

Hi G`9]W\ Y`Gh]bghYXh. `%\$\$`>U\ fY`j c``Yf
Gdcfh`i bX`8cfZ[Y]gh`ZY]Yfb`°

8Yf`Hi G`9]W\ Y`Gh]bghYXh`ZY]Yfh`Ua`'&-`"† b]`&\$&)`gY]b
%\$\$!`Ä\ f][Yg`6YghY\`Yb`'a`]h`ZYgh`W\ Yb`5_h]j`]h`ÄhYb`i bX
† V]`Äi`a`gYa`dZUb["`



6ÖfXYž`8Yi`hgW\`UbX`!`8Yf`Hi G`9]W\ Y`Gh]bghYXh`ghY\`h]b`X]YgYa
>U\ f`j`c`f`Y]bYa`'Ui`»`Yf[Yk`Ö\ b`]W\ Yb`'A`Y]`YbghY]b. `8 Ug`8cfZ`i bX
gY]b`Gdcfhj`YfY]b`ZY]Yfb`ghc`n]`\`f`%\$\$!`Ä\ f][Yg`6YghY\`Yb`" `ë`XYf
6ÖfXY!;`Ya`Y]bXY`]gh`XYf`J`YfY]b`ZYghj`Yfk`i`fnY`hi bX`Vf]b[`h`X]Y
8cfZ[`Ya`Y]bgW\`UZh`ni`gUa`a`Ybž`k`]Y`**Wbj`!a`YX]Yb`"XY`VYf]W\`hYh`**
8]Y`:`Y]Yf`]W\`_Y]hYb`VY[`]bbYb`Ua`'&-`"† b]`'a`]h`Y]bYa`'`HU[`'XYf
:`i`»`VU``Yf`ž`[`YZc`[`h]`cb`Y]bYa`'`<`Ö\`Ydi`b`_hž`XYa
† V]`Äi`a`gYa`dZUb[`'Ua`')`"†`]ž`XYf`]b`Y]bY`'C`dYb`!5]f!`DUf`hm
ØVYf[`Y\`h":`Øf`X]Y`'A`]h[`'YXYf`]gh`XUg`† V]`Äi`a`'Y]b`ZY]Yf`]W\`Yf
5b`Uggž`i`a`'ni`gUa`a`Ybni`_ca`a`Yb`i`bX`bcghU`[`]gW\`Yb`'F`ØW`_V`]W_
Ui`Z`X]Y`[`Ya`Y]bgUa`Y`NY]h`ni`'k`YfZYb`"

I bhYf`XYf`Ub[`Ä\ f][Yb`:`Ø\ fi b[`'j`cb`'K`]Zf]YX`H]YXYa`Ubb`\`Uh`XYf`

J YfY]b j]Y`Y [fc»Y`J YfÅbXYfi b[Yb`Yf`YVh`H]YXYa Ubbž`XYf`ØVYf
(\$`đ\`fY`XYb`J c f g]h`)]bbY`UhhY`ž`\`Uh`_Øfn`]W`X]YgYb`DcghYb`Ub
æ\`UbbU`?`fØbW`_Y`ØVYf[YVYbž`V`Y]Vh`XYa`J`YfY]b`UVYf`U`g`hfYi`Yg
A]h[`]YX`Yf`U`hYb`" `đ`XYb`j`Yf[Ub[YbYb`đ\`fnY`b`hYb`k`i`fXYb
nU`\`fY]W`Y`9]b f]W`hi`b[Yb`[YgW`UZZYbž`X]Y`\`Yi`hY`XYb`gdcfh]W`Yb
5``hU[`dfÅ[Yb`" `Gc`k`i`fXY`VY]gd]Y`gk`Y]gY`%- , \$`Y]b`bYi`Yf
Gdcfhd`Uhn`Yf]W`hYhž`XYf`%- , &`Y]b[Yk`Y]\`h`k`i`fXY`" `đ`XYb`-`\$`Yf
đ\`fYb`Zc`[hY`Y]bY`bYi`Y`8`cfZgdcfhUb`U[Y`a`]h`Y]bYf`_`Y]bYb`<`U`Yž
i`bX`ni`6`Y[]bb`XYf`&\$`\$`Yf`đ\`fY`k`i`fXY`X]Y`[fc»Y`Gdcfh`U`Y`ni`f
K`]f`_]W`_Y]h`Ni`Y`nh`ZUbX`&\$`%`XYf`6`Ui`XYg`Gdcfh`i`i`g`ghUhh`
Y]b`YW`hYf`;`Yk`]bb`ZØf`X]Y`;`Ya`Y]bXY`"

