

: fY]k]``[Yba YggY`]b`@UbXgVYf[.`9]b
[fc» Yf`GW f]hh`ZØf`=b`_`i`g]cb`°

5a`%"`đ b]`&\$&) `ZUbX`]b`@UbXgVYf[`Ua` `@YWX`X]Y
: fY]k]``[Yba YggY`ni`9`fYbUa`hi`bX`=b`_`i`g]cb`ghUhh``9f`YVYb
G]Y`[YgY``gWXUZh`]WX`Yg`9b[U[Ya`Ybh`



J Y]hga Uf_hž', *, - - `@UbXgVYf[`Ua` `@YWX`ž`8`Yi`hgWX`UbX`!`5a
%"`đ b]`&\$&) `ZUbX`]b`@UbXgVYf[`Ua` `@YWX`X]Y`nk`Y]hY
: fY]k]``[Yba YggY`ni`a`H\Ya`U`9`fYbUa`h/`=b`_`i`g]cb`ghUhh``8]YgY
J YfUbghU`hi`b[`ž`X]Y`YfbYi`h]a`J Y]hga Uf_h`ighUhhZUbXž`\UhhY`XUg
N]Y`ž]a`[`UbnYb`@UbX_fY]g`6fØW_Yb`ni`VUi`Yb`i`bX`Y]bY`J]Y`ZU`h`Ub
9b[U[Ya`Ybha`Ö[`]WX`_Y]hYb`ni`df`À`gYbh]YfYb``=b`Y]bYf`I`a`[`YVi`b[`ž
X]Y`a`]h`DcdW`fbž`?`i`WX`Yb`i`bX`nU`\fY]WX`Yb`;`j`YUk`Umg`Ui`Zk`UfhYhYž
_`cbbhY`a`Ub`X]Y`dcg]hj`Y`F`YgcbUbni`XYf`6Ygi`WX`Yf`i`bX`XYf
j`YfgWX`]YXYbYb`C`f[`Ub]gUh]cbYb`gdØfYb``8]Y`HY]`bY`a`Yf`k`UfYb
VY[`Y]ghYfh]j`cb`XYb`nU`\fY]WX`Yb`5b[`YVchYbž`X]Y`]`bYb`X]Y
gcn]U`Yb`9]b]WX`hi`b[`Ybž`=b`gh]hi`h]cbYb`i`bX`J`YfY]bY`i`bhYfVfY]hYhYb`
Gc`nY][`hY`g]WX`ž`XUgg`XUg`=b`hYfYggY`Ua` `9`fYbUa`h`\cWX`]a`?`i`fg
ghY`h``5i`WX`X]Y`GhUXh`@UbXgVYf[`Ua` `@YWX`i`bX`U``Y`6YhY]``[`hYb`

k i fXYb`Z0f`]\fYb`9]bgUhm`[Yk 0fX][hzi bX`X]Y`J YfUbgU`hYf`
_0bX][hYb`Ubz`XUgg`X]Y`A YggY`ja`_ca`a YbXYb`d\`fYfbYi`h
ghUhhZ]bXYb`k YfXY"K Y]hYfY`#Zcfa`Uh]cbYb`ni`f`A YggY`g]bX`Ui`Z`XYf`
K`YVgY]hY`XYf`?96`@UbX`fY]g`@UbXgVYf[`ni`Z]bXYb`Y]b`6Ygi`W`
`c\b`hg]W`

8]Y`6YXYi`hi`b[`XYg`9\fYbUa`hg

9\fYbUa`h]W`Yg`9b[U[Ya`Ybh]gh`b]W`h`bi`f`Y]b`gW`0bYg`<cVVmž
gcbXYfb`hfA[`h`ia`U»[YV`]W`ni`f`#_i`g]cb`i`bX`ni`Y]bYa
Z`b_h]cb]YfYbXYb`gcn]U`Yb`; YZ0[Y`VY]"`@Ui`h`5_h]cb`A`YbgW`
Yfa`0[`]W`Yb`fY]k`j`][Y`j`]Y`Z`h]Y`fY]nY]hž`?i`hi`f`i`bX`
I`bhYfgh0`hni`b[gUb[YVchY" `G]Y`gYhnYb`g]W`U`_h]j`Z0f`Dfc`Y`_hY`Y]bž
X]Y`XUg`Ni`gUa`a`Yb`YVYb`]b`XYf`; YgY`gW`UZh`Z0fXYfb" `8`Ug
9b[U[Ya`Ybh`j`cb`9]bnY`bYb`_Ubb`YW`hY`J`YfAbXYfi`b[Yb
VYk`]f`_Ybž`]bXYa`Yg`X]Y`[`Y]W`VYfYW`h][hY`HY]`UVY`U`Yf`
A`YbgW`Yb`i`bhYfgh0`hnh" `J`cf`U`Ya`]b`Y]bYa`gc`j`]Y`gW`]W`h][Yb
H\Ya`U`k`]Y`#_i`g]cb`g]bX`Y`fYbUa`h]W`9b[U[]YfHY`i`bj`Yfn]W`hVUf`
`g]Y`Vf]b[Yb`NY]hž`K`]ggYb`i`bX`?`cbhU`_hY`Y]bž`i`a`bUW`\U`h][Y
J`YfAbXYfi`b[Yb`]b`]\fYf`; Ya`Y]bXY`YfVY]ni`Z0`fYb"

