< i b[Uf]gWk Yf' < i b[YfghfY]_ . 'A U'U'H"
_Àa dZhi a ; YfYWk h][_Y]h]a ; YZÀb[b]g°

A U'U'H"žbc b!V]bÀfY'5bh]ZU!5_h]j]gh]bž']gh'gY]h'&\$&(']b' l b[Ufb
]b\UZh]Yfh'i bX']a ' < i b[YfghfY]_ž' i a 'ZØf']\fY'F YWk hY'ni
_Àa dZYb"

6i XUdYghž' l b[Ufb ' ! 8]Y'G]hi Uh]cb'fi bX' i a 'X]Y' ð\UZh]Yfi b[' j cb
A U'U'H"žY]bYf' &(! À\ f][Yb' bcb!V]bÀfYb'DYfgcb' i bX' A]h[']YX'XYf
<Ua a YfVUbXYž'gd]mh'g]Wk'ni "'A U'U'VYZ]bXYh'g]Wk'gY]h'&\$&(']b
l bhYfgi Wk i b[g\UZh]b' l b[Ufbž'k c'g]Y'k Y[Yb']\fYf'Ub[YV']Wk Yb
6YhY']][i b['Ub'Vfi hU'Yb' , VYfZÀ''Yb'Ui Z'dc']h]gWk'5bXYfgXYb_YbXY
]a ' : YVfi Uf'&\$&' ']b' 6i XUdYgh'j cf' ; Yf]Wk'h'ghY'h'8]YgY' , VYfZÀ''Y
ZUbXYb'k À\ fYbX'XYg' HU[g'XYf'9\ fY' 'ghUhhž'k Ug'ni ' \YZh][Yb
5i gY]bUbXYfgYhni b[Yb'nk]gWk Yb' j YfgWk]YXYbYb'dc']h]gWk Yb
@U[Yfb'ZØ\fhY"'A U'U'\Uh]b'X]YgYf'Ub[YgdUbbhYb'@U[Y'Y]bYb
< i b[YfghfY]_ 'VY[cbbYbž' i a ' 8fi W_ 'Ui Z'X]Y' i b[Uf]gWk Yb
6Y\ØfXYb'Ui gni ØVYb' i bX']\fY' : fY]'Uggi b['ni 'Yfk]f_Yb'"
7ca dUWh'Cb']bY'VYf]Wk'hYhYž'XUgg'a Y\ fYfY']\fYf'fUX]_U'Yb
5b\Àb[Yf'VYVbZU'g']b' < UZh'g]bXž'k À\ fYbX' A U'U'Xfc\Yb' _ØbbhYž
V]g'ni ' &(' ð\ fY' ; YZÀb[b]g'ni ' j YfVØ» Yb"

8]Y' i b[Uf]gWk Y' † gh]n'nY][h'g]Wk' i bVYY]bXfi W_h]j cb'XYb
: cfXYfi b[Yb']b_gYl hfYa Yf'DUfhY]Ybž'X]Y'g]Wk'ZØf' A U'U'Y]bgYhnYb"
A Y\ fYfY'5V[YcfXbYhY'XYf'@]b_gdUfhY]' \UVYb'Ub'DfcnYgghU[Yb
hY][Ybca a Ybž'_cbbhYb'YXcWk'_Y]bYb'9]bZi gg'Ui Z'XYb'J Yf'Ui Z
XYf'J YfZU\ fYb' bY\ a Yb"'A U'U'g]Y\h'XYb' < i b[YfghfY]_ 'U'g']\fYb
'YhnhYb'5i gk Y[ž' i a 'Ui Z']\fY'G]hi Uh]cb'Ui Za Yf_gUa'ni 'a UWk Ybž
i bX'Yg'k]fX'Yfk UfhYhž'XUgg'X]YgYf'VU'X'VYYbXYh'k YfXYb' _ØbbhYž
ZU'g'g]Wk'X]Y' < UfbhÀW_] [_Y]h'XYf' i b[Uf]gWk Yb' † gh]n'k Y]hYf\]b
a Ub]ZYgh]Yfh"

