

F UX!GYbgUh]c b. `đ [YbX`]W\ Y`^U[Yb
< ÒW\ gh[YgW\ k]bX][_Y]hYb °

5a`%&"\$+"&\$&) `ZUbXYb`]b`7chhVi g`gdUbbYbXY`K Yhh_Àa dZY
a]h'gW\ bY`Yb`F UXfYbbYfb`XYf`l %%`V]g`l %+`ghUhh"8]Y
9f[YVb]ggY`j YfgdfYW\Yb`Y]bY`Ui ZfY[YbXY`F UXgdcfhi _i bZh"



7c hhVi gž`8Yi hgW\`UbX`!`a`k Y`hk Y]hYb`F UXgdcfhi`VYY]bXfi W_h
Ui W\`XUg`c_U`Y` ; YgW\Y\Yb.`5a`%&"`đ`]'&\$&) `nY][hYb`↑ b[Y
HU`YbhY`]b`XYb`5`hYfg`_UggYb`l %%`V]g`l %+`gdcfhi]W\Y
< ÒW\ ghY]ghi b[Yb`"HY]`bY\`a Yf\]bbYb`XYf`F UXfYbbYb`_Ua Yb`Ui g
j YfgW\]YXYbYb`J YfY]bYbž`XUfi bhYf`XYf`F G7`7chhVi gž`XYf
: fUb`_Z fhYf`F 7`-`\$`Y`J`"i bX`XYf`F?`9bXgdi fh`\$`-`7chhVi g`Y`J`ž`X]Y
U`Y`ghUf`_Y`9f[YVb]ggY`Yfn]Y`hYb`"5i W\`HfUX]h]cbgj YfY]bY`k]Y`XYf
%`F G7`GhfUi gVYf[`i bX`XYf`F GJ`9]b\Y]hi`@VVYb`Y`J`"Xi fZhYb`g]W\
ØVYf`DcX]i a gd`ÀhnY`ZfYi Ybž`k À`fYbX`XYf`6G7`GØX`\$) `Y`J`"a]h
nk Y]j]YfhYb`D`ÀhnYb`Xi fW\`GUfU\`<c`Zza Ubb`i bX`B]W\c`Ug`NU\Yf
5i ZgY\Yb`YffY[hYž`gc`a`**YYh]b[dc]bh!VfUbXYbVi f["XY"**

6YgcbXYfg`VYa Yf`_Ybgk Yfh`k Uf`XUg`9]bnY`nY]hZU\ fYb`f9N: Łž]b

XYa`XYf`↑ b[Y`A`]Yg`DUI`]b`]b`XYf`! %%ØVYf`*`_a`XYb`Xf]hhYb
D`Uhn`VY`Y[hY`"B]W`!@ WU`HfØ[Yf`Zc`[hY`X]W`h`XU\]bhYf`Ui Z`F`Ub[
j`Yf`" `b`XYf`?UhY[cf]Y`XYf` `XYfa`ÀbbYf`_`cbbhY`GhYd\Ub
8Y[Yb\UfXh`Ui`g`6Yf`]b`X]Y`%&`_a`_`Ub[Y`GhfYW`_Y`ni`a`<c\Yb`F`chh
]b`Y]bYf`NY]hj`cb`%)`.%`ž`%` `A`]bi`hYb`VYk`À`h][Ybž`k`Ug`Y]bYf`
VYY]bXfi`W`_YbXYb`8`i`fW`gW`b]hrg[YgW`k`]bX][_Y]hj`cb`(`*`ž&`_`a`#
Ybhgd]W`h`"8]YgY`J`YfUbghU`hi`b[`df`ÀgYbh]YfhY`b]W`h`bi`f`XUg
?ØbbYb`XYf`HY]`bY\`a`Yfž`gcbXYfb`k`Uf`Ui`W`_`[Ydf`À[hj`cb`Y]bYf`
Ubgd]fi`W`gj`c`_`Yb`GhfYW`_Y`a`]h`Y]bYa`_`5bgh]Y[`j`cb`%&`Dfc`nYb`h`

B UW`k`i`W`g`V`f]b[h`Z`f]gW`Y`b`K`]b`X`

8Yf`6G7`GØX`\$)`Z]YfhY`]b`XYb`5`hYfg`_`UggYb`Y]b][Y`9fZc`[Yž
k`cVY]`_`U`b`]; fYj`Y`]b`XYf`5`hYfg`_`UggY`+`XYb`nk`Y]hYb`D`Uhn`a`]h`Y]bYf`
NY]hj`cb`&\$`.(`(`ž+&` `A`]bi`hYb`YffUb["8]YgY`VYa`Yf`_Ybgk`YfhYb
@Y]ghi`b[Yb`nY][Ybž`XUgg`X]Y`B`UW`k`i`W`gZU`fYf`]b`i`bgYfYf`F`Y[]cb
_Y]bY`5b[gh]`cf`XYf`?`cb`_i`ffYbn`_`UVYb`"8`Ug`b`ÀW`ghY`F`YbbYb`ZØf`
XYb`6G7`GØX`\$)`Z]bXYh`Ua`_`%(`"GYdhYa`VYf`]b`6UfbYk`]hn`ghUhh`
`b`hYfYgg]YfhY`_`ØbbYb`g]W`_`VYfY]hg`cb`]bY`ZØf`XUg`%-`"
DUUfnY]hZU`fYb`Uba`Y`XYb`"

