

œVY`6Y``]b[\Ua`ghUfhYh'a]h'6cfi gg]U
8cfha i bX`]bg`HfU]b]b[` `9fghY`6]`XYf°

œVY`6Y``]b[\Ua`k YW`gY`h'ni a`6J`6`i bX`ghUfhYh'Ua`%"`đ b]
&\$&) `XUg`HfU]b]b[`i bhYf`B]_c`?cj UW]b`8cfha i bX`



8cfha i bXž`8Yi hgW`UbX`!`5a`%"`đ b]`&\$&) `k]fX`6cfi gg]U
8cfha i bX`X]Y`J`YfdZ]W`hi b[`j`cb`œVY`6Y``]b[\Ua`VY`Ubbh[YVYbž
XYf`j`cb`Gi`bXYf`UbX`Z0f`V]g`ni`"`,`A`j``]cbYb`9i`fc`fl`&`A`j``]cbYb
DZ`bX/`(`ž`A`j``]cbYb`8c``UfE`k`YW`gY`h`"8Yf`%-`!`A`f][`Y
A`]hY`ZY`Xgd]Y`Yf`\Uh`Y]bYb`:`ØbZ`U`fYgj`YfhfU[`V]g`ni`a`Gca`a`Yf
&\$`\$`i`bhYfgW`f]YVYbž`k`]Y`**B`M`H]a`Yg`VYf]W`hYhž`XUgg`X]Yg`XUg`
9fZc`[`gfY`nYdh`XYf`GW`k`Ufn!`;`Y`VYb`nY][`hž`hU`Ybh]YfhY`Gd]Y`Yf`ni
j`YfdZ]W`hYb`i`bX`]b`XYb`?`UXYf`ni`]`bhY[`f]YfYb`"**

6Y``]b[\Ua`]`gh`XYf`Øb[YfY`6fi`XYf`XYg`VY`UbbhYb`Gd]Y`Yfg`đ`XY
6Y``]b[\Ua`i`bX`\Uh`gY]bYb`:`i`»`VU``Ui`gV]`Xi`b[`]b`XYf`5`UXYa`]Y
j`cb`6]fa`]b[\Ua`7]`hm[`YbcggYb`"`-a`đ`Jbi`Uf`&\$&&`k`i`fXY`Yf
6]fa`]b[\Ua`7]`hmg`nk`Y]hØb[`ghYf`Gd]Y`Yf`i`bX`k`YW`gY`hY`]a`đ`b]

&\$&'`ZØf`&A]``cbYb`DZ` bX`ni`Gi` bXYf`UbX``8`cfh`UVgc`j`JYfhY`Yf`,`)
j`cb`-`-`)`a` Ò[`]WXYb`7`Ua` d]cbg\`d!Gd]Y`Yb`i` bX`k`i` fXY`ZØf`gY]bY
ghUf`_Y`@Y]ghi` b[`U`g` M`i` b[`D`UmYf`c`Z`h`Y`GYUgcb` `Ui` g[`YnY]W`b`Yh`"

HfU]b]b[gVY[]bb`i` bX` ðbhY[fUh]cb`]bg`HYUa

9fghY`6]`XYf`j` cb` ðVY`6Y``]b[`Ua` `VY]a` `HfU]b]b[`i` bhYf`6J`6!
HfU]bYf`B]_c`?`cj` UWg]bX`j` Yf`ÖZZ]bh]W`h`k` cfXYb``6Y``]b[`Ua` `]gh
ni`gUa` a` Yb`a`]h`gY]bYb`bYi` Yb`HYUa` _c``Y[`Yb`ž`XUfi` bhYf`7`c`Y
7`Ua` dVY``ž: `]`ddc`A` Ub`Å`i` bX` ð` `]Ub`6`f`Ub`X`h`ž`ni` `gY`Yb``8`Ug
HfU]b]b[`U`h`Ua` `gY`VYb`HU[`ž`XYa` `%"` ð` b]`&\$&)` ž`VY[`cbbYb``GY]bY
bYi`Y`F`c``Y`U`g`j`]Y`gY]h[`Yf`A`]h`Y`Z`Y`X`gd]Y`Yf`k`]fX`U`g`GW`X`Ø`ggY``ni` f
k`Y]h`YfYb`9`bhk`]W`i` b[`XYg`HYUa` g`Ub[`YgY`Yb`ž`k` Å`f`Yb`X`Yf
gW`f]h`rk`Y]gY`]b`X]Y`YfghY`A` Ub`bgW`U`Z]b]bhY[`f]Yf`h`k` YfXYb`gc``ž`k`]Y`
F`i` \`f`&(`VYf]W`hY`h`ž`X`Ugg`"

