

A i g]_ZYghgd]Y`Y`]b`Dc hgXUa .`?]bXYf
Yf`YVYb`?`Ub[UVYbhYi Yf`]a`Duf_°

8]Y`A i g]_ZYghgd]Y`Y`Dc hgXUa`GUbggci Wj`dfÅgYbh]YfYb
nU\`fY]WXY`_]bXYfZfYi bX`]WXY`?cbnYfhY`i bX`K cf_g\cdg`j ca
%) "'V]g`&&"" † b] &\$&) "



Dc hgXUa ž`8Yi hgW\`UbX`!`8]Y`A i g]_ZYghgd]Y`Y`Dc hgXUa
GUbggci Wj`Ui ZYb`Ui Z`<cW\hci fYb`i bX`gc f[Yb`b]W\h`bi f`ZØf
VYY]bXfi W_YbXY`?`Åb[Yž`gcbXYfb`Ui W\`ZØf`YXY`A Yb[Y`GdU»`ZØf
X]Y`>Øb[ghYb`"5a`9fØZbi b[gk cW\YbYbXY`ZUbX`Y]b`[Ubn
gdYn]Y`Yg`Dfc[fUa a`ZØf`?]bXYf`ghUhh`"5a`GcbbhU[bUW\ a`]hhU[
Xi fZhYb`XfY]; fi ddYb`a`]h?]bXYfb`UV`j]Yf`>U\`fYb`Ui ZY]bYb
Ui ZfY[YbXYb`Duf_gdUn]Yf[Ub[`]a`DUF_`6UVY`gVYf[`] [Y\`Ybž`k`c`g]Y
?`]b[YbXY`Gci j Yb]fg`gUa a`Y`hYb`i bX`j`c`Yf`:`fYi XY
g_UbX]YfhYb.`>W\`k`j`fY]gYb`[Y\`bž`a`]f`X]Y`K`Y`h`UbgY\`b`°`ž`k`]Y
XYf`HU[Yggd]Y[Y`VYf]W\hYh"

8 Ug`9j Ybhž`cf[Ub]g]Yfhj ca`9bgYa V`Y`5`a`UbUW\`i bhYf`XYa`H]hY`
9]b`a`i g]_U`]gW\Yg`:`Ua`]YbhU[YVi W\`ž`]gh`bi f`Y]bYg`j`cb`XfY]

ZUa]YbZfYi bX`]WXYb`5b[YVchYb`]a` <Ui dhdfc[fUa a`XYg
: Ygh]j U`g" `5a` `&&"` `> b`][Y\h`Yg`XUbb`k`Y]hYf`a`]h`XYb`VY`]YVhYb
: U\ffUX_cbnYfhYb`ž`X]Y` \Yi`Yf`b`]W`h`j`cb`5b`XfYU`DU`Y`bh`_i`fUh]Yfh
k`Yf`XYb`"8]Y`n`Y`\b`?`]`ca`Y`hYf`Ub[`Y`F`ci`hY`]gh`VYfY]hg`fY`gh`cg
Ui`g[`YVi`W`h`"

