

: `]d dYfZ]YVYf`]b`HY`hc k .`8]Y`< U``Y`ZØf
B c ghU`[]_Yf`YfÖZZbYh°

9f`YVYb`G]Y`XUg`7ca`YVUW`XYf`:`]ddYfUi`hca`UhYb`]b`XYf
bYi`Yb`:`]ddYf\U``Y`]b`HY`hc k ž`YfÖZZbYh`Ua``%*"\$*"`&\$&)`j`cb
>Øf[`A`Y]»`bYf"



HY`hc k ž`6fUbXYbVi`f[ž`8Yi`hgW`UbX`!:`]ddYfUi`hca`UhYb`g]bX
ni`fØW`_i`bX`YfcVYfb`X]Y`<`YfnYb`XYf`Gd]Y`Yf`]b`HY`hc k ž
6fUbXYbVi`f[`5a` `%"`> b]`&\$&)`YfÖZZbYhY`>Øf[`A`Y]»`bYf`gY]bY
:`]ddYf\U``Y`ž`Y]b`k`U\`fYg`A`Y`__U`ZØf`U``Y`ž`X]Y`XUg`?`i`hg d]Y``]YVYb`"
A`]h`Yhk`U`&\$`\$`E`i`UXfUha`YhYfb`i`bX`fi`bX`)`\$`5i`hca`UhYb`]gh`X]Y
<U``Y`Y]b`C`fhž`XYf`X]Y`:`YgW`]W`hY`XYg`Gd]Y`g`YVYbX][`k`YfXYb
`Äggh`"<]Yf`[]Vh`Yg`?`Ugg]_Yf`k`]Y`K`]nUfX``i`bX`5XXUa`g`:`Ua`]`m
gck`]Y`a`cXYfbY`<]hg`k`]Y`:`Ua`Y`cZH\`fcbYg`"8]Y`5i`hca`UhYb`g]bX
b]W`h`bi`f`j`]Y`ZÄ`h][`ž`g]Y`g]bX`Ui`W`b`UW`?`Ub[`]_UhY[`cf]g]Yfhž
gcXUgg`YXYf`6Ygi`W`Yf`gY]bY`:`Uj`cf]hYb`gcZc`fh`Z]bXYhž`VYf]W`hYh
X]Y`dn!bYk`g"

A`Y]»`bYf`]gh`_Y]b`BYi``]b[`]b`XYf`:`]ddYfgnYbY`"GY]h`%`> \`fYb

VYhfY]Vh'Yf'a]h'Yfk Y]'Y'gY]bY'<U`YžX]Y'Yf'i fgdfØb[`]W`]b
NY\`YbXcfZYfØZbYhYžVYj cf'Yf'&\$&%`bUW`HY`hck`i a n]Y\`h"8]Y
; YbY\`a][i b[`ZØf`X]Y`bYi Y`@c`_U`]hÅh`bU\`a `XfY]'`Ub[Y`đ\`fY`]b
5bgdfi W`žXU`X]Y`6Y\`ØfXYb`6YXYb`_Yb`\UhhYbž`Yg`_ØbbhY`g]W`i a
Y]bY`Gd]Y`\`Ø`Y`\UbXY`b"8UVY]'gh`X]Y': `]ddYf\U`Y`Y]b
ZUa]]YbZFYi bX`]W`Yf`Cfhžk c`A YbgW`Yb`j cb`&`V]g`- `\$`đ\`fYb`Ui Z
]\fY`?cghYb`_ca`a Yb"8Yf`9]bhf]hh`VYhfÅ[h`%\$`9i fc`ZØf`Y]bYb
[Ubnyb`HU[`: `]ddYfbž`k Ug`ZØf`j]Y`Y`bcghU`[]gW`Y`9f]bbYfi b[Yb
k YW`hž`j cf`U`Ya `VY]'YbYb`nk]gW`Yb`(\$`i bX`*\$`đ\`fYbž`X]Y`\]Yf
]\fYb`đ [YbXhfUi a `Ui g`YVYb`_ØbbYbž`gW`]XYfh`h]d!VYf`]b"

9]b`6`]W`_]b`X]Y': `]ddYf[YgW`]W`hY

Ni fØW`V`]W`YbX`Ui ZX]Y'; YgW`]W`hY`XYg': `]ddYfg`g]bX`X]Y
I fgdfØb[Y`]b`XYb`gdÅhYb`%+"`đ\`f\i bXYfh`ni `Z]bXYbž`U`g`XUg`Gd]Y`
6U[UhY`Y`dcdi `Åf`k i fXY"8]Y`YfghYb': `]ddYfUi hca UhYb`k i fXYb
Yfgh`%, +%`dUhYbh]Yfhž`XcW`X]Y`9bhk]W`_i b[`XYg`Gd]Y`g`bU\`a
gY]hXYa `Y]bY`fUgUbhY`K YbXi b["8]Y`9fZ]bXi b[`XYg': `]ddYfg`ja
đ\`f`%- (+`j Yfk UbXY`hY`XUg`Gd]Y`j cb`Y]bYa `; `ØW`ggd]Y`ni `Y]bYa
; YgW`]W`_]W`_Y]hggd]Y`"đ`XYb`i G5`k Uf`XUg': `]ddYfb`V]g`]b`X]Y
%- +\$Yf`đ\`fY`a]h`Y]bYa `VYgW`Y]XYbYb`Fi Z`VY`UZhYhž`XU
5i hca UhYb`cZi`U`g'; `ØW`ggd]Y`Y`k U\`f[Ybca`a Yb`k i fXYbž`k]Y`XUg
: `]ddYfVUf`Xc`_i a Ybh]Yfh"

