

8 Yf`D]b[i]b`a Y]bYg`@YVYbg. `9]b`a i h][Yf
@Y`fYf`[Y[Yb`dc`]h]gWXY`I bfi `Y`

8 Yf`]bgd]f]YfYbXY` :]`a ` 8 Yf`D]b[i]b`a Y]bYg`@YVYbg `YfnÅ`h
j cb`Y]bYa `@Y`fYf`]b`5f[Ybh]b]Yb`XYf`%- +\$Yf`đ\`fY`i bX
gY]bYf`VYk Y[YbXYb` : fYi bXgWUZhini `Y]bYa `D]b[i]b`



K]Ybž`2 ghYffY]WXY`!`đ`XYb`%- +\$Yf`đ\`fYb`YbhZØ`fhi bg` 8 Yf
D]b[i]b`a Y]bYg`@YVYbg `]b`X]Y`VYk Y[hY`NY]h`5f[Ybh]b]Ybgž
k Å`fYbX`X]Y`K Y`hdc`]h]_]b`Y]bYb`Ghi fa `[YfÅh" <Yi hYž`Ua `&*"'đ b]
&\$&) ž]gh`XYf`]bgd]f]YfYbXY` :]`a žXYf`Ua `&("5df]`&\$&) `DfYa]YfY
\UhhYž`VYfY]hg`Y]b` : Ygd fÅW`gh\Ya U`]b`[Ubni`K]Yb`"8 Yf`a i h][Y
@Y`fYf`Hca `A]WXY`ž[Ygd]Y`hj cb`GhYj Y`7cc[Ubž`k]fX`ni a
<Ui dhdfchU[cb]ghYb`X]YgYf`\YfnYfk Åfa YbXYb` : YgWXY`hYž`X]Y
[`Y]W`nY]h][`i bhYf`U`hgUa `i bX`Y`ffY]WXY`]gh"

đ`XYf`Fc`Y`XYg`a Øff]gWXYb`9b[`ÅbXYfg`k]fX`Hca `]a `đ\`f`%- +-
9b[`]gWXY`i bX`Fi [VmiUb`Y]bYa `đhYfbUh`ZØf`đ b[Yb`Y`fYb`"8 cWXY`]b
XYf`YfghYb`K cWXY`gY]bYg`5i ZYbh`U`hg`k]fX`X]Y`Uf[Ybh]b]gWXY
FY[]Yfi b[`i bhYf`gUVVY`DYfi b`Xi fWXY`Y]bYb`A]`]hÅfdi hgWXY`[YghØfnhž

k Ug`XUg`@YVYb`U`Yf`ØVYf`B UW h`Ui`Z`XYb`?cdZ`ghY`h`8 i fW`X`JYgY
dc`h]gW`Y`I bfi`Y`Yb`hgW`Y`Y»hig]W`Hca`ž`a`]h`Y]b`Ya`?c`Y[`Yb`b`UW`
I fi`[`i`Umini`fY]gYb`ž`i`a`X`Yf`h`i`fVi`Y`b`h`Yb`G]h`i`Uh]cb`ni`Y`b`h`_`ca`a`Yb`
8cW`X`cfh[`Y`gW`Y]Y`h`X`Ug`i`b[`Yk`Ø`b`]W`Y.`Hca`Z]b`XY`h`Y]b`Yb`
Ø`j`YfgW`a`]Y`fh`Yb`D]b[`i`]b`Ua`G`h`f`U`b`X`i`b`X`V`Y`g`W`Y]Y»h`_i`fn`Y`f`U`b`X`ž`
]`b`ni`f`Y`h`h`Yb`i`b`X`a`]h`ni`b`Y`a`Yb`8]Y`g`k`]f`X`ni`Y]b`Ya`
K`Yb`X`Y`di`b`_`h]b`g`Y]b`Ya`@YVYb`i`b`X`X`Ya`g`Y]b`Y`f`i`ba`ch]j`]Y`fh`Yb`
GW`Ø`Y`f`"