9]b`6`]W`_`Ui`Z`gd`Ubb`Yb`XY`K`cf`_g` \`cd`g`

9]b`<`][` \`][` \`h`Z`f`Ä`h`Y`f`Y`'`†`b[`Y`@`Yi`hY`UV`%)` `> \`f`Yb`]gh`XYf
Y]bk`ÖW`][`Y`K`cf`_g` \`cd` `GUbggci`W`F`Y`dc`fh`Yf`ž`XYf`Ua` `%"`" `> b`]
VY[`]bbh`" <`]Yf`_`Öbb`Yb`Ghi`X]YfYb`XY`i`b`X`G`W`Ø`Yf.`]bb`Yb
8c`_i`a`Y`bh`Uh]cb`gd`fc`Y`_`hY`Yf`_i`b`XYb`ž`X]Y`j`cb` \`]ghc`f]g`W`Yb
5i`Z`Ø` \`fi`b[`Yb`V`]g`ni` `?`ca`dcg]h]cb`g`Ø`Vi`b[`Yb`fY]W`Yb`"
HY]`b`Y` \`a`Yf.`]bb`Yb` \`UVYb`X]Y`A`Ö[` `]W`_`Y]hž`Z`f`Y]b`C`b`]b`Y`!`A`U[`Un]b
ni`g`W`fY]VYb`ž`Dc`X`W`U`ghg`ni`Y`f`ghY`"Yb`c`XYf` `> h`Yf`j`]Yk`g`a`]h
?`Ø`b`gh`Yf.`]bb`Yb`ni` `Z`Ø` \`f`Yb`"8]Y`g`Y` \`c`W`k`Y`fh[`Yb` `> \`U`h`Y`k`Y`f`XYb`Ui`Z
**a`i`g]_ZY`ghgd]Y`Y`!`d`c`hg`X`Ua` "XY`j`Yf`Ö`ZY`bh]W`h`i`b`X`[`Yk`Ä` \`f`Y]gh`Yb`
gd`Ubb`Yb`XY`9]b`V`]W`_`Y`]b`X]Y`K`Y`h`XYf`A`i`g]_`"**

8Yf`?`]W`!`c`Z`K`cf`_g` \`cd`Ua` `8]Yb`ghU[`ž`%"`" `> b]ž`j`cb`%%`V]g`%*`i` \`f
V]Yh`Y`h`ni`XYa` `X]Y` ;`Y`Y[`Yb` \`Y]hž`Y]b`F`Y`X`U`_`h]cb`gh`Y`Ua` `ni` `V`]`XYb`i`b`X
Y]b`@`b`W`_`cbn`Y`fh`ni` `VY`gi`W`Yb`"K`Ä` \`f`Yb`X`XYf`K`cf`_g` \`cd`!`K`c`W`Y`ž
X]Y`V]g`ni`a` `&&"` `> b]`Ub`X`Ui`Y`fhž`]gh`XYf`9]b`hf]h`h`ni` `Ui`g[`Yk`Ä` \`h`Yb
?`cbn`Y`fh`Yb`i`b`X`D`f`c`VYb`Z`f`H`Y]`b`Y` \`a`Yf.`]bb`Yb`Z`f`Y]"6`Y`g`c`b`X`Y`f`g
a`c`h`j`]Y`f`h`n`Y][`Yb`g]W`X]Y` `> h]U`h`c`f`Yb`ž`X`U`X]Y`K`cf`_g` \`cd`g`Ui`W`Y`]b
N`Y`f`h]Z`_`U`h`g`c`k`]Y`c`d`h]cb`U`Y]b`Yb`6`f]Y`Z`Z`f`Y]b`Y`G`W`i` `VY`Z`f`Y]i`b[
V]Y`h`Yb`"

: Ua]`]YbZfYi bX`]WXY : Ygh]j U`g`]a`HfYbX

8]Y`A`i`g]_ZY`ghgd]Y`Y`D`c`hg`X`Ua` `g]b`X`b]W`h`X`U`g`Y]bn][`Y`9]Yb`hž`X`U`g
g]W`X]Y`6`Y`X`Ø`f`Z`b]gg`Y`j`cb` :`Ua`]Yb`ni` `<`Y`f`n`Yb`b]a`a`h`"@`Ui`h`
**ZUa]`]Y`"XY`g]b`X`n`U` \`f`Y]W`Y` :`Ygh]j`U`g`a`]h`h`Y`f`k`Y]`Y`Ui`Z`X]Y`
:`Ua`]Yb`Ui`g`f]W`h`i`b[` `i`a` [`Ygh]Y[`Yb`"N]Y`]gh`Y`gž`Y]b`Y`Vi`b`hY`DU`Y`h`h`Y
Ub`5`_`h]j`]h`Ä`h`Yb`ni` `V]Y`h`Yb`ž`X]Y`Z`f`U`Y`5`h`Y`fg[`fi`dd`Yb`Ub`gd`f`Y`W`Yb`X
g]b`X`"6`Y`g`c`b`X`Y`f`g`Z`f`X]Y`G`c`a`a`Y`f`a`cb`U`h`Y`_]b[`Yb`j`Y`fg`W`]Y`X`Yb`Y
:`Ygh]j`U`g`]b`g`W`Ø`b`Y`f`i`a` [`YVi`b[`Ä`i` »`Y`f`gh`Y]b`U`X`Yb`X`"**

