

8 fc[YbXYU`Yf`]b`? Ò`b!A Ø`\\Y]a ZYgh[Ybca a Yb.`A Ubb`nYfgWk bY]XYh HØhYb`°

⊕`? Ò`b!A Ø`\\Y]a `k i fXY`Ua `&%"`đ`]'&\$&) `Y]b`(`*!`À`\\f][Yf
8 fc[YbXYU`Yf`ZYgh[Ybca a Ybž`XYf`a `]h`?c`_U]b`i bX`7fUW_
[Y\\UbXY`h`\\UVYb`gc`""



: fUb`_Zi fhYf`GhfU» Y`9W`Y`9`]gUVYh\\!6fYi Yf!GhfU» Yž`) %\$*`'
? Ò`bž`8Yi hgWk`UbX`!`9]b`a i ha U»`]WkYf`8fc[YbXYU`Yf`]gh`Ua`%-`"
đ`]'&\$&) `]b`? Ò`b!A Ø`\\Y]a `ZYgh[Ybca a Yb`k cfXYb`""8Yf`(`*!`À`\\f][Y
A Ubb`k i fXY`j cb`XYf`Dc`]nY]`VYcVUWk`hYhž`k]Y`Yf`]b`Y]bYf`; fi ddY
j cb`DYfgcbYb`_`Y]bY`D`Ugh]_hØhYb`nYfgWk b]h`"8 UVY]`^U[`bYVYb`]`\\a
Y]b`k Y]»Yg`Di`j Yfž`XUg`Ui Z8fc[Yb`gWk`]Y» Yb`^]Y»`"6Y]`XYf
?cbhfc`Y`ZUbX`X]Y`Dc`]nY]`[Yf]b[Y`A Yb[Yb`?c`_U]b`i bX`7fUW_]b
NY`cd`\\UbVYi hY`b`i bX`D`Ugh]_XcgYbž`Ui » YfXYa
j YfgWk`fY]Vi b[gdZ]Wk h][Y`A YX]_Ua YbhYž`a i ha U»`]WkYg`8YU`[Y`Xž
Y]b`HUghYbhY`YZcbž`Y]b`B`ch]nVi Wk`ž`nk Y]`A YggYfž`Y]bY`GWk`YfY`i bX
Y]b`F`Y]nghc`ZgdfØ`\\[Yf`À`h`"5i Z[fi bX`gY]bYf`J`cf[YgWk]Wk`hY`]a

Ni gUa a Yb\Ub['a]h'6YhÀi Vi b[ga]hhY`XY`_hYb`k]fX`XYf
J YfXÀW h][Y`bi b`Y]bYa` <UZh]W hYf`j cf[YZØ\fhž`k]Y`h!c b`]bY"XY
VYf]W hYh"

