

; fc» Y': fYi XY`]b`8YggUi !Fc»`Ui .`BYi Y
Gdcfh\U`Y`YfÒZZbYh°

5a`&+''đ b]`&\$&) `k i fXY`X]Y`bYi Y`Gdcfh\U`Y`]b`XYf
8Ua UgW\`YghfU»Y`]b`8YggUi !Fc»`Ui`Y]b[Yk Y]\hž`i a`XYb
GdcfhVYXUfZ`ni`XYW`Yb"



8Ua UgW\`YghfU»Y`%&ž`\$* , (-`8YggUi !Fc»`Ui ž`8Yi hgW`UbX
!`đ`8YggUi !Fc»`Ui`[]Vh`Yg`; fi bX`ni f': fYi XY`5a`&+''đ b]`&\$&)
k i fXY`X]Y`bYi Y`Gdcfh\U`Y`]b`XYf`8Ua UgW\`YghfU»Y`ZY]Yf`]W`]b
6Yhf]YV`[Ybca`a`Yb`"CVYfVØf[Yfa`Y]ghYf`8f`"FcVYfh`FYW`
ØVYffY]W`hY`gma`Vc`]gW`XYb`GW`ØggY`Ub`HcfghYb`7Y`[`UfY`ž
Jc fghUbX`XYg`GhUXhgdcfhVi`bXYg`8YggUi !Fc»`Ui ž`i bX`A`]W`UY`
HY]W`Yfhž`GW`i`Y`]hYf`XYg`K`U`hYf!; fcd]i`g!; ma`bUg]i`a`g`"A`]h`Y`]b`Ya
ZY]Yf`]W`Yb`6UbXXi`fW`gW`b]h`k`i`fXY`Y]b`bYi`Yg`?Ud]hY`]b`XYf
gdcfh]W`Yb`đ`ZfUghfi`_hi`f`XYf`GhUXhY]b[Yk Y]\h"

8]YgY`bYi Y`Nk`Y]ZY`Xgdcfh\U`Y`ž`X]Y`X]fY`_h`Ui`Z`XYa`GW`i`[Y`À`b`XY
XYg`K`U`hYf!; fcd]i`g!; ma`bUg]i`a`g`Yff]W`hY`h`k`i`fXY`ž`]gh`XUg
9f[YVb]g`Y]bYf`i`a`ZUggYbXYb`D`Ubi`b[ž`X]Y`]a`GYdhYa`VYf`&\$&\$

j ca 'GhUXhfUh'VYgW`cggYb'k i fXY''8]Y'FYU`g]Yfi b['i a ZUgghY
bchk YbX][Y'VUi j cfVYfY]hYbXY'A U»bU\ a Yb'k]Y'6Ui a ZÀ''i b[Yb
i bX'; fi bXk UggYfUVgYb_i b[YbžVYj cf'X]Y'Y][Ybh]WXYb
6Ui UfVY]hYb'Ua '&*''ž b]'&\$&' VY[]bbYb'_cbbhYb''8Yf
=bbYbUi gVUi 'Y]hYhY'XUbb'UV'5i [i gh&\$&('XYb''YmhYb'GW`]ZZ'Ub
X]YgYf'k]W h][Yb'gdcfh]WXYb'9]bf]W h i b['Y]b"

=bj Ygh]h]cb'ZØf'ni _ØbZh][Y'Gdcfh`Yf

8]Y'Gdcfh\U''Y'k i fXY'bchk YbX][ži a 'XYb'k UWgYbXYb'6YXUfZ]a
6fY]hYb!'i bX'@Y]ghi b[ggdcfh'ni 'XYW_Yb''CVYfVØf[Yfa Y]ghYf'FYW_
VYhc b hYž'k]Y'k]W h]['X]YgY'5b'U[Y'ZØf'X]Y'GW`]Y»i b['XYf'@ØW_Y
]b'XYf'gdcfh]WXYb'J Yfgcf[i b['j cb'8YggUi ']gh''=bgVYgcbXYfY'ZØf
XUg'9]bni [g[YV]Yh'8YggUi !GØX'k Uf'Y]bY'Ub[Ya YggYbY
Gdcfh]bZfUghfi _hi f'Y]b''Ub[Y'ØVYfZÀ''][Yf'GW`f]hh"

8]Y' =bj Ygh]h]cbggi a a Y'j cb']bg[YgUa h'%'&ž) 'A]''cbYb'9i fc
gd]Y[Y'h'XUg'9b[U[Ya Ybh'k]XYfž'XUg']b'XYb'5i gVUi 'XYf
GdcfhghÀhYb'[YghYW_h'k i fXY''8Ub'_Ub'X]YgYf'GhY''Y[Y\h'Ub'U''Y
6YhY]][hYbž'X]Y'X]Y'6Ui a U»bU\ a Y'VY['Y]hYh'i bX'YfZc`[fY]W
fYU`g]Yfh'\UVYb''8]Y': ØfXYfi b['YfZc`[hY'Xi fW'XUg'Dfc[fUa a 'ni f
: ØfXYfi b['XYg'_ca a i b'U'Yb'GdcfhghÀhYbVUi g'i bX'XYg
J YfY]bggdcfhghÀhYbVUi g ž'XUg'&\$&&'VYk]''[h'k i fXY'i bX'Y]bY
k Yfhj c''Y'i bhYfghØhni b['ZØf'gc`WXY'Dfc'Y_hY'XUfghY''h"