- D]bch'UbX'F cW_': Ygh]j U`.'\$&"V]g'\$*" "đ `]'&\$&) ž'6fY]gUWk
'A]h'?']bXYfdfc[fUa a 'i bX'@]j Y!5Whg'k]Y'Gbck 'DUhfc`"
- @c`UdU`ccnU': Ygh]j U`.'%&"V]g%' " "đ `]'&\$&) ž'6Yf']b'
BYVYb'hc`Yb'A i g]_UWhg'_ÒbbYb'?]Xg'a]h']\fYb'9'hYfb
gc[Uf'_cghYb`cg'hY]'bY\ a Yb"
- 8Y]WkVfUbX': Ygh]j U`.'%+"V]g'&) " "đ `]'&\$&) ž'7i | \Uj Yb'
9]b'YWk hYg'9f'YVb]g'Z0f'?]bXYf'a]h'gYWk g'60\ bYb' i bX
Y]bYa 'Vi bhYb'Dfc[fUa a "
- đ]Wn'6YUhg': Ygh]j U`.'&) "V]g'&*" "đ `]'&\$&) ž'8cfha i bX'
A i g]_ž'GdU»'i bX'Gd]Y'd`ÀhnY'Z0f'X]Y'?`Y]bYb"
- 6i f['<YfnVYf[': Ygh]j U`.'&("V]g'&+" "đ `]'&\$&) ž'<cZ
<i \bghUXh' 'K cf_g\cdg'i bX'A]ha UWk!CfWkYghYf'a UWkYb
XUg'9j Ybh'Z0f'?]bXYf'i bj Yf[Ygg]Wk "
- CdYb': `U]f': Ygh]j U`.'\$*"V]g'%"5i [i gh'&\$&) ž'9gWk k Y[Y
'A]h'[Ubn'i bhYfgWk]YX`]WkYb'60\ bYb' i bX'Y]bYf
_]bXYfZfYi bX`]WkYb' i a [YVi b["
- Fi \f'FY[[UY'Gi a a Yf.'&&"V]g'&("5i [i gh'&\$&) ž
A 0\`Y]a 'Ub'XYf'Fi \f' FY[[UY!?'Àb[Y'i bX
D`Ub gWk a Ò[`]Wk_Y]hYb']a 'BUhi fVUX"

9]b'\Yfj cffU[YbXYf'HfYbXž'XYf': Ua]]Yb'X]Y'A Ò[`]Wk_Y]h'V]YhYhž
i bj Yf[Ygg]WkY'9f'YVb]ggY'ni 'gWkUZZYb' i bX'Z0f'X]Y'[Ubn'?`Y]bYb
i bhYf'XYb': Ygh]j U'VYgi WkYfb'Ya dZ]Y'\h'g]Wk'Y]b'; Y\ÒfgWk i hn"
8Ug'gc f[h'Z0f'ghfYggZfY]Yg': Y]Yfb'Z0f'U`Y"CV']a 'DUf'_6UVY'gVYf[
cXYf'Ui Z]Y]bYa 'XYf'j]Y'Yb'Ui ZfY[YbXYb': Ygh]j U'g']b'X]YgYa
Gca a Yf' `X]Y'JcfZfYi XY'Ui ZbYi Y'_Ub[]c`Y'9f'YVb]ggY']gh
f]Yg][°

8YhU]`g	
Cfh	DchgXUa ž'8Yi hgWk`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "a i g]_ZYghgd]Y`Y! dchgXUa "XY • k k k "ZUa]]Y"XY

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