

8 fY]`đ [YbX`]WXY`bUWX`Vfi hU`Yb
GhfU» YbØVYfZÄ`Yb`]b`6fYa Yb`[YZUggh°

5a`\$%"\$*"`&\$&) `bU\`a`X]Y`6fYa Yf`Dc`]nY]`XfY]`↑ b[Y
GhfU» YbfÄi VYf`bUWX` , VYf[f]ZYb`]b`XYb`GhUXhhY]`Yb`A`]hhY
i bX`6i f[`ZYgh"



A Ufh]b]ghfU» Yž`6fYa Ybž`8Yi hgW`UbX`!`5a`GUa`ghU[žXYb
\$%"\$*"`&\$&) ž`U`h`X]Y`6fYa Yf`Dc`]nY]`]b`nk`Y]`9]bgÄhnYb`YfZc`[fY]W
[Y[Yb`GhfU» YbfÄi VYf`j`c`f[Y[Ub[Yb`" `đ`XYb`GhUXhhY]`Yb`A`]hhY`i`b`X
6i f[`_cbbhYb`]bg[YgUa`h`XfY]`HUh] YfXÄW`h][Y`ZYgh[Ybca`a`Yb
k`YfXYbž`k`]Y`X]Y`?`fY]gnY]hi`b[`VYf]W`hYh"

8Yf`YfghY`J`cfZU`YfY][`bYhY`g]W`i`a`%)`.)`\$`i`\`f`]b`XYf
A Ufh]b]ghfU» Y`"9]b`&-`!`Ä`\`f][`Yf`6fYa`Yf`k`i`fXY]`j`cb`Y]bYa
%)`!`Ä`\`f][`Yb`a`Ufc`__Ub]gW`Yb`đ`[`YbX`]W`Yb`ØVYfZU`Yb`"8Yf`HÄhYf
\`UhhY`ni`bÄW`gh`bUWX`Y]bYf`N][`UfYhhY`[`YZfU[`hž`VYj`cf`Yf`gY]bYa
C`d`ZYf`]b`X]Y`?`b]Y`_`Y`\`Yb`hfU`h`i`b`X`\`a`nk`Y];`c`X`_`Y`hhYb`j`ca``<`U`g
f]gg`"B`UWX`XYf`HUh`Z`ØW`hYhY`XYf`đ`[`YbX`]W`Y]b`F]W`hi`b[`5a
6f]`ž`k`c`Yf`YXcW`j`cb`XYf`Dc`]nY]`Y]b[Y\`c`h`i`b`X`ZYgh[Ybca`a`Yb

k YfXYb`_cbbhY"9]bY`<UZhdfØZi b [` [Y [Yb`]\b`]gh`VYfY]hg`ja
; Ub [Y"

GYWc b X`F c VVYfm`b W]XYb h

8 Yf`nk Y]hY`J cfZU``ZUbX`i a` %- .&\$`I` \f`Ua` `6U\`b\`cZ`6i f [`ghUhh`
<]Yf`k`i`fXY`Y]b`&%!`Å\`f][Yf`6fYa` Yf`CdZYf`j`cb`nk`Y]`↑`b [Yb
A`ÀbbYfb`]a` `5`hYf`j`cb`%-`i`bX`&(` `đ\`fYb`ž`YVYbZU``g
a`Ufc`__Ub]gW`Yf`<Yf`_i`bZn``8]Y`HÅhYf`VYXfÅb [hYb`XUg`C`dZYf`VY]a
9]bghY][Yb`]b`XYb`Ni [``B`UW`Y]bYa` `i`fnYb`K`cfh [YZYW`hif]gg`XYf
Å`hYfY`XYf`VY]XYb`HÅhYf`X]Y`<U`g`_YhhY`XYg`C`dZYfg``5i`W`g]Y
_cbbhYb`b`UW`Y]bYf`_i`fnYb`:`i`W`hj`cb`XYf`Dc`nY]`]b`HUhc`fhb`Å\`Y
[YghY``h`k`YfXYb``6Y]`XYf`8i`fW`gi`W`i`b [`XYg`&(`!`Å\`f][Yb`k`i`fXYb
X]Y` [YfUi`VhY`?`YhhY`gck`]Y`nk`Y]k`Y]hYfY` ;`c`X`_YhhYb`g]W`Yf [YghY``h`
9]bY`<UZhdfØZi b [`ZØf`XYb`<Ui`dhhUj`YfXÅW`h][Yb`]gh`YVYbZU``g]a
J`Yf`Ui`ZY"

