

8 Ug]DUX 'U`g`9!6cc_!F YUXYf. 'Gc`k]fX @YgYb`ni a `9f`YVb]g°

9fZU\ fYb`G]Y`Ua `) "\$* "&\$&) ž`k]Y`XUg`]DUX`U`g`9!6cc_!F YUXYf
Zi b[]Yfhi bX`k Y`WXY`5ddg`XUg`@YgYYf`YVb]g`j YfVYggYfb"



8 Yi hgW\ `UbX`!`8 Ug`]DUX`V]YhYh`Y]bY`Yfj`c ffU[YbXY`A`Ò[`]W\`_Y]hž
9!6cc_g`i`bhYfk`Y[g`ni`"YgYb"8`Ub`_gY]bYg`c`W\`Ui`Z`ÒgYbXYb
F`Yh]bU!8`]gd`Umg`k`YfXYb`HYI`hY`gW\`UfZ`XUf[YghY`hž`k`Ug`XUg`@YgYb
Ub[YbY`a`a`UW\`h"8`]Y`5bdUggi`b[gc`dh]cbYb`XYf`GW\`f]Zh[fÒ»`Y`i`bX
XYf`<]bhYf[fi`bXZUfVY`Yfa`Ò[`]W\`Yb`Yg`Bi`hnYfbž`XUg`@YgYYf`YVb]g
]bX]j`]Xi`Y`ni`[YghU`hYb"6`YgcbXYfg`UhhfU`_h]j`]gh`X]Y`A`Ò[`]W\`_Y]hž
ZUfV][Y`b`U`hY`k`]Y`7ca`]Wg`i`bX`]i`ghf]YfhY`6`ØW\`Yf`Ui`Z`XYa`]DUX
ni`[Yb]Y»Ybž`k`Ug`Yg`ni`Y]bYa`j`]Y`gY]h][Yb`9!6cc_!F YUXYf`a`UW\`h"
8`UfØVYf`\]bUi`g`Yfa`Ò[`]W\`h`X]Y`GmbW\`fcb]g]Yfi`b[gZ`b`_h]cb`j`cb
5ddg`k`]Y`5dd`Y`6cc_g`XUg`bU`h`c`gY`@YgYb`Ui`Z`a`Y`fYfYb
;`Yf`À`hYb" <`ØfVØW\`Yf`_`ÒbbYb`YVYbZU`g`X]fY`_h`ØVYf`XUg`]DUX
UV[Ygd]Y`h`k`YfXYbž`k`Ug`X]Y`Bi`hni`b[`U`g`5`!`]b!CbY!`@YgY!`i`bX
<`Øf[Yf`À`h`UVfi`bXYh"i`a`9!6cc_g`ni`"YgYbž`g]bX`Y`XcW\`i`[YY][bYhY

5ddg'bc h k YbX)[ž k cVY]'VY]'_cd]Yf[YgWk Øh h Yb'6ØWk Yfb'Y]bY
5XcVY!-8'ZØf'5ddg'k]Y'6'i YZ]fY'F YUXYf'YfZcfXYf'Wk'gY]b'_Ubb"
8Yf'BUWk ha cXi'g'j]b'j]Y'Yb'5ddg'fYXi n]Yfh'X]Y
6]'XgWk]fa \Y''[_Y]hž'k Å\fybX'XYf'B][\h!G\]Zh!A cXi'g'XYg']DUXg
X]Y'8]gd'UmZUfVYb'Ui Zk Åfa YfY'HØbY'i a ghY''hž'i a 'X]Y'5i [Yb'ni
gWkcbYb"

