

6Yf`]bYf`GYbUh`Vf]b[h'9`Y_hfca cV]`]hÀh
j cfUb. `) \$\$\$\$\$\$'9!: U\fnYi [Y`V]g`&\$' \$°

8Yf`6Yf`]bYf`GYbUh]bZcfa]Yfh`Ua `%+"`đ b]`&\$&) `ØVYf`XYb
5i gVUi `XYf`@UXY]bZfUghfi _hi f`ZØf`9`Y_hfca cV]`]hÀhi bX`X]Y
ghY][YbXYb`9!: U\fnYi [nU\`Yb"



6Yf`]bž`8Yi hgW\`UbX`!`5a `%+"`đ b]`&\$&) `hU[hY`XYf`6Yf`]bYf
GYbUhž`i a `XYb`U_hi Y`Yb`GhUbX`XYg`5i gVUi g`XYf
@UXY]bZfUghfi _hi f`ZØf`9`Y_hfca cV]`]hÀhni `VYgdFYW`Yb" `8]Y`G]hni b[
k i fXY`j cb`l hY`6cbXYž`XYf`GYbUhc]b`ZØf`A cV]`]hÀhž`J Yf`Y\ fž
?`]a UgW`i hni bX`l a k Y`hž`gck]Y`j cb`: fUbn]g_U`;]ZZYmž`XYf
GYbUhc]b`ZØf`K]fhgW`UZhž`9bYf[]Y`i bX`6Yhf]YVYž`[Y`Y]hYh`9]b
nYbhfU`Yg`H\Ya U`k Uf`X]Y`l a gYhni b[`XYg`6YgW`i ggYg`XYg
5V[YcfXbYhYb\Ui gYg`j ca `%*`" `đbi Uf`&\$&) " `8]Y
Ni `Uggi b[gnU\`Yb`j cb`9`Y_hfcZU\fnYi [Yb`]b`6Yf`]b`\UVYb`g]W`]a
đ\`fYgj Yf[`Y]W`d`c`g]h]j `Yb`hk]W`Y`hž`gcXUgg`a]h`Yfk Y]Y`ØVYf
, \$\$\$\$\$\$'9!: U\fnYi [Y`]b`XYf`<Ui dhghUXhi bhYfk Y[g`g]bX"

6YgcbXYfg`YfZfyi `]W`]gh`X]Y`Ni bU\`a Y`XYf`@UXYdi b_hY`"5_hi Y`

[]Vh'Yg'a Y\ f'U`g') "\$\$\$@UXYdi b_hYžj cb'XYbYb'ØVYf') "\$\$\$
ÖZYbh]W\ ni [Àb[`]W\ 'g]bX'i bX'a Y\ f'U`g' "&\$ \$'a `ÖZYbh]W\ Yb
FUi a `]bghU``]Yfh'k i fXYb""8Yf'GYbUh'd`Ubhž'X]Y'5i gVUi nU\`Yb`V]g
&\$' \$'a `FU\ a Yb`XYf'; YgUa hghfUhY[]Y'ni f'@UXY]bZfUghfi _hi f'ni
Yf\ Ò\ Yb""`a `j Yf[Ub[YbYb`'U\ f'k i fXYb`VYfY]hg'+ "\$\$\$'9!
@UXYgÀi `Yb`\]bni [YZØ[hž'a]h'XYa `N]Y`ž'V]g'&\$' \$'Yhk U') "\$\$\$\$\$'9!
: U\ fnYi [Y`]b`6Yf`]b`ni `]bhY[f]YfYb""8Uni `k]fX`Ui W\`XUg
: ÒfXYfdfc[fUa a `K Y'a c`Yfk Y]hYfhž'i a
K c\bi b[gVUi [YgY`gW\UZhYb]a `5i ZVUi `j cb`9!@UXYgÀi `Yb`ni
i bhYfghØhnYb"

K UW\ gYbXY`6YXYi hi b[`XYf`9`Y_hfca cV]`]hÀh

8]Y`9`Y_hfca cV]`]hÀh'k]fX`ZØf`XYb`]bbYfghÀXh]gW\Yb`J Yf_Y\ f`XYf
Ni _i bZn]a a Yf`nYbhfU`Yf""9`Y_hfca cV]`]hÀh'k]fX`ZØf`XYb`]bbYfghÀXh]gW\Yb`J Yf_Y\ f`XYf
bY[Uh]j Yb`5i gk]f_i b[Yb`Ui ZX]Y`l a k Y`h`Ui gž`XU`g]Y`_Ui a
: Y]bghUi V!9a]gg]cbYb`j Yfi fgUW\Yb`i bX`k Yb][`@Àfa `dfcXi n]YfYb"
8Yf`A Uf_hUbhY]`j cb`9!5i hcg`]b`6Yf`]b`k ÀW\gh'ghYh][ž'gck c\`VY]
Df]j UhdYfgcbYb`U`g`Ui W\`VY]`l bhYfbY\ a Yb"