`đ`XYf`88F`Yhk U`k UfYb': `]ddYf`bi f`Ui Z`đ\`fa Åf`_hYb`Yf`Ui Vhž
k Å\`fYbX`g]Y`]b`XYb`k Ygh]W`Yb`@ÅbXYfb`]b`?bY]dYb`i bX
Gd]Y`gU`cbg`k Y]hj YfVfY]hYh`k UfYb"đ`XYb`YhnhYb`đ\`fYb`\Uh`XUg
đhYfYggY`YXcW`ghUf`_ni [Ybca`a Yb"8]Y`5bnU\`XYf`Gd]Y`Yf`Ui Z
XYf`K Y`hfUb[`]ghY`gh]Y[`j cb`%\$`\$\$\$`ja `đ\`f`&\$)\$`Ui Z
VYY]bXfi W`_YbXY`- "\$`\$\$\$`A Y]» bYf`gY`Vgh]gh`Ui W`VYhY']h`Ub`XYf
; Yfa Ub`D]bVU`5ggcW]Uh]cbž`X]Y`_bUdd`+\$\$`A]h[`]YXYf`nÅ`\`hi bX
g]W`ZØf`X]Y`FYhhi b[`i bX': ØfXYfi b[`XYg': `]ddYfg`U`g`?i`hi`f[i h
i bX`GdcfhUfhighUf`_a UW`h"

8]Y': `]ddYf\U`Y`]b`HY`hck`]gh`a Y\`f`U`g`bi f`Y]b`FYhfc!Gdch`g]Y`]gh
Y]b`YVYbX][Yg`NYi [b]gž`k]Y`XUg`Gd]Y`g]W`ØVYf`a Y\`f`U`g`Y]b
đ\`f\i bXYfh`Ybhk]W`_Y`h`\Uh"Øf[`A Y]» bYf`\Uh`g]W`XUg`bØh[Y
K]ggYb`ØVYf': `]ddYfUi hca UhYb`gY`Vgh`Ub[YY][bYhi bX`V]YhYh

gY]bYb'; ÅghYb`Y]bYb`F YdUfUhi fgYfj]W`Ub"9f`cf[Ub]g]Yfh`Ui W
 X]Y`8Yi hgWYb`A Y]ghYfgWUZhYb`ja`:`]ddYfb`i bX`fY]gh`fY[Y`a Å»][
 ni f`D]bVU``9I dc`i]b`7\]WU[cžY]bYa`VYXYi hYbXYb
 6fUbWYbhfYZZYb`ZØf`:`]ddYf!6Y[Y]ghYfhY"GY]b`9b[U[Ya Ybh`Uh
 b]W`h`bi f`ZØf`5bYf_Ybbi b[`[Ygcf[hž`gcbXYfb`Ui W`ZØf`Y]bY
 6Y`YVi b[`XYf`:`]ddYf_i`hi f`i]b`XYf`FY[]cbž`k]Y`Øf[`@Uh\k YgYb
 j cb`XYf`; Yfa Ub`D]bVU``5ggcW]Uh]cb`cVh"

8 Ub_`X][]hU`Yf`æbcj Uh]cbYb`k YfXYb`:`]ddYfUi hca UhYb`Yi hY
 a cXYfb`i bX`j]Y`ZÅ`h][`[YghU`hYhž`k Ug`:`]ddYfb`b]W`h`bi f`ni`Y]bYa
 bcghU`[]gWYb`J Yf[bØ[Ybž`gcbXYfb`Ui W`ni`Y]bYa`Zf]gWYb
 <cVVmZØf`j]Y`Y`bYi Y`: Ubg`a UW`h"8]Y`:`]ddYf\U`Y`]b`HY`hc k
 gY`Vgh`hfÅ[h`XUni`VY]ž`XUgg`X]Y`6Y[Y]ghYfi b[`ZØf`X]YgYg`Gd]Y`
 Ui W`]b`XYb`_ca a YbXYb`J\fyb`b]W`h`UVb]a a h"

8 YhU]`g	
C fh	HY`hc k ž`6fUbXYbVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dn!bYk g"XY • k k k "h]d!VYf`]b"XY • k k k "Z]ddYfVUf"Wca

6Ygi WYb`G]Y`i bg`Ui Z.`bU[!Vk "XY