8Ug']DUX'A]b'] []'h'U'g'Y]bY'gY\ f'Ya dZY\`Ybgk YfhY'K U\`ZØf
@YgYfUhhYbž'XU'Yg'_ca dU_h'i bX'`Y]Wk'h]gh"Bi hnyf'_ØbbYb'VY]
'Åb[Yfyb'@YgYgYgg]cbg'XYb' B]Wk'h!GhØfYb!A cXi'g'U_h]j]Yfybž'i a
5V'Yb_i b[Yb'ni 'j Yfa Y]XYb'"Ni XYa '_ØbbYb'g]Y'GWk f]ZhUfhž
GWk f]Zh[fØ»Y'i bX'<]bhYf[fi bXZUfVYb']bX]j]Xi Y''Y]bghY''Ybž'i a
XUg'@YgYYa dZ]bXYb'ni 'cdh]a]Yfyb'"i a 'X]Y'VYghYb'9!6cc_!
5bk YbXi b[Yb'ni 'Z]bXYbž'gc`hYb'Bi hnyf'j YfgWk]YXYbY']CG!6i Wk!
5ddg'Ui gdfcV]Yfybž'XYbb'Yg' []Vh'nU\`fY]Wk'Y'C dh]cbYbž'X]Y
i bhYfgWk]YX'Wk'Y'6YXØfZb]ggY'UVXYW_Yb"

6Y']YVhY']DUX!5ddg'ZØf'9!6cc_g

Ni 'XYb'VYghYb'6i Wk!5ddg'ZØf']DUX'i bX']D\cbY'[Y\ØfYb'i bhYf
UbXYfYa .

- 5a Uncb'?]bX'Y.'9]bY'Zcfh[YgWk f]hhYbY'6i Wk'YgY!5ddž
X]Y': i b_h]cbYb'k]Y'LIF Um'i bX'DU[Y':]d'V]YhYh"
- 5dd`Y'6cc_g. 'C dh]a U'']b']CG]bhY[f]Yfhž'Yfa Ø[`]Wk'h'XYb
X]fY_hYb'?Ui Zj cb'9!6cc_g'i bX'< ØfVØWk Yfb"
- @]VVm'9fa Ø[`]Wk'h'XYb'Ni [f]Z'Ui Z'6]V`]ch\Y_g!9!6cc_g
i bX'< ØfVØWk Yf"
- ; cc[`Y'D`Um'6cc_g. '6]YhYh'Ni [f]Z'Ui Z'6ØWk Yf'j cb
'YXYa ' ; YfÅhi bX'gmbWk fcb]g]Yfh'X]Y'6]V`]ch\Y'_a]h'XYa
; cc[`Y!?'cbhc"
- GWf]VX. '6]YhYh'i bVY[fYbnhYb'Ni [Ub['ni '9!6cc_gž
< ØfVØWk Yfb'i bX'a Y\ f"

8]Y'Y]bYb'Bi hnyf'VYj cfni [Yb'X]Y'i a ZUb[fY]Wk'Y'5i gk U\`Ub
-b\U'hYb']b'XYf'?]bX'Y!5ddž'k Å\fybX'UbXYfY'X]Y'Y]bZUWk Y
< UbX\UVi b['j cb'5dd`Y'6cc_g'gWk'ÅhnYb"' : Øf'j]Y'Y']gh'X]Y'Bi hni b[
a Y\fyfYf'6i Wk!5ddg'i bVYXYb'_]Wk'i bX'_Ubb'X]Y'@YgYYfZU\fi b[

XYi h]W`j YfVYggYfb"

