

9bhXYW_Yb`G]Y`X]Y` ; Y\Y]a b]ggY`XYf 8cfZ_]fWXY`8YXY`ck`Ua`%%" `đ `j`°

9bhXYW_Yb`G]Y`X]Y`a]hY`U`hYf`]WXY`?]fWXY`]b`8YXY`ck`ž`X]Y
Ua`%%" `đ `j`i`a`%`,"`\$`I` \`f` ; YgW]W]hYb`j`cb`K`UbXY`i`bX
; `Ui`VYb`Yfn`Ä`h`"



8YXY`ck`ž`8Yi`hgW`UbX`!`đ`8YXY`ck`ž]Y]bYa`_`Y]bYb`8cfZ`Yhk`U
bYi`b`?`]`ca`YhYf`j`cb`DfYbn`Ui`YbhZYfbhž`k`]fX`Ua` :`fY]hU[`ž`XYb`%%"
đ`j`ž`i`a`%`,"`\$`I` \`f`Y]b`[`Ubni`VYgcbXYfYg`9fY][`b]g`ghUhhZ]bXYb`"8`JY
Xcfh][`Y`8cfZ_]fWXY`ÖZZbYh]a`F`U`a`Yb`XYf`F`Y]\`Y`K`Ybb`?`]fWYb
Yfn`Ä`Yb`]` \`f`Y`H0fYb`i`bX`Ä`Xh`6Ygi`WYf`Y]bž`]b`Y]bY
ZUgn]b]YfYbXY`K`Y`h`XYf` ; YgW]W]hY`i`bX`XYg` ; `Ui`VYbg
Y]bni`hUi`WYb`"8`JY`?`]fWY`VYgh]W]hXi`fW`]\`f`Y`bU`Yni
i`bj`Yf`Ä`bXYfh`Yf`U`hYbYž`a`]hY`U`hYf`]WXY`6Ui`k`Y]gY`i`bX`]gh`Y]b
k`U`f`Yg`đ`k`Y`i`bhYf`XYb` ; chYg`Ä`i`gYfb`XYf`I`W_Yfa`Uf`_"`K`JY`
**BcfX_i`f]Yf`VYf]W]hYhž`nY]W]bYb`g]W]X]Y`đ`bYb`f`Ä`i`a`Y`Xi`fW
Ui`gXfi`W_gghUf`_Y`A`U`YfY]Yb`Ui`gž`X]Y`j`cf`U`Y`a`Ui`Z`XYb`9a`dcfYb
ni`Z]bXYb`g]bX`"<`]YfXi`fW`k`]fX`X]Y`gd]f]hi`Y`Y`5ha`cgd`Ä`fY`XYf
?`]fWY`Y`VYbX][`"**

9]b`VYgcbXYfYf`GW\Uhn`g]bX`X]Y`gY`hYbYb`VUfcW_Yb
<Yfn`!9a`V`Ya`Uh]_Yb`j`cb`8Ub]Y`"?fUa`Yf`"8]YgY`?i`bghk`Yf_Y
V]YhYb`XYb`6Ygi`W`Yfb`9]bg]W\h`i]b`X]Y`:`f0a`a`][`_Y]hj`Yf[`Ub[`YbYf
NY]hYb`i`bX`VYgW\`fY]VYb`Y]bYb`[`Y]gh]W\Yb`@YVYbgk`Y[`"9]b
k`Y]hYfYg`<][`\\][`\\h`]gh`XYf`5`hUfz`XYf`X]Y`DfUW\`h`Y]bYg
gd`À`ha`]hhY`U`hYf`]W\Yb`A`Uf]Yb`U`hUfYg`a`]h`Y]bYa``F`YbU]ggUb`W`U`hUf
j`YfY]bh`"8]Y`6UW\`UXYb`nk`]gW\Yb`XYb`9dcW\Yb`j`cf`i`bX`bUW\`XYf
F`YZcfa`Uh]cb`Yfn`À`Yb`:`YgW\]W\hYb`j`cb`K`UbXY`i`bX
6Ygh`À`bX][`_Y]hž`X]Y`XUg`æ`hYfYggY`XYf`6Ygi`W\Yf`k`YW_Yb`i`bX`ni`f
F`YZYI`]cb`UbYf[`Yb`"

8]Y` ;` YgW\]W\hY`j`cb`8YXY`ck

8YXY`ck`V`]W`h`Ui`ZY]bY`Ub[`Y`i`bX`VYk`Y[`hY` ;` YgW\]W\hY`ni`f0W`"
6YfY]hg`]a`B`Yc`h_]i`a`i`[`]Vh`Yg`G]YX`i`b[`ggdi`fYbž`i`bX`X]Y
g`Uk`]gW\Y`6Yg]YX`i`b[`]a`%"`i`bX`%&`" `š\`f\`i`bXYfh`Y[`h`NYi`[`b]g
j`cb`XYf`_i`hi`fY`Yb`J]Y`ZU`h`UVž`X]Y`X]Y`F`Y[`]cb`Yi`hY`df`À`h`"8]Y
XYi`hgW\Y`?`c`cb]gUh]cb`]a`i`%`" `š\`f\`i`bXYfh`Z0`fhY`ni`Y]bYf
XmbUa`]gW\Yb`9bhk`]W`i`b[`XYg`_Y]bYb`C`fhYgž`XYf`Xi`fW`gY]bY
[`Yc[`fUZ]gW\Y`@U[`Y`Ub`XYf`i`W`Yf`i`bX`]b`XYf`B`À`Y`XYg`:`i`ggYg
E`i`]`ck`j`cb`XYf`A`0`Ybk`]fhgW\`U`Zh`d`fc`Z]h]YfhY`"@Ui`h`
**UfW\]hY`_hi`fU`dca`cfnY`d`Y`f\]Y`h`8YXY`ck`i`%`&\$`gY]bY`YfghY`
i`f`_i`bX`]W\Y`9fk`À`bi`b[`"**