9]b`D]b[`i`]b`U`g`@YVYb`gf`Y`hh`Y`f`

8`Y`f`D]b[`i`]b`ž`X`Y`b`H`ca`U`i`Z`X`Y`b`B`U`a`Y`b`ž`U`b`G`U`j`U`X`c`f`h`U`i`Z`h`ž`k`]f`X`
b]W`h`b`i`f`ni`g`Y]b`Ya`h`f`Y`i`Y`b`6`Y[`Y]h`Y`f`ž`g`c`b`X`Y`f`b`h`Z]h`i`a`U`i`W`
X`U`V`Y]ž`Y]b`Y`b`Ni`[`U`b[`ni`g`Y]b`Y`b`G`W`Ø`Y`f`b`ni`Z]b`X`Y`b`8`i`f`W`X`J`Y`
F`Ø`W`_`Y`f`X`Y`g`D]b[`i`]b`g`b`U`W`5`f[`Y`b`h]b]Y`b`i`b`X`X`Y`g`g`Y`b`<`Y]a`U`X`m`
U`i`Z`H`ca`g`6`U`_`c`b`Y`b`h`k`]W`_`Y`h`i`g]W`Y]b`Y`]b`b][`Y`6`Y`n]Y`i`b[`ž`X]Y`X`J`Y`
↑`b[`Y`A`À`b`b`Y`f`]a`h`Y`f`b`U`h`i`a`ch]j`]Y`f`h`i`b`X`]b`g`d]f]Y`f`h`8`Y`f`:]`a`
h`Y`a`U`h]g]Y`f`h`b]W`h`b`i`f`X]Y`?`f`U`Z`h`j`c`b`A`i`h`i`b`X`:]`f`Y`i`b`X`g`W`U`Z`h`ž`
g`c`b`X`Y`f`b`U`i`W`X]Y`6`Y`X`Y`i`h`i`b[`j`c`b`6]X`i`b[`i`b`X`_`f]h]g`W`Y`a`8`Y`b`_`Y`b`
]b`Y]b`Ya`j`c`b`i`b`g]W`Y`f`Y]h[`Y`d`f`À[`h`Y`b`i`a`Z`Y`X`"

6`U`g]Y`f`Y`b`X`U`i`Z`Y]b`Y`f`k`U`f`Y`b`6`Y[`Y`V`Y`b`Y]h`i`b`X`X`Y`a`
[`Y]W`b`U`a`][`Y`b`F`c`a`U`b`j`c`b`H`ca`A`]W`Y`ž`Y[`h`X]Y`A`U[`]Y`X`Y`g`
:]`a`g`U`i`W`]b`X`Y`f`fi`h`][`Y`b`9`f`n`À`k`Y]g`Y`i`b`X`X`Y`b`Y`a`ch]c`b`U`Y`b`
6]X`Y`f`b`ž`X]Y`X`U`g`D`i`V`_`i`a`a`]h`f`Y]»`Y`b`F`Y[`]Y`Z`Ø`f`h`X`Y`f`h`U`Y`b`h]Y`f`h`Y`
D`Y`h`Y`f`7`U`h`U`b`Y`c`ž`k`À`f`Y`b`X`X`U`g`8`f`Y`V`i`W`j`c`b`ž`Z`D`c`d`Y`g`h`U`a`a`h`
8]Y`V`Y]X`Y`b`g`h`Y`b`_`U`f`ž`k`]Y`[`Y`Z`À`f`]W`:]`Y]W`[`Ø`h][`_`Y]h`i]g`h`i`b`X`
k`]Y`k`]W`h][`Y`g`]g`h`ž`]b`X`i`b`_`Y`b`N`Y]h`Y`b`G`c`]X`U`f]h`À`h`ni`n`Y][`Y`b`"

