

B U \ c g h _ c b Z] _ h ` Ä g g h ` d c `] h] g W ` a c h] j] Y f h Y G h f U Z h U h Y b `] b ` < U a V i f [` Y I d ` c X] Y f Y b

8 Y f ` J Y f Z U g g i b [g g W i h n V Y f] W h ` & \$ & (` n Y] [h ` i g h Y] [Y b X Y
Y I h f Y a] g h] g W Y ` 5 _ h] j] h Ä h Y b `] b ` < U a V i f [ž ` V Y Y] b Z i g g h ` X i f W
X Y b ` B U \ c g h _ c b Z] _ h "



< U a V i f [ž ` 8 Y i h g W ` U b X ` ! ` 8 Y f ` B U \ c g h _ c b Z] _ h i g W ` Ä [h ` b Y i Y
K Y ` Y b ` ` U i W `] b ` < U a V i f [" ` @ U i h ` X Y a ` U _ h i Y ` Y b
J Y f Z U g g i b [g g W i h n V Y f] W h ž j Y f Ö Z Y b h] W h U a ` & ' " ' ð b] ' & \$ &) ž ` n Y] [h
g] W ` Y] b ` U ` U f a] Y f Y b X Y f ` 5 b g h] Y [` U b ` d c `] h] g W ` a c h] j] Y f h Y f
? f] a] b U `] h Ä h f D A ? Ł ž ` X Y f ` g h U f _ j c b `] g f U Y ` Z Y] b X `] W Y b ` i b X
U b h] g Y a] h] g W Y b ` 9 ` Y a Y b h Y b ` [Y d f Ä [h `] g h ` 8] Y g Y ` 9 b h k] W _ i b [` k] f X
j c b ` ð b Y b g Y b U h c f ` 5 b X m ; f c h Y ` f G D 8 Ł ` U ` g ` Y] b ` n Y b h f U ` Y g ` D f c V ` Y a
` Y f j c f [Y ` c V Y b " ` 8 U ` Y f] g h ` X] Y ` G] h i U h] c b ` b] W h i b i f ` c _ U ` ž ` g c b X Y f b
Z] b X Y h i g] W `] b ` Y] b Y a ` V i b X Y g k Y] h Y b ` ? c b h Y I h ` k] Y X Y f ž ` X Y f
9 I h f Y a] g a i g ` U ` Y f ` 7 c i ` Y i f ` V Y h f] Z h " < U a V i f [" X Y ` V Y f] W h Y h ž ` X U g g
X] Y ` N U \ ` X Y f ` J Y f g U a a ` i b [Y b ` i b X ` D f c h Y g h U _ h] c b Y b ž ` X] Y ` j a
N i g U a a Y b \ U b [` a] h i X Y a ` ? c b Z] _ h i g h U h Z] b X Y b ž ` g h Y h] [` n i b] a a h "

6YgcbXYfg]a`đ\`f`&\$&`_Ua`Yg]b`XYf`<UbgYghUXhini`Y]bYa
VYgcf[b]gYffY[YbXYb`5bgh]Y[`X]YgYf`5_h]j]hÅhYb``9I hfYa]gh]gWXY
; fi ddYbž`k]Y`X]Y`U`g[YZÅ\`f`]WXY]b[Yghi ZhY ; fi dd]Yfi b[
H\Uk fU`<Ua Vi f[ž\UVYb`g]WXY`Ui ZX]Y : U\`bYb`[YgWf]YVYbž
dfcdU`Àgh]bYbg]gWXY`DfchYghY`ni`cf[Ub]g]YfYb``8UVY]`nY][Yb`g]Y
b]WXYh`bi`f`Ui`g[YdfÀ[hYb`5bh]gYa]h]ga`i`gž`gcbXYfb`Y\`bYb`Ui`W
XUg`9I]ghYbnfYWXYh`g`fUY`g`UV``8]YgY ; fi ddY`U`h`g]WXY`b[`a`h
`]b`gYI hfYa]gh]gWXYb`GhfOa`i`b[Yb`j`YfVi`bXYbž`k`Ug`X]Y
; YZÅ\`f`Xi`b[g`U[Y`ZØf`X]Y`8Ya`c`_fUh]Y`k`Y]hYf`j`YfgW`ÅfZh``8]Y
GØXXYi`hgWXY`NY]hi`b[`VYgW`fY]Vh`X]Y`5_h]j]hÅhYb`U`g`Y]b`fYggYbXYb
6Yk`Y[[fi`bX`ZØf`X]Y`ghY][YbXY`NU\`dc`]h]gW`a`ch]j]YfhYf
GhfUZhUhYb`]b`XYf`fY[]cb`5_h]cbYb`a`]h`k`Yb][Yf
gW`k`Yfk]Y[YbXYbž`UVYf`XYb`bc`W`U`Ufa]YfYbXYb`_f]a`]bY`Yb
7\UfU`hYfž`X]Y`i`bhY`UbXYfYa`Ui`W`Xi`fW`XYb`Ub`U`hYbXYb
?cbZ]_h`VYZi`Yfh`k`YfXYb``Gi`YXXYi`hgWXY`XY