8 Yf`J cfZU`YfY][bYhY`g]W`[Y[Yb`%&. () `i \f`Ub`XYf` fUb`Zi fhYf
GhfU» Yž`9W_Y`9`]gUVYh\!6fYi Yf!GhfU» Y" `5i ZB UW XZfU[Y`XYf
6YUa hYb`[UV`XYf`A Ubb`Ubž`Yf`UVY`b]W`h[Yk i gghž`XUgg`Yg`g]W`
VY]`XYa`[YZi bXYbYb`Di`j Yf`i a`8fc[Yb`\UbXY`h"8]Yg`k]fZh`Y]b
gW`cW_]YfYbXYg`@]W`h`Ui Z`X]Y`8fc[Yb`_f]a`]bU`]hÀh`]b`XYf`F`Y[]cbž
X]Y`hfchn`]bg[YgUa`h`fØW`_Ài Z][Yf`GhfUZhUhYb`k`Y]hYf`]b
VYgcf[b]gYffY[YbXYg`5i ga`U» `YffY]W`h`\Uh" `@Ui`h`XYf`?`Ò`bYf
?f]a`]bU`ghU]gh]_`&\$&'`k`i`fXYb`]b`?`Ò`b`i`bX`@Y`Yf`_i`gYb`]bg[YgUa`h
%()`"-`'`-`GhfUZhUhYb`Ub[YnY][hž`Yhk`U`(\$\$\$`k`Yb][Yf`U`g]a`]J`cf`U`f`
5`YfX]b[g`ghY][h`X]Y`;`Yk`U`h`_f]a`]bU`]hÀh`k`Y]hYf`Ubž`a`]h
Xi`fW`gW`b]h`]W`%+`;`Yk`U`hhUhYb`dfc`HU[`i`bX`Y]bYa`5`nY]h`cW`
VY]`A`YggYfUb[f]ZZYb" `b`bYf`U`V`X]YgYf`VYgcf[b]gYffY[YbXYb
9b`hk`]W`_i`b[Yb`g]bX`8fc[YbVUbXYb`VYgcbXYfg`U`_hj`_i`bX`nY][Yb
ni`bY`a`YbXY`i`bfi`\Ybž`k`Ug`i`bhYf`UbXYfYa`Xi`fW`9i`d`c`g]cbYb
i`bX`GW`ØggY`g]W`hVUf`k`]fXž`gc`_ghU"XY"

8 fc [Yb_f]a]bU`]hÀh`]a` : c_i g

8]Y`Dc`nY`\Uh`Ub[Y_ØbX][hž`\fY`DfÀgYbn`Ub`<`chgd`chg`ni`f
6Y`_Àa`dZi`b[`XYf`8fc[Yb`_f]a`]bU`]hÀh`ni`j`Yfgh`Àf`_Yb"8]Yg
[YgW`Y`Yb`b]W`h`bi`f`]b`FYU`_h]cb`Ui`Z`X]Y`ghY][YbXYb`≡`Y[U`Yb
<`UbXY`gU`_hj`]h`hYbž`X]Y`Ui`W`VY]`A`Uf`\i`UbU`i`bX`?`c`_U]b`ni
VYcVUW`hYb`g]bXž`gcbXYfb`Ui`W`]a`<`]bV`]W`_Ui`Z`X]Y`ghYh][
ni`bY`a`YbXYb`;`Yk`U`hhUhYb"6YgcbXYfg]b`XYf`?`Ò`bYf`b`bYbghUXh
i`bX`]b`?`U`_k`i`fXYb`Y]b`g][b]Z]_UbhYf`5bhY]`XYf`GhfUZhUhYb
j`YfnY]W`bYhž`k`À`\fYbX`Y]W`hYfY`8Y`_hY`k`]Y` : U`ffUXX]YVgh`À`\`Y
fØW`_Ài`Z][`g]bX"

A]h`Y]bYa`b`Yi`Yb`%\$!Di`b`_hY!D`Ub`XYf`Dc`nY]ž`XYf`i`bhYf`UbXYfYa
X]Y`9]b]W`hi`b[`j`cb`K`UZZYbj`YfV`chgncbYb`i`a`ZUgghž`k`]fX`j`Yfgi`W`hž
XYa`5bgh]Y[`XYf`GhfUZhUhYb`Ybh[Y[Ybni`k`]f`_Yb"6YcVUW`hi`b[Yb
XYf`Y`hnhYb`A`cbUhY`nY][Ybž`XUgg`j`cf`U`Ya`Øb[YfY`a`Àbb`]W`Y
DYfgcbYb`]b[Yk`U`h`h`h][Y`5i`gY]bUbXYfgYhni`b[Yb`j`Yfk`]W`_Y`h`g]bX
`Y]b`HfYbXž`XYf`ZØf`[fc»Y`6Ygcf[b]g`gcf[h`

8YhU]`g	
C fh	: fUb_ž fhYf`GhfU»Y`9W_Y`9`]gUVYh\!6fYi Yf! GhfU»Yž) %\$*' '?Ò`bž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h!c b`]bY"XY • k k k "_cY`b"XY • k k k "_ghU"XY

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