8]Y`Øb [ghYb`J cfZÅ``Y`k`YfZYb`Y]b`@]W`h`Ui`Z`X]Y`ghY][YbXY
đ [YbX`_f]a`]bU`]hÅh`]b`8Yi`hgW`UbX``@Ui`h`GhUh]ghU` [UV`Yg]a` `đ\`f
&\$`&(` `i`a`]h`fi`bX`%`"`,`\$`\$`:`Å``Yb`Y]bYb`<ØW`ghgh]UbX`Ub
đ [YbX [Yk`U`hž`k`Ug`a`Y`f`U`g`X`cddY`h`gc`c`W`]gh`k`]Y]a` `đ\`f
&\$`%`*``9]b`Yf`YV`]W`Yf`5bgh]Y [`k`i`fXY`Ui`W`VY]`HYbU [Yfb
nk`]gW`Yb`%(` `i`bX`%+`đ\`fYb`gck`]Y`<YfUb`k`UW`gYbXYb`nk`]gW`Yb
%,` `i`bX`&\$`đ\`fYb`j`YfnY]W`bYh"

9i`dYfhYb`XYg`6i`bXYg`_f]a`]bU`Ua`hYg`fB`?`5Ł`ZØ\`fYb`X]Y`ghY][YbXYb
NU\`Yb`i`bhYf`UbXYfYa` `Ui`Z`dgmW]gW`Y`6Y`Ughi`b [Yb`Xi`fW`7`c`f`c`b`U!
A`U`b`U`a`Yb`i`bX`F`]g]_cZU`_hc`fYb`ZØf`↑`b [Y`G`W`i`hngi`W`YbXY
ni`fØW`_``đg [YgUa`h []b [`X]Y`NU\``↑`b [Yf`HUj`YfXÅW`h][Yf`Y`X`c`W`
i`a`Y`hk`U`*`D`f`c`n`Y`b`h]a` `đ\`f`&\$`&(` `ni`fØW`_ž`k`Ug`Y]bYb`a`Uf`_Ub`hYb
l`bhYfgW]YX`ni`XYb`NU\`Yb`Ui`g`XYb`-`\$`Yf`đ\`fYb`XUfghY``h"

<]bhYf [fØbXY`ni`f`đ [YbX`_f]a`]bU`]hÅh

6YgcbXYfg`Ui`ZÅ``][`V`Y]Vh`X]Y`j`cfk`]Y [YbXY`a`Àbb`]W`Y
6YhY]][i`b [`Ub`đ [YbX`_f]a`]bU`]hÅh`&\$`&(` `k`UfYb`ZUgh`XfY]`J`]YfhY`
XYf`HUj`YfXÅW`h][Yb`a`Àbb`]W``8]Yg`k`]fX`\`Ài`Z [`Ui`Z`c`fa`cb`Y``Y
9]bZØggYž`UbYfnc [YbY`J`Yf`U`hYb`gk`Y]gYb`i`bX`hfUX]h]cbY``Y

Fc`YbV]`XYf`ni fØW_[YZØ\fh"5b[Yg]W\hg`XYf`a]h`X]YgYb`GhUh]gh]_Yb
 j YfVi bXYbYb`<YfUi gZcfXYfi b[Yb`X]g_i h]YfYb`9I dYfhYb`ØVYf
 a Ò[`]W\Y`A U»bU\`a Yb`ni f`GYb_i b[`XYf`đ [YbX_f]a]bU`hÀhž
 XUfi bhYf`\ÀfhYfY`GUb_h]cbYb`cXYf`j YfghÀf_hY`DfÀj Ybh]cb`Xi fW
 ?]bXYf!`i bX`đ [YbX\`]ZY"

9]b`À\b`]W\Yf`J cfZU``]b`XYf`G]Y[YbYf`ðbYbghUXh`nY][hžXUgg
 gc`W\Y`, VYf[f]ZY`b]W\h]gc`]Yfh]g]bX" <]Yf`k i fXYb`nk Y]`DYfgcbYb
 ZYgh[Ybca a Ybž`X]Y`j YfXÀW\h][h`k YfXYbž`]b`a Y\`fYfY
 FUi VghfUZhUhYb`j Yfk]W`Y`h`ni `gY]b" `8]YgY`9fY][b]ggY
 j YfXYi h]W\Yb`X]Y`B`chk YbX][_Y]h`Y]bYg`ghÀf`_YfYb`: c_i g`Ui Z
 G]W\Yf\`Y]hga U»bU\`a Yb`i bX`DfÀj Ybh]cb`]b`XYb`VYhfcZZYbYb
 ; Ya Y]bXYbž`i a `_ØbZh][Y`GhfUZhUhYb`ni `j Yf\`]bXYfb" `@Ui h`
K]fg]Y[Yb`_ØbbYb`XYfUfh][Y`FUi VØVYfZÀ`Y`cZh]b`; fi ddYb
 ghUhhZ]bXYbž`k Ug`X]Y`; YZÀ\`f`]W\`_Y]h]gc`W\Yf`G]h] Uh]cbYb`Yf\`Ò\`h"

8YhU]`g	
J cfZU``	FUi V
C fh	A Ufh]b]ghfU»Yž`6fYa Ybž`8Yi hgW\`UbX
: YghbU\`a Yb)
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi b["XY • k]fg]Y[Yb"XY • XY"ghUh]ghU"WŁa

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