8]Y`Z]b`Ubn]Y``Yb`8`YhU]`g`XYg`HfUbgZYfg`g]bX`YVYbZU``g
VYa`Yf`_Y`bgk`Yfh``8`cfha`i` bX`n`U`h`Ub`Z`Å`b[`]W` `` \$`A`]``cbYb`9i`fcž
X`Uni`_`ca`a`Yb`V]g`ni` `) `A`]``cbYb`9i`fc`]b`:`cfa` `j`cb`Df`Å`a`]Yb`"
Gi`bXYf`UbX`U`h`gc[`Uf`5`bgdfi` W` `Ui`Z`Y]bY`%)`!dfcnYbh][`Y
6YhY][`i` b[`Ub`ni`_`Ø`b`Z]h[`Yb`J`Yf`_`Å`i`Z`Yb`ž`k`Ug`X]Yg`ni`a
F`Y`_`cf`X`hf`Ubg`ZYf`XYg`7`i`Vg`a`UW`h``8]YgY`J`Yf`_`Ui`Zggi`a`a`Y
ØVYfhf]Z]h`XYb`j`cf`Yf][`Yb`F`Y`_`cf`X`j`cb`&)`A`]``cbYb`DZ`bX`ž`XYb`g]Y
VY]a` `HfUbgZYf`j`cb` ð`f`X`Ub`D]W`Z`c`f`X`Y`fn]Y`h`U`h`Yb``Gi`bXYf`Ub`X
k`]fX`]b`X`Yb`Z]b`Ubn]Y``Yb`6`Yf]W`h`Yb`ZØf`X]Y`GU]gcb`&\$&(`!&\$&)
F`Y`_`cf`X[`Yk`]bb`Y`j`Yfa`Y`X`Yb`ž`k` Å`f`Yb`X`8`cfha`i` bX`g`6i`X[`Y`h`Xi`fW`
X]YgY`HfUbgU`_h]cb`VY`U`gh`Y`h`k`]fX`ž`k`Ug`]`f`Y`5i`g[`UVYb`ZØf`Ub`XYfY
Gd]Y`Yf`Y]bgW`f`Å`b`_Yb`_`Ø`bb`hY`"

A`Uf`_`h`VYk`Y[`i` b[`Yb`i` bX`HfYbXg

8Yf`:`i` »`VU``hfUbgZYfa`Uf`_`h`nY][`h`g]W`b`UW`k`]Y`j`cf`X`mb`Ua`]gW`"
@`Ui`h`**G`h`U`h]g`h`U`**Z]b`XYb`HfUbgZYfg`]b`XYb`[`fc`»`Yb`@][`Yb`bi`f
`U`V`Å`f`]W`gh`U`h`ž`k`c`VY]`Y]b][`Y`J`YfY]bY`]b`XYf`@U[`Y`g]b`X`ž
nk`Y]ghY``][`Y`A`]``cbYb`VYhf`Å[`Y`ni` `]bj`Ygh]YfYb``8]Y`6i`bXYg`][`U
j`YfnY]W`b`Y`h`Y`]b`XYf`GU]gcb`&\$&(`!&\$&)`Y]b`HfUbgZYfXYZ]h]ž
k`Å`f`Yb`X`6`UmYfb`A`Ø`b`W`Yb`a`]h`%(`-`A`]``cbYb`9i`fc`X]Y`U`W`ghYb
5i`g[`UVYb`j`YfnY]W`b`Y`h`Y``6`cfi`gg]U`8`cfha`i` bX`U`h`VYfY]hg`nk`Y]

F Y_c fXhfUbgZYfg]b`XYf`J Yf[Ub[Yb\Y]h[YhÅh][hž'i bhYf`UbXYfYa
 ZØf`Ci ga UbY`8Ya VÅ`Å'i bX`đ XY`6Y``]b[\Ua ``8]YgY
 9bhk]W_i b[Yb`j YfXYi h]WXYb`XYb`i bUi Z`Øf`]WXYb`8fi W_i bX`X]Y
 5bZcfXYfi b[Ybž`X]Y`X]Y`7`i Vg`Ui Z`XYb`HfUbgZYfa Uf_h`Ui gØVYb
 a ØggYbž`i a `ja `K Yh`Ui Zi a `HU`YbhY`Ub`XYf`Gd]hmY`ni `V`Y]VYb"

A]h`XYa `HfUbgZYf`j cb`æVY`6Y``]b[\Ua `]b`X]Y`6i bXYg`][U`_ØbbhY
 8cfha i bX`b]W`h`bi f`Y]bYb`j]Y`j YfgdfYWXYbXYb`Gd]Y`Yf`[Yk]bbYbž
 gcbXYfb`Ui W`gY]bY`GhfUhY[]Y`ni f`; Yk]bbi b[`↑ b[Yf`HU`YbhY
 k Y]hYf`ZYgh][Yb"

8YhU]`g	
J c fZU``	HfUbgZYf
C fh	8cfha i bXž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fi \ f&("XY • k k k "bm]a Yg"WŁa • XY"ghUh]ghU"WŁa

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