Ni a `9bXY`XYg`U\ fYg`&\$&' `k UfYb`]b`6Yf`]b`VYfY]hg`* - "*" +`9!
: U\ fnYi [Y`ni [Y`UggYbž`XUfi bhYf`ØVYf`(`&"+\$\$`a]h'fY]bYa
9`Y_hfca cV]`]hÀh'k]fX`ZØf`XYb`]bbYfghÀXh]gW\Yb`J Yf_Y\ f`XYf
9!: U\ fnYi [Yb`a Y\ f'U`g`j YfgYW\ gZUW\h""8Ua]h[Y\ h`Ui W\`XYf
5i gVUi `XYf`@UXY]bZfUghfi _hi f`Y]b`Yfž`X]Y`VYbZU`g]b`XYb`YhnhYb
ZØbZ`U\ fYb`i a `a Y\ f'U`g`XUg`GYW\ gZUW\Y [Yk UW\ gYb`]gh""`a `U\ f
&\$&' `_Ua Yb`ØVYf`%&\$ \$`bYi Y`@UXYdi b_hY`\]bni žj cb'XYbYb
&"" +* `Ub`ÖZYbh]W\ Yb`GhfU» Yb`i bX`D`ÀhnYb`]bghU``]Yfh'k i fXYb"
@Ui h'XYf`6Yf`]bYf`5[Ybhi f`ZØf`9`Y_hfca cV]`]hÀh'fYA CŁ`gc``XYf
A Uf_hUbhY]`XYf`9!5i hcg`]b`6Yf`]b`V]g`&\$' \$`a]bXYghYbg' \$`i
YffY]W\ Yb"

; `cVU`Y`HfYbXg`]b`XYf`9`Y_hfca cV]`]hÀh

8Yf`k Y`hk Y]hY`HfYbX`ni f`9`Y_hfca cV]`]hÀh'niY][h`Y]b`Ua V]j U`YbhYg
6]`X""K À\ fYbX`9bXY`&\$&' `]b`8Yi hgW\`UbX`Yhk U`&ž `A]`]cbYb`9!
D_k `fY[]ghf]Yfh'k UfYbž`ghU[b]Yfh`XUg`K UW\ ghi a `gY]h'XYa `9bXY
XYg`l a k Y`hVcbi g""5i Z[`cVU`Yf`9VYbY`VY`]YZg]W\`X]Y`NU\`XYf`9!

D_k `Ui Z`_bUdd` (&`A]``cbYbž`k cVY]`ØVYf`X]Y`<`À`ZhY`XUj`cb`]b
 7\]bU`UbgÀgg][`]gh`'`đ`B`cfk`Y[`Yb`k`UfYb`&\$`&`'`ØVYf`-`\$`i` `XYf`
 bYi`Yb`5i`hc`g`j`c``Y`Y`_hf]gW`cXYf`D`i` [`!`b!`<`mVf]XY"

Hfchn`XYf`<`YfUi`gZc`fXYfi`b[`Yb`]a` `XYi`hgW`Yb`A`Uf`_h`V`Y]Vh`HYg`U
 XYf`ZØ`fYbXY`5bV]YhYf`]a` `GY[`a`Ybh`XYf`9`Y`_hfca`cV]`]h`hž
 k`À`fYbX`XYf`W`]bYg]gW`Y`<`YfghY``Yf`6M`B`U`g`[`f`Ò»`hYf`9!
 5i`hc`YfghY``Yf`[`]`h`'9!5i`hc`g`[`Y`hYb`U`g`i`a`k`Y`hZFYi`bX`]W`Yfž
 j`cfUi`g[`YgYhnž`XYf`Ghfca` `ghUa`a`h`Ui`g`YfbYi`YfVUfYb`9bYf[`]Yb`"
 8YbbcW`j`Yfi`fgUW`h`X]Y`DfcXi`_h]cb`j`cb`9!:`U`fnYi`[`Ybž
 VYgcbXYfg`Xi`fW`X]Y`6UhhYf]YZYfh][`i`b[`ž`a`Y`f`HfY]V`U`i`g[`UgY`U`g
 \Yf`_`Òa`a` `]W`Y`:`U`fnYi`[`Y`"8U`Yf`a`ØggYb`9!5i`hc`g`Xi`fW`X`]\fYb
 9]bgUhm`X]Y`VY]`XYf`DfcXi`_h]cb`Yb`hghUbXYbYb`9a`]gg]cbYb
 fUi`gZU`fYb`"

9]b`k`Y]hYfYf`k`]W`h][`Yf`Di`b`_h`g]bX`X]Y`@UXY[`Yk`c`b`b`Y]hYbž`X]Y`g]W`
 j`cb`FY[`]cb`ni`FY[`]cb`ghUf`_`i`bhYfgW`Y]XYb`"đ`9i`fcdU`UhhY
 8Yi`hgW`U`bX`V]g`&\$`&`'`a`]h`Yhk`U`&\$ž`'9!5i`hc`g`dfc`@UXYdi`b`_h`Y]b
 [`Øbgh][`Yg`j`Yf`À`hb]gž`XcW`]a` `j`Yf[`Y]W`ni`U`bXYfYb`@AbXYfb`k`]Y
 6i`[`Uf]Yb`]gh`bcW`DchYbn]U`ni`f`j`YfVYggYfi`b[`]`Y[`YVYb`"8]Y`NU`
 XYf`ÒZYbh]W`ni`[`Àb[`]W`Yb`@UXYghU]cbYb`]gh`Yb`hgW`Y]XYbX`ZØf
 X]Y`YfZc`[`fY]W`Y`9hUV`]Yfi`b[`]`j`cb`9`Y`_hfca`cV]`]h`h"

8YhU]`g	
Cfh	6Yf`]bž`8Yi`hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "ghfca`bYhn"VYf`]b • XY"ghUh]ghU"W`a

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