#`8Yi`hgW`UbX`[]Vh`Yg`VY]bU`Y`,"`"\$`\$\$`Gdcfhj`YfY]bY`i`bX`0VYf`
Y]bY`A`j`]cb`ZFY]k`j`][Y`i`Yi`Yfk`Y`f`Yi`hYž`X]Y`XUg`F`0W`[fUh]XYg
9\fYbUa`hg`V]`XYb" `8`UhYb`j`cb`GhUh]ghU`nY][Ybž`XUgg`X]Y
VY`]YVhYghYb`cfa`Yb`XYg`9b[U[Ya`Ybh`g`XUf]b`VYghY`Ybž`g]W`]b
Gdcfhj`YfY]bYb`cXYf`VY]`_]fW`]W`Yb`H`h][_Y]hYb`ni`Yb[U[]YfYb"
Ni`XYa`g]bX`]a`a`Yf`a`Y`f`A`YbgW`Yb`VYfY]hž`]b`gcn]U`Yb`#]h]Uh]j`Yb
cXYf`K`c`h`h`h][_Y]hgc`f[Ub]gUh]cbYb`U`_h]j`ni`k`YfXYb" `8]Y`HUZY`bž
X]Y`]a`a`Yf`a`Y`f`<`]ZY`VYb0h][Ybž`gck`]Y`C`f[Ub]gUh]cbYb`k`]Y`XUg
8Yi`hgW`Y`F`chY`?`fYi`n`ZFYi`Yb`g]W`0VYf`YXY`Y`ZYbXY`<`UbX"

B`UW`\U`h][_Y]h`]a`9\fYbUa`h

9]bY`]bhYfYggUbhY`UW`hY`XYg`Y`fYbUa`h]W`Yb`9b[U[Ya`Ybh`g]gh
X]Y`A`0[`]W`_Y]hž`Dfc`Y`_hY`0VYf`X]Y`]b]h]U`Y`Z]bUbn]Y`Y`Y`0fXYfi`b[
`]\bUi`g`Y][YbghAbX][`k`Y]hYfni`Z0`fYb" `8]Yg`Yf0ZbYh`XYb
:`fY]k`j`][Yb`X]Y`7`UbW`ž`b]W`h`bi`f`_i`fnZf]gh][`U`_h]j`ni`gY]bž
gcbXYfb`Ui`W`Ub[Zf]gh][`d`cg]h]Y`a`di`gY`]b`]\fYf`; Ya`Y]bXY`ni

gYhnYb"K]Y'5_h]cb'A YbgW\ VYhcbhž]ghXUg'9b[U[Ya YbhXYf
 9\fybUa h]WYb'YggYbn]Y`ž'i a 'X]Y'XYb'i bX'N]Y'Y'j cb
 ð_'i g]cbgdfc_Y_hYb'jb'X]Y'6Yj Ò`_Yfi b['ni 'hfU[Yb"

9g]gh'b]W\h'bi f'YfZFYi `]W\ 'ni 'gY\Ybž'k]Y'j]Y` ðhYfYggY'Ub
 Y\fybUa h]WYf'HÀh][_Y]h'VYghY\hž'gcbXYfb'Ui W'k]W\h][ž'X]YgY
 6Y[Y]ghYfi b['ni 'ZØfXYfb'i bX'ni 'i bhYfghØhnYb"8Ybb'Y]b'ghUf_Yg
 9\fybUa h]ghXUg': i bXUa YbhZØf'Y]bY'jb_'i g]j Y'i bX'[Y'YVhY
 ; Ya Y]bgW\UZhž'X]Y'g]W\ 'i a 'YXYb'Y]bnY'bYb'6Øf[Yf'_Øa a Yfh"8]Y
 : fY]k]`][Yba YggY'jb'@JbXgVYf['Ua '@YW\ \UhY]ba U'a Y\ f
 VYk]YgYbž'XUgg'Y\fybUa h]WY'Y'HÀh][_Y]hYb'b]W\h'bi f': fYi XY
 VYfY]hYbž'gcbXYfb'Ui W'Y]bY'VYXYi hYbXY'F c`Y'ZØf'XUg
 Ni gUa a Yb`YVYb'jb'i bgYfYf'; YgY`gW\UZh'gd]Y'Yb"

8YhU]`g	
C fh	J Y]hga Uf_hž', *, - - '@JbXgVYf['Ua '@YW ž 8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`UbX_fY]g!'UbXgVYf["XY • k k k "U_h]cb!a YbgW "XY • XY"ghUh]ghU"WŁa

6Ygi W\Yb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY