yb`U`i`g`[YVfUW`h`k`YfXYb`"K` Ug`VYgcbXYfg
VYa`Yf`_Ybgk`Yfh`]gh`8`Yf`\$!`Ä`f][Y`UhhY`Y]bYb`5`_c`hYgh
VYghUbXYbž`XYf`Y]bYb`K`Yfh`j`cb`ž`Dfca`]`Y`Yf[UV`Hfchm`XYg
`c`Yb`5`_c`d`Y[Y`g`k`Uf`Yf`]b`XYf`@U[Yž`XYb`HÄhYf`ni
]XYbh]Z]n]YfYbž`VYf]WX`hYh`cY`&(`"

8]Y`Dc`nY]`k i fXY`bUW`XYa`JcfZU`U`Ufa`]Yfhž`YXcW`[Y`Ub[`X]Y
: YghbU`a Y`XYg`H`hYfg`b]W`hgcZcfh`Nk Y]`HU[Y`gd`hYf`a Y`XYhY
g]W`XUg`CdZf`YfbYi`hi bX`hY]`hY`XYb`6YUa`hYb`a`]hž`XUgg`Yf`XYb
5b[fY]ZYf`]b`Y]bYa`bU`Y[Y`Y[YbYb`DUf`_`YbhXYW`h`UhhY`"
8UfUi`Z`]b`_`cbbhY`X]Y`Dc`nY]`XYb`) &!`À`f][Yb`ZYghbY`a`Yb`i`bX
ghY`hY`ZYghž`XUgg`Yf`Y]b`?`ØW`Yba`YggYf`]b`gY]bYa`Fi`W`gUW`VY]
g]W`ZØ`fhY`"9f`k i fXY`]b`Y]bY`š`gh]nUbghU`h`ØVYfghY`h`"8]YgY
JcfZ`À`Y`g]bX`HY]`Y]bYf`[fØ»YfYb`DfcV`Ya`Uh]`_`]b`XYf`XYi`hgW`Yb
i`bX`ØghYffY]W`]gW`Yb`?`f]a`]bU`ghUh]gh]_ž`X]Y`]b`XYb`Y`hnhYb`š`U`fYb
ghY][YbXY`;`Yk`U`h]`YfVfYW`Yb`Ui`Z[YnY]W`bYh`U`h`"

? f]gY`XYf`;`Yk`U`h`_`f]a`]bU`]h`h`h`

8]Y`Dc`nY]`]W`Y`?`f]a`]bU`ghUh]gh]_`nY][`hž`XUgg`;`Yk`U`h]`YfVfYW`Yb
Ui`W`]b`^`ghYffY]W`Y]b`Yfbgh`UZhYg`H`Y`a`U`g]bXž`XUg`ni`bY`a`YbX
]b`XYb`:`c`_`i`g`fØW`h`"@Ui`h`XYf`6i`bXYg`_`f]a`]bU`Ua`h!`GhUh]gh]_`Ui`g
&`\$`&(`gh]Y[`X]Y`;`Yk`U`h`_`f]a`]bU`]h`h`h]b`8Yi`hgW`U`bX`i`a`%ž`i`Ui`Z
fi`bX`&%+`"\$`\$`\$`:`À`Y`ž`XYb`U`ØW`ghYb`GhUbX`gY]h`&`\$`\$`+`"5i`W`k`Ybb
;`Yk`U`h]`YfVfYW`Yb`k`Yb][`Yf`U`g`(`i`U`Y`f`YfZUgghYb`GhfUZhUhYb
Ui`ga`UW`Ybž`VYY]bZi`ggYb`g]Y`XUg`G]W`Yf`Y]hg[YZØ`X`XYf
6Yj`Ø`_`Yfi`b[`Yf`YV`]W`ž`k`]Y`X]Y`GhUh]gh]_`Yb`j`cb`GhUh]ghU
j`YfXYi`h]W`Yb`"