9]b`@Y`f`gh`Ø`W`_`Z`Ø`f`X]Y`:]`Y[`Y`b`k`U`f`h`

8]Y`6`c`h`g`W`U`Z`h`X`Y`g`:]`a`g`ž`X`U`g`g`6]X`i`b[`i`b`X`5`i`Z`_`À`fi`b[`]a`?`U`a`d`Z`
[`Y[`Y`b`d`c`h]g]W`Y`9`i`h`f`Y`a`Y`i`b`j`Y`f`n]W`h`V`U`f`g]b`X`ž`]g`h`]a`
[`Y[`Y`b`k`À`f`h][`Y`b`?`c`b`h`Y`i`h`f`Y`Y`j`U`b`h`Y`f`X`Y`b`b`Y`"9`g`]g`h`Y]b`:]`a`ž`X`Y`f`
X`U`ni`U`b`f`Y[`h`ž`[`Y`b`U`i`Y`f`h`]b`ni`g`Y`Y`b`i`b`X`g]W`b]W`h`i`a`]h`X`Y`a`G`h`U`h`i`g`
e`i`c`ni`Z`f]Y`X`Y`b`ni`[`Y`V`Y`b`"i`b`h`Y`f`g`h`Ø`h`h`k`]f`X`X]Y`<`U`i`d`h`V`Y`g`Y`h`ni`b[`
j`c`b`V`Y`_`U`b`b`h`Y`b`G`W`U`i`g`d]Y`Y`f`b`k`]Y`ž`c`b`U`h`U`b`D`f`m`W`i`b`X`6`Ø`f`b`
:]`i`g`h`U`Z`g`g`c`b`ž`X]Y`X]Y`:]`Y`g`W`]W`h`Y`i`a`g`c`j`]Y`g`W`]W`h][`Y`f`a`U`W`Y`b`"

8Yf'D]b[i]b'a Y]bYg'@VYbg ']gh'a Y\ f'U`g'bi f'Y]b':]`a 'ØVYf'X]Y
: fYi bXgWUZh'nk]gWYb'Y]bYa '@\fYf'i bX'Y]bYa 'D]b[i]b''9g'fY[h
XUni 'Ubž'g]W' a]h'XYf'Y][YbYb'Dcg]h]cb']b'XYf'; YgY`gWUZh
Ui gY]bUbXYfni gYhnYb'i bX'X]Y'Y][YbY'Gh]a a Y'ni 'Yf\YVYb' 'b]W h
bi f'i a 'ni 'i bhYff]W hYbž'gcbXYfb'Ui W' i a 'g]W'gY]bYf
J YfUbhk cfhi b['VYk i ggh'ni 'k YfXYb''9]b':]`a žXYf'[Ubni]g]WYf
\cW']a ' ?i fg'ghY\Yb'k]fX'i bX'Y]bYb'V'Y]VYbXYb'9]bXfi W
\]bhYf'Äggh''8]Y'K YbXi b[Ybž'X]Y'gck c\`Hca 'U`g'Ui W'gY]bY
GWØ'Yf']a '@Ui ZY'XYf'; YgW]W hY'Xi fW'YVYbž'g]bX'Y]b
Y]bXfi W_gj c`Yg'NYi [b]g'ZØf'X]Y' ?fUZh'XYg'A]hY]bUbXYfgž'gY'Vgh]b
gWk]Yf][Yb'NY]hYb"

: Øf'U`Yž'X]Y'Y]bYb']bgd]f]YfYbXYb':]`a '[Yb]Y» Yb'a ØW hYbž'gh
8Yf'D]b[i]b'a Y]bYg'@VYbg 'Y]b'UVgc'i hYg'A i gg''9f'Vf]b[hi bg
ni a 'BUWXYb_Ybž'ni a '@AWY'b'i bX'gWYb_h'i bg'<cZZbi b["
K Y]hYfY' ðZcfa Uh]cbYb'i bX'8YhU]`g'Z]bXYb'G]Y'ni a '6Y]gd]Y'VY]
HJ !A YX]Už'k c'X]Y' : Ugn]bUh]cb'ZØf'X]Y' ; YgW]W hY' i bX'X]Y
7\UfU_hYfY'VYbX]['k]fXž'cXYf'Ui Z' **F i bnY`ZØ» WYbž'X]Y**
]bhYfYggUbhY'9]bV']W_Y']b'X]Y '@\fYb'XYg':]`a g'V]YhYb''5i W':]`a !
F YnYbg]cbYb'']YZf'hgdUbbYbXY'<]bhYf[fØbXY'ni f'9bhghY\ i b[
i bX'XYb'H\Ya Ybž'X]Y' 8Yf'D]b[i]b'a Y]bYg'@VYbg 'Ui Z[fY]Zh"

8YhU]`g	
C fh	K]Ybž'² ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hj !a YX]U"Uh • fi bnY`Zi YggWYb"XY • k k k "Z]`a !fYnYbg]cbYb"XY

6Ygi WYb'G]Y' i bg'Ui Z. 'a Y]b!k]Yb"bYh