A Uf_hYb hk]W`i b[`j cb`9!6cc_g`]b
8 Yi hgW`UbX

8]Y`Dcdi`Uf]h`h`j cb`9!6cc_g`k`ÅW`ghž`cV`k c\`XYf`I a`gU`h`U`b`h`Y`]
a`j`h`Y`h`k`U`g`Y`W`g`D`f`c`n`Y`b`h`b`c`W``[`Y`f`]b`[``]`g`h``8]Y`N`U`\`XY`f`
?`Å`i`Z`Y`f`.]b`b`Y`b`]b`8`Y`i`h`g`W``U`b`X`]g`h`g`Y`h`&`\$`\$`_`c`b`h`]b`i`]Y`f`]W`
[`Y`g`h`Y`[`Y`b`ž`a`]h`Y`]b`Y`a``<`Ø`W`g`h`g`h`U`b`X`]j`c`b`_`b`U`d`d`]j`]Y`f`A`]``]c`b`Y`b`
?`Å`i`Z`Y`f`b`]b`X`Y`b``đ`\\f`Y`b`&`\$`%(`i`b`X`&`\$`%)`"@`U`i`h`U`_`h`i`Y`Y`b`
G`W`Å`h`i`b`[`Y`b`k`i`f`X`Y`b`&`\$`&`'`f`i`b`X`X`f`Y`]A`]``]c`b`Y`b`?`Å`i`Z`Y`f`.]b`b`Y`b`
[`Y`n`Å`\`h`ž`k`U`g`X`Y`a``J`c`f`U`\`f`Y`g`b`]j`Y`U`i``Y`b`h`g`d`f`]W`h``,`V`Y`f`-`\$`D`f`c`n`Y`b`h`
X`Y`g`9!6cc_!A`U`f`_`h`Y`g`]b`8`Y`i`h`g`W``U`b`X`V`Y`g`h`Y`\`h`U`i`g`6`Y`Y`h`f`]g`h`]ž`k`U`g`
U`i`Z`Y`]b`Y`d`c`g`]h`]Y`I`a`g`U`h`Y`b`h`k`]W`_`i`b`[``]b`X`]Y`g`Y`a`6`Y`f`Y`]W`
\]b`X`Y`i`h`Y`h``5`Y`f`X`]b`[`g`]g`h`X`U`g``đ`h`Y`f`Y`g`g`Y`U`b`9!6cc_g`V`Y`]D`Y`f`g`c`b`Y`b`
Ø`V`Y`f`*`\$`đ`\\f`Y`b`i`b`X`đ`[`Y`b`X`]W`Y`b`n`k`]g`W`Y`b`%`&`i`b`X`%-`đ`\\f`Y`b`
[`Y`f`]b`[``]

9!6cc_g`g]bX`X][`]h`U`Y`g`A`U`h`Y`f`]U`ž`X`U`g`_`c`a`d`U`_`h`i`b`X`Ø`V`Y`f`U``
j`Y`f`Z`Ø`[`V`U`f`]g`h``6`Y`f`Y`]h`g``*`D`f`c`n`Y`b`h`X`Y`f`A`Y`b`g`W`Y`b`]b`8`Y`i`h`g`W``U`b`X`
Y`g`Y`b`n`i`a`]b`X`Y`g`h`[`Y`Y`[`Y`b`h`]W`9!6cc_g`ž`X`]Y`g`c`k`c\`U`i`Z`H`U`V`Y`h`g`U`g`
U`i`W`U`i`Z`G`a`U`f`h`d`\`c`b`Y`g`i`b`X`g`d`Y`n`]Y`Y`b`9!F`Y`U`X`Y`f`b`[`Y`b`i`h`h`
k`Y`f`X`Y`b``8`Y`f`X`i`f`W`g`W`b`]h`]W`Y`D`f`Y`]g`Z`Ø`f`Y`]b`9!6cc_`U`[``&`\$`&`'`V`Y`]
*`ž`+`9`i`f`c`ž`k`U`g`X`]Y`Z`]b`U`b`n`]Y`Y`N`i`[`Å`b`[``]W`_`Y`]h`n`i`X`[`]h`U`Y`b`
6Ø`W`Y`f`b`\`Y`f`]c`f`[`Y`\`c`V`Y`b``]

8YhU]`g	
JcfZU``	Gcbgh][Yg
Cfh	8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "h!`c`b``]bY"XY • YVcc_Zf]YbX`m"WŁa • XY"ghUh]ghU"WŁa

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