9]bYb`g][`b]Z`_`UbhYb`5bgh]Y[`j`YfnY]W`bYhYb`Ui`W`GhfUZhUhYb`i`bhYf
b]W`hXYi`hgW`Yb`HUhj`YfX`ÅW`h][`Yb`ž`k`Ug`j`]Y`Y`ni`f`8]g`_`i`gg]cb
UbYf[`h`Gc`k`i`fXYb`]a`š`U`f`&`\$`&(`]bg[YgUa`h`&`-`"\$`%(`
A`YggYfUb[`f]ZZY`fY[`]ghf]Yfhž`i`bX`XYf`5bhY]`j`cb`b]W`hXYi`hgW`Yb
HUhj`YfX`ÅW`h][`Yb`gh]Y[`Ui`Z`(`%ž`i`"8]YgYg`D`Å`bca`Yb`VYhf]Zh
ni`bY`a`YbX`Ui`W`Øb[YfY`5`hYfg[fi`ddYb`/`X]Y`NU`
hUj`YfX`ÅW`h][`Yf`?]bXYf`gh]Y[`i`a`%ž`i`"8]YgY`9`b`k`]W`_`i`b[Yb
ghY`Yb`c`Zi]a`Ni`gUa`a`Yb`U`b[`a`]h`gcn]U`Yb`i`bX`k`]fhgW`UZh]W`Yb
l`bg]W`Yf`Y]hYbž`X]Y`U`g`F]g]_`c`ZU`_`hc`fYb`ZØf`;`Yk`U`h][`Y`hYb`"

;`YgY`g`W`UZh`]W`Y`<`YfUi`gZcfXYfi`b[`Yb`

8]Y`ghY][`YbXY`;`Yk`U`h]b`ØZZYbh]W`YfYb`F`Ai`a`Yb`k`]fX`Ui`W`Xi`fW
dgmW`]gW`Y`6Y`Ughi`b[`Yb`i`bX`XYb`k`]fhgW`UZh]W`Yb`8fi`W`
j`Yfgh`Åf`_`hž`XYf`]b`XYf`;`YgY`g`W`UZh`gd`ØfVUf`]gh`6Ygc`bXYfg`

VYhfcZZYb`g]bX`?]bXYf`i bX`đ [YbX`]WXYž`X]Y`ni bY`a YbX`]b`gcn]U`Y
 ?cbZ]_hY`[YfUHYb`"9]bY`l a ZfU[Y`]b`8Yi hgW`UbX`Yf[UVž`XUgg`- (
 i`XYf`6Yj`Ò`_Yfi b[`; Yk U`h`[Y[Yb`DYfgcbYb`Ui`g`XYa`d`c`]h]gW`Ybž
 dc`]nY`]W`Yb`i bX`fYhhi b[gX]Ybgh`]W`Yb`6YfY]W`U`g`[fc»Yg
 DfcV`Ya`k U`fbY`a Yb`"

⊕g[YgUa`h`nY][h]g]W`ž`XUgg`X]Y`J cfZ`Ā`Y`]a`9ghYf`½nmdUf`_`b]W`h
]gc`]Yfh]g]bX`G]Y`ghY`Yb`j]Y`a Y`f`Y]bYb`5i`gXfi`W`_`dYfgÒb`]W`Yf
 i bX`[YgY`gW`UZh`]W`Yf`?`f]gYb`XUfž`X]Y`a]h`XYa`5bgh]Y[`j`cb
 5`_`c`l`c`!`i bX`8fc[Yba`]ggVfUi`W`gck]Y`XYb`XUa`]h] YfVi`bXYbYb
 ; Yk U`hhUhYb`Y]b`Yf[Y`Yb`"8]Y`U`hi`Y`Y`G]hi`Uh]cb`YfZcfXYfh
 gck`c`d`f`Ā`j`Yb]j`Y`A`U»`bU`a`Yb`U`g`Ui`W`Y]b`VYggYfYg
 J`Yfgh`Ā`bXb]g`Z0f`X]Y`_`ca`d`Yi`Yb`<]bhYf[f0bXYž`X]Y`ni`gc`W`
 hfU[]gW`Yb`J cfZ`Ā`Yb`Z0`fYb`"

cY&(`VYf]W`hYhj`cb`XYa`J cfZU`ž`k`Ā`fYbX`XUg`
 6i bXYg`_`f]a`]bU`Ua`h`i bX`GhUh]ghU`<]bhYf[fi bX]bZcfa`Uh]cbYb
 ni`XYf`U`[Ya`Y]bYb`?`f]a`]bU`]hĀhg`U[Y`]b`8Yi hgW`UbX`]YZYfb`"

8YhU]`g	
Cfh	9ghYf`½nmdUf`_`ž`%\$`*`\$`K`]Ybž`²`ghYffY]W`
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "cY&("Uh • k k k "V_U"XY • XY"ghUh]ghU"Wca

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