<]b hYf[fi bX`XYf`b\UZh]Yfi b[

A U'U`k i fXY`ja`đ`]&\$&(`j cb`XYi hgWXYb`6Y\ÖfXYb`bUW`l b[Ufb
Ui g[Y`]YZfh"8]YgYf`GW`f]h`Zc`[ hY`Y]bYa`l fhY`]`XYg
?Ua`a`Yf[Yf]W`hg`6Yf`]b`ž`k`Y`W`Y`g`X]Y`5i`g`]YZYfi b[ `l`YbY`a`][hY"
8Yf`HfUbgdcfh`bUW`l b[ Ufb`k`Uf`ghUf`\_`[Yg]W`Y`fh`/g]Y`k`i`fXY`i`bhYf
XYa`9]bgUhn`j`cb`a`]bXYghYbg`nY`b`Dc`nY]k`U[Yb`ni`a`:`i`[\UZYb
[YVfUW`h`ž`k`c`X]Y` , VYfghY`i`b[`Ub`i`b[ Uf]gW`Y`6Y\ÖfXYb`i`a
%\$.)`\$`l`f`UV[YgW`X`cggYb`k`i`fXY`"A`U`U`V`Y`g`W`f]YV`X]YgY`9fZU`fi`b[
U`g`Y]bYb`<`c`f`f`c`f`h`f]d`ž`VY`]`XYa`g]Y`a`]h`<`UbX`!`i`bX`:`i`»`Z`ggY`b`i`bX
Y]bYf`<`Ui`VY`Ø`VYf`XYa`?`cd`Z`hfUbgdcfh]Y`fh`k`i`fXY`"5i`W`X]Y
<`U`Zh`V`Y`X]b[ `i`b[ Yb`]b`l`b[Ufb`g]bX`Z`Ø`f`g]Y`V`Y`g`c`f[`b]g`Y`f`f`Y[ YbX`"
**HU[YggW`X`Ui`V`Y`f]W`X`h`Y`h`Y`j`cb`a`Ub[Y`\U`Zh`Y`f`
@Y`V`Y`b`g`a`]h`Y`j`Y`f`g`c`f[ `i`b[ ž`i`b`m[]Yb]gW`Y`b`Ni`gh`b`X`Y`b`i`b`X
gh`b`X][Yf` , VYfk`UW`i`b[ž`k`Ug`j`cb`]f`Y`a`J`Uh`Y`f`ž`K`c`Z`f`Ua`J`f`c`g`W`ž
U`g`d`g`m`W`]g`W`Y`:`c`h`Y`f`V`Y`n`Y]W`X`b`Y`h`k`i`fXY`"**

đ`j`\fYb`6f]YZYb`Ui`g`XYf`<`U`Zh`V`Y`_`U[ h`A`U`U`ž`X`U`gg`g]Y`i`bhYf
6Y`h`k`U`b`n`Y`b`i`b`X`?`U`\_`Y`f`U`\_`Y`b`Y`X`Y`h`ž`j`Y`f`k`Y][ Y`f`h`Y`5`f`n`h`V`Y`g`i`W`X`Y
Y`f`Z`A`\`f`h`i`b`X`G`W`X`\`U`Z`Y`b`h`n`i`[ `Y`f`Y`V`Y`b`a`i`gg`" `A`f`Y`[ `Y`g`i`b`X`\`Y`h`]W`X`Y`b
6Y`Ub[ Y`k`i`f`X`Y`b`j`cb`X`Y`b`6Y`\Öf`X`Y`b`b]W`X`h`Ui`g`f`Y]W`X`Y`b`X`V`Y`U`W`X`h`Y`h`ž
k`U`g`X]Y`G`c`f[Yb`i`a`]\`f`Y`D`Y`f`g`c`b`k`Y]h`Y`f`j`Y`f[f`Ö»`Y`f`h`"8]Y
i`b[ Uf]gW`Y`b`6Y`\Öf`X`Y`b`\]b[ Y[ Yb`j`Y`f`Z`c`[ Yb`X`U`g`J`Y`f`Z`U`\`f`Y`b`[Y[Yb
A`U`U`H`"a`]h`9`b`hgW`X`c`g`g`Y`b`\`Y]h`i`b`X`Y]b`Y`a`\_`U`f`Y`b`:`c`_`i`g`U`i`Z`X]Y
gh`f`U`Z`f`Y`W`X`h`]W`X`Y`b`J`c`f`k`Ø`f`Z`Y`"

