

GhfUggYbVU\ b!K U\ bg]bb]b '6Yf`]b.
K cW\ Yb`Ub[` _Y]b`J Yf_Y\ f`]a `B c fXYb`°

5V`%%"5df]"&\$&) `YfgYhnh`XYf`6J; `6i ggY`XYb
GhfU» YbVU\bj Yf_Y\ f`]b`DUb_ck`Ui Z[fi bX`j cb`6Ui UfVY]hYbž
V]g" \$" `đ b]"

DUb_ck ž`8Yi hgW\`UbX`!`5V`XYa`"%%"5df]"`k]fX`XYf`fY[i`ÀfY
GhfU» YbVU\bj Yf_Y\ f`]b`HY]`Yb`XYg`6Yf`]bYf`BcfXYbg`V]g
a]bXYghYbg`ni a`" \$" `đ b]`Y]b[YghY`h"8]Y`6Yf`]bYf
J Yf_Y\ fgVYhf]YVY`f6J; `YfgYhnyb`XYb`GhfU» YbVU\bj Yf_Y\ f`Xi fW\`
6i ggYž`k Ug`j cf`U`Ya`X]Y;`YV]YhY`K`YXX]b[ž;`Ygi bXVfi bbYb`i bX
DUb_ck`VYhf]Zn"8]YgY`XfUgh]gW\Y`A U» bU\`a`Y`]gh`XUg`FYgi`hUh
i a`ZUb[fY]W\Yf`6Ui UfVY]hYb`Ub`XYf`?fYi ni b[`GW\`Öb\`Ui`gYf
5`YY`#k]gVmYf`GhfU» Y`#c`fb\`c`a`Yf`GhfU» Y`i bX`XYf`6Yf`]bYf`GhfU» Y
]b`XYf`B`À\`Y`XYf`DUb_ck`?`]fW\Y`"N]Y`X]YgYf`5fVY]hYb`]gh`XYf
5i`gVUi`[fÖ» YfYf`;`Y]gUVgW\`b]hYž`XYf`5i`ghUi`gW\`j`cb`K`Y]W\Yb
i bX`X]Y`J`Yf`Y[i b[`j`cb`Yhk`U`%&\$`A`YhYfb`bYi`Ya`";`Y]g"

8]Y`6Ui UfVY]hYb`Ub`XYb`;`Y]gUb`U[Yb`]a`6YfY]W\`8fcbh\Y]a`Yf
GhfU» Y`C`g`c`Yf`GhfU» Y`#?`c`c`b]YghfU» Y`k`YfXYb`YVYb`ZU`g`V]g`ni a`" \$"
đ b]`&\$&) `UbXUi`Yfb"8]Y`VYhf`c`ZY`b`Yb`GhfU» YbVU\`b`]b]Yb`A`%ž`A`%
i bX`')`\$`g]bX`]b`X]YgYf`NY]h`ghUf`_`Y]b[YgW\`f`À`b`_`h"8]Yf`Ni`[Ub[`ni a
GhfU» YbVU\`b`VYhf]YVg\`c`Z]b`XYf``đ`X]fU!;`UbX\]!GhfU» Y`k`]fX
i b`hYfVf`c`W\Yb`ž`k`Ug`VYXYi`hYž`XUgg`_`Y]bY`@]Yb`VYX]Yb`h`k`YfXYb
_`Ö`b`b`Yb"

8 YhU]`g`ni`XYb`9]bgW\`f`À`b`_`i`b[Yb

8Yf`9fgUhmj`Yf_Y\`f`k`]fX`Ui`Zi`b`hYfgW\]YX`]W\Yb`GhfYW`_`Yb
Y]b[Yf]W\`hYh"':`Øf`X]Y`@]Y`A`%[]Vh`Yg`_`Y]bY`fY[i`ÀfY`J`YfV]bXi`b[
a`Y\`f`nk`]gW\Yb`XYa`!`!6U\`b\`c`Z`9VYfgk`U`XYf`GhfU» Y`i bX`XYb

<U`hYghY`Yb`GWX`YfghfU»Y#cgYbh\U`/\]Yf`g]bX`9fgUhmVi`ggY`ja
9]bgUhm"8]Y`@]b]Y`A`%`j`Yf_Y\fh`bi`f`bcW`nk`]gW`Yb`XYa`G!`i`bX`I`!
6U\b\cZ`K`UfgW`Ui`Yf`i`bX`XYf`DfYbn`Ui`Yf`5`YY`#C`ghgYYghfU»Y"
5i`W`X]Y`@]b]Y`)`\$`]gh`VYhfc`ZYb`i`bX`j`Yf_Øfnh`g]W`V]g`ni`f`
<U`hYghY`Y`6`Øfbgc`bghfU»Y":`Øf`X]Y`GhfYW_Y`nk`]gW`Yb`6cfb\c`a`Yf`
GhfU»Y`i`bX`DUb`_ck`!<Y]bYfgXcfZ`k`]fX`X]Y`B`i`hni`b[`XYf`G!6U\b`
Ya`dZc`\`Yb"