æ`@Ui`ZY`XYf`š\`f\`i`bXYfhY`Yf`YVhY`8YXY`ck`j`]Y`Y`<`0`Yb`i`bX
H]YZb`"8]Y`NYfgh0fi`b[`Yb`Xi`fW\`XYb`8fY]»][`^`À`f][`Yb`?`f]Y[`gck`]Y
XYb`B`cfX]gW\Yb`?`f]Y[`Z0`fhYb`ni`NY]hYb`XYf`9bhj`0`_Yfi`b[`"Hf`chn
U`Yf`K`]Xf][`_Y]hYb`k`i`fXY`%,`,`&`Y]b`DcghUa`h`Yf`0Zb`Yh`i`bX`X]Y
6U\`b`]b]Y`DfYbn`Ui`!8YXY`ck`!GhfUgVi`f[`]b`6Yhf]YV`[`Ybca`a`Ybž
k`cXi`fW\`XYf`C`fh`gck`c`\\`]b`XYf`@UbXk`]fhgW\`U`Zh`k`]Y`Ui`W\`]a
<UbXY`bYi`Y`æ`di`gY`Yf\]Y`h`"æ`š\`f`%-`(`) `gYhnhY`XYf`J`cfa`UfgW\
XYf`fi`gg]gW\Yb`Hfi`ddYb`XYa`F`]hYf[`i`h`Y]b`9bXY`i`bX`bi`f`X]Y
;`fi`bXa`Ui`Yfb`V`]YVYb`VYghY`Yb`"

6Ui`_i`bgh`i`bX`?`i`h`i`fYfVY

8]Y`?`]fW\Y`]b`8YXY`ck`ž`X]Y`]b`XYf`nk`Y]hYb`<`À`ZhY`XYg`%`"
š\`f\`i`bXYfhg`YfVUi`h`k`i`fXYž`[`Y`0`fh`Yi`hY`ni`f` ;`Ya`Y]bXY

GW Òbk YfXYf'i bX`]gh`Y]b`6Y]gd]Y`ZfØ\ [ch]gW Yf`5fW]hY`_hi f" ` ÆfY
a Ugg]j Yb` ; fUb]hei UXYf'i bX`XYf`W UfU`_hYf]gh]gW Y` ; fi bXf]gg
j Yf`Y]\Yb`]\f`Y]bYb`a cbi a YbhU`Yb`7\UfU`_hYf"8]Y`?]fW Y`]gh]j cb
Y]bYa `?]fW \cZi a [YVYbž`XYf`bUW `k]Y`j cf`U`g`c`_U`Y`BY`_fcdc`Y
[Ybi hnh`k]fX" `K]Y`Ui Zi **W_Yfa Uf_!YbhXYW_Yb"XY`Yfk`À\bh`k]fXž**
g]bX`]a ` ÆbYfYb`XYf`?]fW Y`i bhYf`UbXYfYa `Ui W `K UbXa U`YfY]Yb
Ui g`XYf`GdÀh[ch]_`ni `Z]bXYbž`X]Y`%-`*` `YbhXYW`_h`k i fXYb"8]YgY
k YfXYb`Yf[Àbnh`Xi fW `VYXYi hYbXY`9]bf]W hi b[g[Y[YbghÀbXYž
k]Y`XYb`F YbU]ggUbW`U`hUf`Ui g`XYa `ZfØ\Yb`%+"` ð\ f\i bXYfhgck]Y
X]Y`? Ubny`Ui g`XYf`YfghYb`<`À`ZhY`XYg`%+"` ð\ f\i bXYfhg"

5a `_ca a YbXYb` : fY]hU[`_ÒbbYb` ÆhYfYgg]YfhY`X]Y` ; Y`Y[Yb`Y]h
bi hYbž`X]Y`Y]ba U`][Y`5ha cgd\`ÀfY`XYf`8cfZ_]fW Y`ni `Yf`YVYb`i bX
X]Y` ; YgW]W hYb`ni `YbhXYW_Ybž`X]Y`X]YgY`U`hY`fk`ØfX][Yb`A Ui Yfb
YfnÀ`Yb"9]b`6Ygi W `c`b`h`g]W `U`gc`b]W h`bi f`ZØf
; YgW]W hg]bhYfYgg]YfhYž`gc bXYfb`Ui W `ZØf`YXYbž`XYf`g]W `Ui Z`X]Y
Gdi fYb`j Yf[Ub[YbYb`@YVYbg`VY[YVYb`a ÒW hY"

8YhU]`g	
C fh	8YXY`ck ž`8Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX`_i f]Yf"XY • UfW]hY`_hi fU"dca cfnY"d` • i W_Yfa Uf_!YbhXYW_Yb"XY

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