

A Ubb`Ua`@]W hYbZY`gYf`6U\b\cZ fUbXU`]Yfh`i bX`gW`À[h`& [YbX`]W Y`

9]b`' , !`À\`f][Yf`A Ubb`fUbXU`]Yfh`Y`Ua`@]W hYbZY`gYf`6U\b\cZ`Z
VY`Y]X][hY`& [YbX`]W Y`i bX`k`i fXY`k`Y[Yb`?`ØfdYfj`Yf`Yhni`b[
ZYgh[Ybca`a`Yb`"



@]W hYbZY`gž`8`Yi`hgW`U`b`X`!`5`a`'8`c`b`b`Y`f`g`h`U`[`U`V`Y`b`X`'k`U`f`U`a`
6`U`b`X`Z`]'b`@]W hYbZY`g`f]W h][`'k`U`g`'c`g`''9]b`' , !`À\`f][Yf`A Ubb`
[Yf]Y`h`n`k`]g`W`Y`b`&\$`%)`i`b`X`&`%`%)`i`l`f`a`]h`Y`b`Y`f`;`f`i`d`d`Y`j`c`b`
& [YbX`]W Yb`]b`Y`b`Y`b`G`h`f`Y`h`"8`Y`f`;`f`i`b`X`Z`Ø`f`X`]Y`
5`i`g`Y`]b`U`b`X`Y`f`g`Y`h`n`i`b`[`3`8`Y`f`A`U`b`b`g`d`i`W`h`Y`j`c`f`X`]Y`:`Ø`»`Y`X`Y`f`
& [YbX`]W Yb`i`b`X`"Y`»`g]W`'b]W`h`'U`b`[`Y`V`]h`h`Y`b`ž`X`Y`b`b`Y`g`"Y`»`g]W`
b]W`h`j`Y`f`a`Y`]X`Y`b`ž`X`U`g`g`U`i`W`'U`b`X`Y`f`Y`9`f`k`U`W`g`Y`b`Y`]b`g`Y`]b`Y`f`
F`Y]W`k`Y`]h`Y`X`]Y`N`]Y`g`W`Y`]V`Y`g`Y`]b`Y`f`V`Y`Y`X`][`Y`b`X`Y`b`Y`i`»`Y`f`i`b`[`Y`b`
k`i`f`X`Y`b`"

8`c`W`'X`U`g`[`f`c`g`g`Y`8`f`U`a`U`Z`U`b`X`Y`f`g`h`g`Y`]b`Y`b`<`Ø`Y`d`i`b`_`h`ž`U`g`X`Y`f`
A`U`b`b`ž`b`U`W`X`Y`a`'Y`f`U`a`'9`b`X`Y`X`Y`f`5`i`g`Y`]b`U`b`X`Y`f`g`Y`h`n`i`b`[`]b`Y`]b`Y`b`
N`i`[`'g`h`]Y`[`ž`j`Y`f`g`i`W`h`Y`ž`g]W`'U`i`g`X`Y`a`'G`h`U`i`V`'n`i`'a`U`W`Y`b`"8`]Y`

đ [YbX`]WXYbž`U`Yg`UbXYfY`U`g`Ua`i`gYXž`]bZcfa`]YfhYb`gcZcfh`XYb
GWUZZbYf"8]YgYf`_Ua`gY]bYa`5i`ZhFU[`bUWž`j`Yfk`]Yg`XYb`A`Ubb
Ui`g`XYa`Ni`[`i`bX`ghY`hY`gca`]h`g]WXYfž`XUgg`X]Y`G]hi`Uh]cb`b]W`h
k`Y]hYf`Yg`_U`]YfhY"

9]b`5b[f]ZZ`a`]h`c`[Yb

8Ug`i`bgW`ObY`9bXY`Zc`[hY`dfca`dh`5`g`XYf"`, !A`f][Y`Ui`g`XYa
Ni`[`j`Yfk`]YgYb`k`i`fXYž`j`YfghUbX`Yf`c`ZYbVUf`b]W`h`GdU»`i`bX`[f]ZZ
Y]bYb`XYf`đ [YbX`]WXYb`Ub"9f`gW`i`[`]`a`a`]h`XYf`:`Ui`gh]bg
; Yg]W`h"8Yf`J`cfZU`k`i`fXY`j`cb`XYb`6Y`ÖfXYb`Yfbgh[Ybca`a`Ybž
X]Y`Dc`]nY]`bU`a`XYb`A`Ubb`a`]h`ni`f`8]YbghghY`Y"9g`k`]fX`bi`b`Y]bY
GhfUZUb`nY][Y`k`Y[Yb`?`ÖfdYfj`Yf`Yhni`b[`i`bX`6Y`Y]X][i`b[`YfghUhhYh"
NYi`[Yb`XYg`J`cfZU`g`k`YfXYb`[YVYhYbž`g]W`a`]h`XYf
Dc`]nY]]bgdY`_h]cb`@]W`hYbZY`g`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`f\$`-`)+%&
-`)&\$`\$]b`J`YfV]bXi`b[`ni`gYhnYb" <]Yf`nY][h`g]W`X`Y]ba`U`a`Y`fž`k`]Y
k`]W`h][`Yg`]ghž`U`g`5i`[YbnYi`[Y`ni``UbXY`bž`k`Ybb`; YZU`fYb`]a
ÖZZYbh]WXYb`F`Ui`a`Xfc`Yb"