GhY][YbXY`NU\`Yb`i`bX`bYi`Y
< YfUi`gZc`fXYfi`b[Yb

9]b`6`]W`_`Ui`ZX]Y`_`cb`_`fYhYb`NU\`Yb`j`YfXYi`h]WXYh`X]Y`XfUa`Uh]gWXY
G]hi`Uh]cb.`đ`<Ua`Vi`f[`k`i`fXYb`]a`đ\`f`&\$&`]bg[YgUa`h`(`,`)
dc`]h]gW`a`ch]j]YfhY`GhfUZhUhYb`]a`6YfY]WXY`5i`g`ÅbX]gWXY
≠Yc`c[]Y`YfZUggž`k`Ug`Y]bYb`g][b]Z]_UbhYb`5bgh]Y[`]a`J`Yf[`Y]W
ni`&+\$]a`J`c`f`U`f`X`UfghY`h``8]YgY`Ni`bU`a`Y`k`]fX`Xi`fW`(`%
; Yk`U`hXY`]_`hY`Yf[`Åbnhž`k`Å`fYbX`Yg]a`đ\`f`&\$&`]bi`f`j]Yf`k`UfYb`
5i`W`XYf`6YfY]WXY`fY`][]ØgY`≠Yc`c[]Y`U`h`a`]h`Y]bYa`5bgh]Y[`Ui`Z
%-`&`GhfUZhUhYb`f&\$&.`*`&Ł`X]Y`Dc`]nY]j`c`f`b`Yi`Y
< YfUi`gZc`fXYfi`b[Yb`[YghY`h``GhUh]ghU`WŁ`a`VYhcbhž`XUgg`gc`WXY
YI`hfYa`]gh]gWXYb`<UbX`i`b[Yb`XUg`N]Y`j`YfZc`[Ybž`X]Y ; Ø`h][`_Y]h
i`bgYfYf`ghUUh]WXYb`J`YfZUggi`b[`ni`i`bhYf[fUVYb`

8Yf`J`YfZUggi`b[ggW`i`hn`ZØ\`fh`k`Y]hYf\]b`U`_f]V]gWXY`6Yc`VUWXY`hi`b[Yb
]b`XYf`]g`Ua`]gh]gWXYb`GnYbY`Xi`fW`ž`XYfYb`A`]h[`]YXYfUb`nU\`Ui`Z
%-`\$`\$`Ub[Yk`UW`gYb`]ghž`i`bX`VYhfUWXYh`h`X]YgY`U`g`Y]bY`XYf
[fØ»`hYb` ; YZU\`fYb`]b`XYf`U`_`hi`Y`Yb`G]WXYf\`Y]hg`U[Y``a`gY`VYb
5hYa`ni`[`k`i`fXY`X]Y`fYW`hgYI`hfYa`]gh]gWXY`GnYbY`a`]h`Y]bYa
Ni`k`UW`g`Ui`Z`(`\$`\$`DYfgc`bYbž`gck]Y`Y]bY`XfUgh]gWXY`GhY][Yfi`b[
j`cb`fYW`hgYI`hfYa`]gh]gWXYb`GhfUZhUhYb`]j`cb`+`%`Ui`Z`%`&+&

[Ya Y`XYh" J cb`X]YgYb`8Y`[_hYb`g]bX`%%*`U`g'; Yk U`hUhYb
 _UhY[cf]g]Yfh" `b`Y]bYf`NY]hž`]b`XYf`]bhYfbUh]cbU`Y`?cbZ]_hY`k]Y`XYf
 BU\cgh_cbZ]_h`Y]bYb`i ba]hY`VUfYb`9]bZi gg`Ui Z`X]Y`G]WXYf\Y]h`b
 8Yi hgW\`UbX`\UVYbž`V`Y]Vh`X]Y`6Y_Åa dZi b[`YI hfYa]gh]gWXYf
 BYhmk Yf_Y`Y]bY`XYf`Xf]b[YbXghYb`5i Z[UVYb`ZØf`XYb
 JYfZUggi b[ggW`i hn"

: Un]h`i bX`5i gV`]W_

K]Y`XYf`bYbYgYbUhc`f`5bXm; fchY`UVgW`]Y» YbX`ZYghghY`hž`nY][h
 g]W`ž`XUgg`]bhYfbUh]cbU`Y`?cbZ]_hY`[fUj]YfYbXY`5i gk]f_i b[Yb`Ui Z
 X]Y`6YXfc`i b[g`U[Y`]b`8Yi hgW\`UbX`\UVYb" `8]Y
 <YfUi gZcfXYfi b[Yb`g]bX`_`Uf. `8]Y`NU\`Yb`ghY][Ybž`i bX`X]Y
 JYfZYW`hi b[Yb`nk]gW`Yb`XYb`j YfgW`]YXYbYb`YI hfYa]gh]gW`Yb
 GnYbYb`a UW`Yb`XYi h`]W`ž`XUgg`Y]b`[Ya Y]bgUa Yg`<UbXY`b
 [YZcfXYfh`]gh" `8]Y`9bhk]W_`i b[Yb`]a `JYfZUggi b[ggW`i hnVYf]W`h
 g]bX`b]W`h`bi f`Y]bY`A ca YbhUi ZbU`a Yž`gcbXYfb`Y]b`_`UfYf
 <]bk Y]gž`XUgg`XU`bcW`Y]b][Yg`Ub`5fVY]h`Ui Zi bg`ni _ca a hž`i a
 <Ua Vi f[Yf`6Øf[Yf.]bbYb`j cf`9I hfYa]ga i g`ni `gW`ØhnYb"

8YhU]`g	
C fh	< Ua Vi f[ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\ Ua Vi f["XY • k k k "gi YXXYi hgW`Y"XY • XY"ghUh]ghU"W`a

6Ygi W`Yb`G]Y`i bg`Ui Z. `bU[!\ Ua Vi f["XY