Dc`h]gW`X`Y`8]a`Y`b`g]c`b

8]Y`dc`h]gW`X`Y`b`5i`g`k`]f`_`i`b[Yb`XYg`:`U`Y`g`k`Y`f`X`Y`b`ni`b`Y`\`a`Y`b`X
gd`Ø`f`V`U`f`"8`Y`f`@]b`_`Y`b`!`9i`f`c`d`U`U`V[Y`c`f`X`b`Y`h`Y`A`U`f`h]b`G`W`X]f`X`Y`k`U`b`\`U`h
X]Y`6i`b`X`Y`g`f`Y[ ]Y`fi`b[ `Ui`Z[ Y`Z`c`f`X`Y`f`h`ž`A`U`U`H`"b`U`W`X`8`Y`i`hgW`X`U`b`X`ni
\`c`Y`b`"8`U`g`5i`g`k`A`f`h][Y`5a`h`V`Y`h`Y`i`Y`f`h`ž`X`U`gg`Y`g`X`Y`b`:`U`"b`h`Y`b`g]j
V`Y`h`f`Y`i`h`ž`]gh`Y`X`c`W`X`b]W`X`h`]b`X`Y`b`5i`g`]Y`Z`Y`fi`b[ g`d`f`c`n`Y`g`g`]b`j`c`j`]Y`f`h`
đ`n`k`]g`W`X`Y`b`Ui`Z`Y`b`[Y[Yb`k`Y]h`Y`f`Y`D`Y`f`g`c`b`Y`b`ž`X]Y`U`b`X`Y`b
, VYf[f]Z`Y`b`V`Y`h`Y`][ h[ Yk`Y`g`Y`b`g`Y]b`g`c`Y`b`ž`J`Y`f`Z`U`\`f`Y`b`ž`X]Y`V`Y]a
6Yf`]b`Y`f`?`Ua`a`Y`f[Y`f]W`X`h`[Y`V`Ø`b`X`Y`h`g]b`X`"h`U`n`"X`Y`Y`f[ A`b`n`h`ž`X`U`g`g
g]W`X`Ui`W`X`U`b`X`Y`f`Y`[ Y`g`i`W`X`h`Y`@]b`\_`Y`[ Y`g`h`Y`h`\`U`V`Y`b`ž`k`A`\`f`Y`b`X`X]Y
6i`b`X`Y`g`U`b`k`U`h`g`W`X`U`Z`h`Y]b`Y`5i`g`]Y`Z`Y`fi`b[]b`X`Y`b`a`Y]g`h`Y`b`:`A`Y`b`

UV`Y\bh"

8]Y`G]hi Uh]cb`j`cb`A U`U`H""]gh`XUa`]h`b]W`h`bi`f`Y]bY`:`fU[ Y`XYf
]bX]j` ]Xi`Y``Yb`:`fY]\Y]hž`gc`bXYfb`VYfØ\fh`Ui`W`h]YZfY
[YgY``gW`UZh`]W`Y`i`bX`dc`]h]gW`Y`:`fU[ YghY``i`b[ Yb`ØVYf`X]Y`F`YW`hY
j`cb`:`Y`ZUb[YbYbž`X]Y`6YX]b[i`b[ Yb`]b`Yi`fcd`Ä]gW`Yb
<UZhUbghU`hYb`gck` ]Y`XYb`i`a` [ Ub[ `a` ]h`dc`]h]gW`Yb`:`Y[bYfb``8]Y
l`bVUfa` \Yfn][_Y]h`XYf`i`b[ Uf]gW`Yb`ž`gh]n`k`]fX`j`cb`j`]Y`Yb
_f]h]g]Yfhž`k`Ä`fYbX`X]Y`YbX`cgYb`dc`]h]gW`Yb`8YVUhhYb`ØVYf
gc`W`Y`:`Ä``Y`k`Y]hYf`]\b`Ub``hYb]g]h`Ä`h[Yk`]bbYb"

8YhU]`g	
J`c`f`ZU``	?ØfdYfj`Yf`Yhni`b[
I`f`g`UW`Y`	Vfi`hU`Y`,`VYfZ`Ä``Y`
C`f`h`	6i`XUdYghž`i`b[Ufb
:`Y`ghbU`a`Yb`	%%
E`i`Y``Yb`	<ul style="list-style-type: none">• k`k`k`"W`a`d`UW`h!`c`b`]"bY"XY• k`k`k`"hU[ YggW`U`i`"XY• hUn"XY

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