G]hi`Uh]cbYbž`X]Y`]b`A`b`]WXYb`:`][`hg`YbXYbž`g]bX`b]W`h`bYi`i`bX
nY][Yb`X]Y`UhYb`hY`; Yk`U`h`VYfY]hgW`UZhž`X]Y`]b`i`bgYfYf
; YgY`gW`UZh`j`cf`UbXYb`gY]b`_Ubb" @Ui`h`XYa`6i`bXYg`_f]a`]bU`Ua`h
k`i`fXYb`j`cb`&\$%(`V]g`&\$&(`nU`fY]WXY`:`A`Y`j`cb`?`ÖfdYfj`Yf`Yhni`b[
dc`]nY]]W`X`YfZUggh"5i`W`X]Y`GhUh]gh]_Yb`ni`; Yk`U`h`_f]a`]bU`]h`h`i`bX
k`Y]hYfYb`8Y`_hYb`g]bX`VYgc`f[b]gYffY[YbX`i`bX`i`bhYfghfY]WXYbž
XUgg`Y]Yf`<`UbX`i`b[gVYXUfZVYghY`hž`i`a`X]Y`6Øf[Yf`ni`gW`ØhnYb
i`bX`J`cfZ`A`Y`k`]Y`X]YgYb`j`cfni`VYi`[Yb`GhUh]ghU`VYf]W`hYh"

K]W`h][Y`bZcfa`Uh]cbYb`i`bX`<]bk`Y]gY

8cW`b]W`h`bi`f`XYf`J`cfZU`Ua`6U`b`cZgc`f[hY`ZØf`5i`ZFY[i`b[`]b
XYf`FY[`]cb"đ`6UX`GhUZZY`ghY]b`k`i`fXY`Ua`gY`VYb`HU[`i`fn`j`cf
%+"`\$`\$`i`f`Y]bY`:`fUi`XUVY]Yfk`]gW`hž`k`]Y`g]Y`Y]b`i`b[Yg]WXYfhYg
: U`ffUX`XYf`A`Uf`_Y`6i`g`]a`K`Yfh`j`cb`Yhk`U`)`\$\$`9i`fc`Yb`hk`YbXYhY"
<]bk`Y]gY`ni`X]YgYa`J`cfZU`b]a`a`h`X]Y`Dc`]nY]ghUh]cb`6UX
GhUZZY`ghY]b`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`f\$`-`+`'`Ł`&&&`\$`Ybh[Y[Yb"

9]b`k`Y]hYfYf`J`cfZU`YfY][bYhY`g]W`X`]b`@]W`hYbZY`gž`k`c`Y]b

i bVY_UbbhYf'HÀhYf'nk]gWXYb'+"" \$'i bX'%&") \$'i \f'Y]bYb
 [YdUf_hYb'6A K 'VYgWÀX][hY''8Yf'GWX UXYb'VYhfÀ [h\]Yf'W]fWU
 &"\$\$\$'9i fc"'5i W'ni 'X]YgYf'HU'ÒbbYb'g]WXYi [Yb'i bhYf'XYf
 HY'YZcbbi a a Yf'f\$-) +%Ł-) &\$ \$'a Y'XYb''8]Y'Dc`nY]'gh'Ui Z
 Ui Za Yf_gUa Y'6Øf[Yf'Ub[Yk]YgYbž'i a 'gc`WXYb'_f]a]bY`Yb
 A UWXYbgWUZhYb'9]b\U'h'ni '[YV]YhYb"

8]Y'; YgWXY\]ggY'XYf''YhnhYb'HU[Y'nY][Ybž'k]Y'k]W h]['Y]b
 [Ya Y]bgWUZh]WXYg'J YfghÀbXb]g'ZØf'G]WXYf\Y]h'i bX
 FØW_g]W hU\ a Y']gh''A Ugg]j Y'6Y'Y]X][i b[Yb'i bX'5b[f]ZZY'Ui ZX]Y
 9\fyž'k]Y'g]Y'a ': U''XYg'' , !>À\ f][Yb'j cf_ca a Ybž'_ÒbbYb'gc[Uf
 Y]b'fYW h]WXYg'B UWXgd]Y''\UVYb''8 Ug'Bchk Y\ffYW hž'XUg'Ui W
 [Y[Yb'Y]bYb'gc`WXYb'5b[f]ZZ'Ui ZX]Y'9\fy'ni f'5bk YbXi b[
 _ca a Yb'_Ubbž'Yf'Ui Vh'Yg'Y]bYf'DYfgcbž'g]WXYi 'j YfhY]X][Ybž
 U''YfX]b[g'V'Y]Vh'X]Y'J Yf\À'hb]ga À»][_Y]h'XYf'A]hY''XUVY]'k]W h][ž
 k]Y'Y]b'l fhY]'XYg'6i bXYg[Yf]W h g\cZg'Y]bXfi W_gj c''XUf'Y[h'k]Y
 X]Y'? Ub n`Y]'ZØf'GhfUZfY W h'VYf]W hYh"

8YhU]`g	
C fh	@]WXYbZY`gž'8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a U]bdcgh"XY • fYW h gUb k U`h!i fhY]'Y!Yb hgWXY]Xi b [Yb "Ub k U`h!ghfUZfY W h"VYf`]b • XY"ghUh]ghU"WŁ a

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