6YgcbXYfg`\YfUi`gZcfXYfbX`]gh`X]Y`G]hi`Uh]cb`ZØf`DYbX`Yfž`X]Y`
k`Å\fybX`XYf`6Ui`UfVY]hYb`Ui`Z`U`hYfbUh]j`Y`J`Yf_Y\fga`]hhY`k`]Y`XUg`
:U\ffUX`cXYf`XYb`6i`g`i`a`ghY][`Yb`a`ØggYb"5i`Z[fi`bX`XYf`
GhfYW_Yb`Åb[`Yb`_ØbbhY`X]Yg`ZØf`j`]Y`Y`:`U\f[`ÅghY`YXcW`
i`bdfU_h]gW`gY]b"8]Y`6J`:`\`Uh`XU\Yf`Ui`W`hYa`dcfÅfY`6i`ggdi`fYb`
Ui`ZXYf`C`g`cYf`GhfU»Y`i`bX`XYf`GYghfU»Y`Y]b[`Yf]W`hYhž`i`a`XYb`
J`Yf_Y\fgZi`gg`ni`j`YfVYggYfb"

Ni`_i`bZhgUi`gV`]W_

8]Y`F`ØW`_Y\`f`ni`a`fY[`i`ÅfYb`GhfU»YbVU\bj`Yf_Y\`f`]gh`ZØf`XYb`"``
5i`[`i`gh`&\$&)`[`Yd`Ub`hž`UV\`Åb[`]j`ca`6Ui`ZcfhgW`f]hh"
K`Å\fybXXYggYb`V`Y]Vh`X]Y`6cfb\c`a`Yf`GhfU»Y`V]g`9bXY`A`U]
nk`]gW`Yb`:`fØbhU`Yf`i`bX`Ø]W`Yf`GhfU»Y`i`bhYfvfcW`Yb"Ni`gÅhn`]W`
k`]fX`X]Y`Ø]W`Yf`GhfU»Y`ni`f`9]bVU\bghfU»Y`Yf`_`Åfhž`i`a`XYb`
J`Yf_Y\`f`ni`ghYi`Yfb"8]Y`6Ui`UfVY]hYb`Ub`XYf`?`fYi`ni`b[`
GW`Øb\`Ui`gYf`5`YY`#K`]gVmYf`GhfU»Y`#6cfb\c`a`Yf`GhfU»Y`gc`Yb`V]g`
j`cfUi`gg]W`h]W`ni`a`&"5i`[`i`gh`&\$&)`XUi`Yfb`i`bX`g]bX`]b`j`]Yf`
6Ui`d\UgYb`i`bhYfhY]`h"

5_hi`Y`Y`#Zcfa`Uh]cbYb`ni`:`U\fd`ÅbYb`i`bX`YbXYfi`b[`Yb`g]bX`Ui`Z`
XYb`cZZ]n]Y`Yb`?`Ub`Å`Yb`XYf`6J`:`i`bX`]b`XYf`6J`:`!5dd`j`YfZØ[`VUf`"
8]Y`G]hi`Uh]cb`k`]fX`Xi`fW`X]Y`HUhgUW`Y`_ca`d`]n]Yfhž`XUgg`X]Y`6J`;
]b`X]YgYa`#J\`VYfY]hg`a`Y\`fZUW`j`cb`GhfY]_g`VYhfc`ZYb`k`Uf`i`bX`
X]Y`J`Yf\`UbX`i`b[`Yb`a`]h`XYf`:`Yk`Yf`_gW`UZh`J`YfX]`k`Y]hYf\`]b`ja`
:`Ub[`Y`g]bX"6]g`ni`a`%\$"5df]`k`]fX`Yb`hgW`]YXYbž`cV`Y]b`
i`bVYZf]ghYhYf`GhfY]`_ca`a`hž`k`Ug`X]Y`G]hi`Uh]cb`ZØf`X]Y`:`U\f[`ÅghY`
ni`gÅhn`]W`dfY`_Åf`a`UW`h"

C`V`k`c`\`X]Y`6Ui`UfVY]hYb`b`chk`YbX][`g]bXž`i`a`X]Y`#ZfUghfi`_hi`f`

ni _i bZhgZÄ\]['ni 'a UWYbž'ghY\Yb'DYbX`Yf'i bX`F Y]gYbXY`j cf
ni gÄhñ`WXYb`<YfUi gZcfXYfi b[YbžXU`VYfY]hg`Yf\YV`]WXY
9]bgWxfÄb_i b[Yb`]a `! !6U\b!`i bX`GhfU»YbVU\b!BYhñ`b`X]YgYa
>\f`ZYgh[YghY`h`k i fXYb`"8]Y`6J; `ZØ\fh`i a ZUb[fY]WXY
6Ui UfVY]hYb`ni f`9fbYi Yfi b[`XYg`ØVYf`%&\$`>\fY`U`hYb`! !6U\b!
BYhñYg`Xi fWžk Ug`YVYbZU`g`ni `Y]bYf`Ub[YgdUbbhYb
JYf_Y\fgg]hi Uh]cb`VY]hfÄ[h"

8YhU]`g	
Cfh	DUb_c k ž8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k YXX]b[k Y]gYf"XY • k k k "VYf`b!`]j Y"XY • k k k "fVV&("XY

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