9]b'Cfh'ZØf'X]Y'; Ya Y]bgW UZh

8]Y'bYi Y'Nk Y]ZY'Xgdcfh\U''Y']gh'a Y\ f'U`g'bi f'Y]b'; YVÀi XY.'G]Y
gc''Y]bYb'VYXYi hYbXYb'D'Uhn'ZØf'X]Y': ØfXYfi b['XYg'?]bXYf!'i bX
@Y]ghi b[ggdcfhg'V]YhYb''J cf'U''Ya 'GdcfhUfhYb'k]Y': `ccfVU''ž
6Ug_YhVU''ž< UbXVU''i bX'J c''YmVU''\UVYb']b'XYb''YmhYb'ž\ fYb
Ub'8mbUa]_ni [Ybca a Yb''9]b'6Y]gd]Y''XUZØf']gh'XYf'DGJ' - \$
8YggUi !5b\U'h'Y"J "ž'XYf'ghc`n'Ui Z'nk Y]'8Yi hgWXY'A Y]ghYfgW UZhYb
i bX']bg[YgUa h'(*'A Y]ghYfh]hY''ni fØW_V`]W_Yb'_Ubb''', VYf'&\$ \$
A]h['YXYf'g]bX'ja ': `ccfVU''U_h] ž'XUfi bhYf'nU\`fY]WXY'GW`ØYf
XYg'k U'hYf!; fcd]i g!; ma bUg]i a gž'X]Y'VYfY]hg'VY]XYf'9fØZbi b[
ZØf'\fY'gdcfh]WXYb'@Y]ghi b[Yb'[YY\fh'k i fXYb"

8]Y`bYi Y`Gdcfh\U`Y`k]fX`b]W\h`bi f`ZØf`XYb`@Y]ghi b[ggdcfh
 [Ybi hnhž`gcbXYfb`X]Ybh`Ui W\`U`g`C`fh`ZØf`6fY]hYb!`i`bX`:`fY]nY]hgdcfh
 gck]Y`ni`f`J`YfVYggYfi b[`XYg`gW\i`]gW\Yb`Gdcfhi`bhYff]W\hg"8Ua`]h
 k]fX`g]Y`Y]b`k`]W\h][Yf`6YghUbXhY]`XYg`[YgY`gW\UZh]W\Yb`@YVYbg
]b`8YggUi`!Fc»`Ui`i`bX`hfÄ[hini`f`GhÄf`_i`b[`XYg
 ; Ya`Y]bgW\UZhgg]bbg`VY]"`i`h`Ui`g[YghUhhYhY`i`bX`VUff]YfYZfY]Y
 GdcfhghÄhhYb`k`]Y`X]YgY`g]bX`b]W\h`bi`f`Y`bhgW\Y]XYbX`ZØf`X]Y
 : ØfXYfi`b[`XYf`:`Ygi`bX`Y]hž`gcbXYfb`Ui`W\`ZØf`Y]bY`bUW\`U`h][Y
 ghÄXhYVUi`]W\Y`9bhk`]W`_i`b["G]Y`V]YhYb`F`Ui`a`ZØf`6Yk`Y[i`b[`i`bX
 6Y[Y[bi`b[`5gdY`_hYž`X]Y`]b`Y]bYf`YVYbX][Yb`:`Ya`Y]bgW\UZh
 i`bUVX]b[VUf`g]bX"

8Yf`6Ui`X]YgYf`Gdcfh\U`Y`]gh`Y]b`k`Y]hYfYf`GW\fh]h]b`X]Y`f]W\h][Y
 F]W\hi`b[ži`a`X]Y`@YVYbgei`U]hÄh`XYf`6Øf[Yf.]bbYb`]b`8YggUi`!
 Fc»`Ui`ni`j`YfVYggYfb`i`bX`X]Y`gdcfh]W\Yb`A`Ö[`]W\`_Y]hYb`ZØf`U`X
 5`hYfg[fi`ddYb`ni`ZØfXYfb"9]b`YW\hYf`:`Yk`]bb`ZØf`X]Y`GhUXh`

: Øf`XYhU]`YfhY`Zcfa`Uh]cbYb`i`bX`8c`_i`a`YbhY`fi`bX`i`a`XYb`6Ui
 XYf`Gdcfh\U`Y`VYgi`W\Yb`G]Y`V]hhY`X]Y`YbhgdFYW\YbXY`GY]hY`VY]`
8YggUi`!Fc»`Ui`i`bX`X]Y`5i`ggW\fY]Vi`b[Yb`i`bhYf`
5i`ggW\fY]Vi`b[Yb`8Yi`hgW\`UbX"K`Y]hYfY`Zcfa`Uh]cbYb`ØVYf`
 X]Y`6YXYi`hi`b[`gc`W\Yf`9]b]f]W\hi`b[Yb`Z]bXYb`G]Y`VY]a`
**6i`bXYga`]b]ghYf]i`a`ZØf`K`c`bYbž`GhUXhYb`hk`]W`_i`b[`i`bX
 6Ui`k`YgYb"**

8YhU]`g	
C`fh	8Ua`UgW\`_YghfU»Y`%&ž`\$*,`(-`8YggUi`! Fc»`Ui`ž`8Yi`hgW\`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • j`Yfk`U`hi`b["XYggUi`!fcgg`Ui`XY • Ui`ggW\fY]Vi`b[Yb! XYi`hgW\`UbX"XY • k`k`k`"ghUYXhYVUi`ZcYfXYfi`b["]"bZc

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