A]h[`]YXYf`i`bX`5`_`h]j]hÅhYb

5_hi`Y``nÅ`\`h`XYf`Hi`G`9]W`Y`Gh]bghYXh`ZUgh`)`\$`A`]h[`]YXYf`_`X]Y
\`ØW`ghY`NU`\``]b`gY]bYf`;`YgW`]W`hY`"6`Ygc`bXYfg`YfZfYi`_]W`_]ghž`XUgg
: `i`»`VU``X]Y`<`Ui`dhgdcfhUfh`V`Y]Vhž`k`Å`\`fYbX`XYf`J`YfY]b`ni`XYa
J`c``YmVU``ž`?]bXYfhi`fbYb`i`bX`;`Ygi`bX`\Y]hggdcfh`UbV]YhYh`"đ`XYb
*`\$`Yf!`i`bX`+`\$`Yf!`đ\`fYb`[`ÅbnhY`X]Y`@Y]W`hUh`\`Yh]_UVhY]`i`b[`a`]h
5h`\`YhYb`k`]Y`FYb`UhY`C`ZZYfa`Ubbž`X]Y`g]W`U`g`6`Yn]f`_g!`i`bX
@UbXYg↑`[YbXa`Y]ghYf]b`Y]bYb`BUa`Yb`a`UW`hY`"5`i`W`]a` :`i`»`VU``
[]Vh`Yg`9`fZc`[Y`ni`j`YfnY]W`bYb.`5V`&\$`%`*`k`i`fXY`Y]bY`Y][YbY
<`YffYba`UbbgW`UZh[Y[fØbXYhž`X]Y`[`Y]W`nk`Y]a`U`A`Y]ghYf`k`i`fXY
i`bX`&\$`%`,`]b`X]Y`YfghY`?`fY]g`_`UggY`Ui`Zgh]Y["A`ca`YbhUb`gd]Y`h`X]Y
A`UbbgW`UZh]b`XYf`&`" ?`fY]g`_`UggY`i`bX`_`Åa`dZha`]h]j`Y``9`Ub`i`a
XYb`5`i`Zgh]Y["

Gc`W`Y`đ`V]`ÅYb`V]YhYb`b]W`h`bi`f`Y]bYb`;`fi`bX`ni`a` :`Y]Yfbž
gcbXYfb`Ui`W`nU`\`fY]W`Y`J`c`fhY]`Y`ZØf`X]Y`J`YfY]bY`"Gc`ZØfXYfb`g]Y
XYb`Ni`gUa`a`Yb`\`U`h`i`bX`\`Y`ZYbž`ni`gÅh`]W`Y`9]bbU`a`Yb`ni
[YbYf]YfYb`gck`]Y`bYi`Y`A`]h[`]YXYf`ni`[Yk`]bbYb`"9]bY
i`a`ZUb[fY]W`Y`D`Ubi`b[`]gh`XUVY]`bch`k`YbX][ži`a`XUg` :`Ygh
YfZc`[fY]W`Ui`gni`f]W`hYbž`k`Ug`X]Y`j`YfgW`]YXYbYb`N]Y`Yž
5_h]j]hÅhYb`i`bX`X]Y`6`Yk`YfVi`b[`XYg`J`YfY]bg↑`V]`Åi`a`g`Y]bgW`]Y`»`h`
9]b`@Y]hZUXYb`ZØf`X]Y`D`Ubi`b[`gc`W`Yf`đ`V]`ÅYb`"Åggh`g]W`i`bhYf
UbXYfYa`VY]`gdcfh`fY]gfY[]`cb`_`UggY`"XY`Z]bXYbž`XYf`\`]ZfY]W`Y
H]ddg`ZØf`X]Y`Ubgd`fi`W`gj`c``Y`C`f[Ub]gUh]cb`VYfY]h`Å`h`"

9]b'6`]W_`bUW\`j cfbY

8 Ug; `ØW_`XYg`J YfY]bg`]gh`Ui W\`g]W hVUfž`XU`Yf`b]W h`bi`f
 F ØW_gW\Ui ` \`Ä`hž`gcbXYfb`Ui W\`Y]bYb`6`]W_`bUW\`j cfbY`k U[h``9g
]gh`VYXYi hYbXž`XUgg`X]Y`š V]`Äi a`gZY]Yf`]W_`Y]hYb`Ui W\`XYb
 U_hi`Y``Yb`A`h[`]YXYfb`K`YfhgW`Ähni`b[`]nY][`Yb`i`bX`Zf]gW`Yb`K`]bX`]b
 X]Y`;`Ya`Y]bgW`UZh`Vf]b[`]Yb``9]b`š V]`Äi a`k`]Y`X]YgYg`gW`Øfh`XUg
 ;`YZØ\`X`Yg`5i`ZgW`k`i`b[`]g`i`bX`a`ch]j`]Yfh`U``Yž`U_h]j`ni`V`Y]VYb`i`bX
 bYi`Y`≠Y`Yb`i`a`ni`gY`hnYbž`i`a`X]Y`Ni`_i`bZh`XYg`Hi`G`9]W`Y`Gh]bghY`Xh
 k`Y]hYf`dcg]h]j`ni`[`YghU`hYbž`k`]Y`ZU]fd`U]X`Wca` \Yfj`cf\YVh"

8]Y`:`Y]Yf`]W_`Y]hYb`ni`a`%\$#!`Ä`f][`Yb`6YghY`Yb`g]bX`U`gc`b]W`h
 bi`f`Y]bY`<ca`a`U[`]Y`Ub`X]Y`J`Yf[`]Ub[`]Yb`Y]hž`gcbXYfb`Ui`W\`Y]b
 _fUZh]c``Yg`G][`bU`ZØf`X]Y`Ni`_i`bZh`XYg`J`YfY]bg`i`bX`gY]bYf
 ;`Ya`Y]bgW`UZh`K`Yb`b`XUg`8cfZ`Ua` `)``š`j][`Ya`Y]bgUa`ZY]Yfhž`k`]fX
 XYf`Hi`G`9]W`Y`Gh]bghY`Xh`Y]b`k`Y]hYfYg`?`Ud]hY``]b`gY]bYf
 W`fcb]gh]gW`Yb`9fZc`[`g[`]YgW`]W`hY`Ui`ZgW`U[`]Yb"

8YhU]`g	
Cfh	6ÖfXYž`8Yi`hgW`U`bX
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "Wbj`!a`YX]Yb"XY • a`U[`]Un]b"ZU]fd`U]X`Wca • k k k "gdcfh_fY]gfY[`]cb`_UggY``XY

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