8cW`b]W`h`bi`f`X]Y`_`c`_`U`Y`F`YbbgnYbY`VY[Y]ghYfhž`gcbXYfb`Ui`W`
XYf`DfcZ]fUXgdcfh`gW`fY]Vh`; YgW`k]W`hY`"8]Y`K`cf`XHci`fi!GU]gcb
&\$&(`k`]fX`U`g`XUg`gW`bY`ghY`_`U`f`U`Yf`NY]hYb`]b`X]Y`5bbU`Yb
Y]b[Y`Yb`"HUXY`^Dc[UWUf`k`Uf`Y]bY`Xca`]b]YfYbXY`:]`i`f`X]YgYf`
GU]gcbž`i`b`X`X]Y`Xi`fW`gW`b]h`h]W`Y`]; YgW`k`]bX][_Y]h`gh]Y[`Ui`Z
fY`_`cfXj`YfX`ÀW`h][Y`(`&ž&&`-`_`a`#`ž`k`Ug`Y]bYb`XYi`h]W`Yb`5bgh]Y[
[Y[YbØVYf`XYa`_`j`cf`Yf][Yb`FY`_`cfX`j`cb`(`%ž`\$+`_`a`#`]a`_`U`f`
&\$&`_`XUfghY`_`hž`k`]Y`fUXgd`cfhU`_`hi`Y`"XY`VYf]W`hYh`"

HYW`bc`c[]Y`i`b`X`H`f`U]b]b[`]a`_`:`c`_`i`g`

J`YfUb`hk`cfh]W`_`ZØf`X]YgYb`; YgW`k`]bX][_Y]hgfUi`gW`g]bX`j`cf`U`Y`a
X]Y`:`cfhgW`f]hhY`]b`XYf`:`U`ffUXhYW`bc`c[]Y`i`b`X`XYf`U[[fYgg]j`YfY
:`U`fgh]`XYf`bYi`Yb`; YbYfUh]cb`j`cb`F`UXfYbbZU`fYfb`" `a`_`U`f`&\$&(`
k`Uf`XUg`gW`bY`ghY`F`YbbYb`XYf`F`YbYk`]`Hci`f`a`]h`(-`ž`&)`_`a`#`XUg
<][\`][\`hž`k`À`fYbX`X]Y`%`"9hUddY`XYf`Hci`f`XY`:`fUbW`a`]h`Y]bYf`
8`i`fW`gW`b]hrg[YgW`k`]bX][_Y]hj`cb`(`,`ž`&%`_`a`#`ZØf`:`i`fcfY`

gcf[hY"8 Ug'nY][h'Y]bXfi W_gj c`ž'k]Y'F UXgdcfh]a a Yf'gWbY`Yf
k]fX"8]Y`[g]hcf]gWXY'9bhk]W_`i b[`j YfXYi h]Wk hž'XUgg'gY]h'&\$&'X]Y
8 i fWgWb]hng[YgWk]bX][_Y]hYb'_cbh]bi]Yf`Wk '[Ygh]Y[Yb'g]bXž
k Ug'b]W h'bi f'gdcfh]WY' < ÖW gh'Y]ghi b[Ybž'gcbXYfb'Ui W
VYXYi hYbXYb'hYWbc`c[]gWYb': cfhgWf]h'h'k]XYfgd]Y[Y'hž'k]Y'X]Y
5bU`mgYb'j cb'fUXgdcfh!k i `ZZ"XY' i bhYfghfY]WYb"

8Yf'5i gV`]W_`Ui Z'X]Y'GU]gcb'&\$&) `j Yfgdf]W h'bcW' a Y`f'FY_cfXY"
A]h'Y`f[]Y]n][Yb'5h`YhYb'i bX'Y]bYf'ghYh][Yb'9bhk]W_`i b[`]b'XYb
6YfY]WYb'HfU]b]b[ž'9fbÀ\fi b[`i bX'HYWbc`c[]Y'V'Y]Vh'XYf
F UXgdcfh'Y]b'gdUbbYbXYg'6YhÀh][i b[gZY`X`ZØf'U`Y
F UXgdcfhVY[]Y]ghYfhY"6`Y]VYb'k]f'U`gc'[YgdUbbhž'k Ug'i bg'X]Y
_ca a YbXYb'FYbbYb'Vf]b[Yb'k YfXYb°

8YhU]`g	
C fh	7chVi gž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • a YYh]b[dc]bh!VfUbXYbVi f["XY • fUXgdcfhU_hi Y`"XY • fUXgdcfh!k i `ZZ"XY

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh