

: Øb Z`J Yf`Y hnhY `VY]`gWk YfYa
5i ZZU\ fi bZU``Ui Z`5 %\$` `Dc`]nY]`Yfa]hhY`h°

5_hi Y``Y`A Y`Xi b[Yb`Ui g`CVYf\Uj Y`. `@j Yh]W_Yf`ni
9fY][b]ggYbž`J Yf_Y\fgi bZÄ``Yb`i bX
G]WYf\Y]hg]bZcfa Uh]cbYb`]b`6fUbXYbVi f["



6i bXYgUi hc VU\ b`%\$ž`8Yi hgWk`UbX`!`5a` `%&"'đ b]`&\$&)`k i fXYb
]b`CVYf\Uj Y`a Y\fyfY`U_hi Y``Y`9fY][b]ggY`i bX`k]Wk][Y
bZcfa Uh]cbYb`ØVYf`X]Y`c`_U`Y`bZfUghfi`_hi fi bX`G]WYf\Y]h
j YfÖZYbh]Wk`8Yf`@j Yh]W_Yf`XYf`A Äf_]gWYb`5``[Ya Y]bYb
NY]hi b[`]bZcfa]Yfh`ØVYf`J Yf_Y\fga Y`Xi b[Ybž
J YfUbghU`hi b[g\]bk Y]gY`i bX`k]Wk][Y`A Y`Xi b[Yb`Ui g`XYa
@UbX_fY]g``8Uni`nÄ`Yb`Ui Wk`6Yf]Wk`hY`ØVYf`Dc`]nY]!`i bX
: Yi Yfk Y\fy]bgÄhnYž`gck]Y`GWk`Y»nY]hYb`XYg`GhUbXYgUa hg``9]b
gdYn]Y``Yf`DYbX`Yf!H]W_Yf`\Ä`h`X]Y`6Øf[Yf`ØVYf`6Ui ghY``Ybž
YbXYfi b[Yb`VY]`6i g`]b]Yb`i bX`U_hi Y``Y`; YgWY\ b]ggY`Ui ZXyb
GhfU»Yb`Ui ZXYa`@Ui ZYbXYb`**VYf]Wk`hY`h**"

9]b`VYXYi hYbXYg`9fY][b]g`]b`XYf`FY[]cb`k Uf`Y]b`5i ZZU\ fi bZU``ž

XYf'g]W\Ua`AcbhU[žXYb`%"`đ b]`&\$&) ž[Y[Yb`%(.&\$`I \f`Ui ZXYf
6i bXYgUi hcVU\ b`%\$`nk]gW\Yb`6]f_Ybk YfXYf`i bX`CfUb]YbVi f[`]b
: U\fhf]W\hi b[`<Ua Vi f[`YfY][bYhY`"6Y]`XYa`i bZU`j Yf`YhnhYb`g]W\
Z0bZDYfgcbYb`Y]W\hž`U`g`Y]b`i` (!`Ä`f][Yf`dc`b]gW\Yf`i: U\Yf`Y]bYg
8cX[Y`i b[YVfYa`gh`Ui ZY]bYb`A YfW\XYg`Y]bYg`&-!`Ä`f][Yb
XYi hgW\Yb`i: U\Yf`fg`Ui ZI \f`"8Yf`A YfW\XYg`gW\`Yi XYfhY`[Y[Yb`X]Y
A]hhY`gW\i hnd`Ub_Y`i bX`UbXYhY`]a`60gW\i b[gVYfY]W\ž`k Ä`fYbX
XYf`8cX[Y`bUW\`fYW\hg`j cb`XYf`i: U\fvU\ b`[YgW\`Yi XYfh`k i fXY`
9]b`5`_c`c`hYgh`Yf[UV`VY]`XYa`dc`b]gW\Yb`i: U\Yf`f`%ž) \$`Dfca`j`Y`
5`Y`đgUggYb`XYg`8cX[Y`k i fXYb`Y]W\hj Yf`Yhnh`i bX`a`i gghYb`]a
?fUb_Yb\Ui g`VY\UbXY`h`k YfXYbž`k Ä`fYbX`X]Y`đgUggYb`XYg
A YfW\XYg`i bj Yf`Yhnh`V`]YVYb`i bX`]fY`i: U\fh`Zc`fhgYhnhYb`_c`b`bhYb`
a Yf_h`Ub`

J Yf_Y`f`g`i bZU`ghUh]gh]_`&\$&(`

8]Y`<]bhYf[fi bXghUh]gh]_Yb`ni`J Yf_Y`f`g`i bZÄ`Yb`]b`6fUbXYbVi f[
nY][Yb`Y]bY`[Ya`]gW\hY`6]`Ubn`"a`đ\`f`&\$&(`gUb`_X]Y`i YgUa`hnU\
XYf`J Yf_Y`f`g`i bZÄ`Y`Ui Z`+`") (`žY]b`F`ØW`[Ub[`]a`J Yf[`Y]W\`ni
&\$&`ž`k c`bcW\`+(`&) \$`i bZÄ`Y`fY`[]ghf]Yfh`k i fXYb`"8Yb`bcW\
gh]Y[Yb`X]Y`NU\`XYf`J Yf`YhnhYb`i bX`X]Y`XYf`J Yf_Y`f`g`h`c`h`Yb`Ub`"Gc
[UV`Yg`%\$`-`*)`j Yf`YhnhY`DYfgcbYbž`[Y[Yb`ØVYf`%\$`-(`,`]a`J cf`U\`fž
i bX`X]Y`NU\`XYf`HchYb`gh]Y[`Ui Z`%(`ž`k Ä`fYbX`g]Y`&\$&`VY]`%\$,
`U[`đbYba`]b]ghYf]b`?Uhf]b`@Ub[Y`VYnY]W\ bYhY`X]YgY`6]`Ubn`U`g
[Ya`]gW\hž`XU`nk Uf`k Yb][Yf`i bZÄ`Y`ž`UVYf`a`Y`f`J Yf`YhnhY`i bX
HchY`ZYgh[YghY`h`k i fXYb`**Yf`_`Ä`fh`**

6YgcbXYfg`\Yfj`cfni`YVYb`]ghž`XUgg`*)`i`XYf`J Yf_Y`f`g`i bZÄ`Y
]bbYf`U`V`[YgW\`cggYbYf`C`fhgW\UZhYb`dUgg]YfhYb`"<]Yf`[UV`Yg
`-``-`J Yf`YhnhYž`]a`J Yf[`Y]W\`ni`"`,`-`%]a`đ\`f`&\$&`"5i`»Yf`U`V
[YgW\`cggYbYf`C`fhgW\UZhYb`gh]Y[`X]Y`NU\`XYf`HchYb`Ui Z`*`ž`k Ug
Y]bY`Ni bU`a`Y`]a`J Yf[`Y]W\`ni`)`*`]a`J cf`U\`f`XUfghY`h`8Yf
<Ui dh[fi bX`Z0f`X]Y`i bZÄ`Y`V`Y]Vh`X]Y`b]W\h`Ub[YdUgghY`c`XYf
ØVYf`\Ø`hY`i; YgW\`k`]bX][`_Y]hž`X]Y`]b`*`%(`&`i: Ä`Yb`ni`i bZÄ`Yb
Z0`fhY`"7cbj`Yfh]Yfh`Ui Z`5i hcVU\`bYb`_Ua`Yg`ni`"*)`'`'`i bZÄ`Ybž
VY]`XYbYb`%-`DYfgcbYb`i a`g`@VYb`_Ua`Yb`**ghY`h`X]Y`Dc`nY]
ZYgh`**

I a 'X]Y'J Yf_Y\fgg]WYf\Y]h'ni 'j YfVYggYfbž'd`Ubh'XUg
 J Yf_Y\fga]b]ghYf]i a 'A U» bU\ a Ybž'X]Y'VUi `]WY'`b] Ygh]h]cbYb
 i bX'GYbg]V]`]g]Yfi b[g_Ua dU[bYb'i a ZUggYb"9]b'D]`chdfc_Y_h'ni f
 GhÄf_i b['XYg': i »j Yf_Y\fg'k]fX']b'XfY]?ca a i bYb'Xi fW[YZØ\fhž
 k Ä\fybX'X]Y'?Ua dU[bY' @]YVYf'g]WYf"@]YVYf`YVYb" `bYi
 Ui g[Yf]WYhYh'k]fXž'i a 'dcg]h]j Y'6chgWYUZhYb'ni f
 J Yf_Y\fgg]WYf\Y]h'ni 'ZØfXYfb"8]YgY'`b]h]Uh]j Yb'gc`Yb'XUni
 VY]hfU[Ybž'J Yf'YhnhY'i bX'HcXYgZÄ`Y']a 'GhfU» Ybj Yf_Y\f']b'XYb
 _ca a YbXYb'`X\fyb'g][b]Z]_Ubh'ni 'gYb_Yb"

8YhU]`g	
J c fZU``	J Yf_Y\fgi bZU``
I fgUWY	5`_c\c`Y]bZi gg
C fh	6i bXYgUi hcVU\b`%\$ž8Yi hgW`UbX
J Yf`YhnhY)
GW UXYb`]b`	&\$\$\$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • dc`]nY]VYf]WYhY!VfUbXYbVi f["XY • dc`]nY]"VfUbXYbVi f["XY

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