

K]hhYbVYf[Yf`F Uh\ Ui g`ZY]Yfh`%%%'>U\ fY
a]h`YI _`i g]j Yf`? UZZYYhUggY`

5a`%*"'đ b]`&\$&) `k]fX`XUg`%%%!`Ä\ f][Y`đ V]`Äi a`XYg
K]hhYbVYf[Yf`F Uh\ Ui gYg`[YZY]Yfhž`a]h`XYF`DfÄgYbhUh]cb
Y]bYf`bYi Yb`? UZZYYhUggY"



K]hhYbVYf[Yž`8Yi hgW\`UbX`!`K]hhYbVYf[Y`ghY\hj`cf`Y]bYa
[Ubñ`VYgcbXYfYb`9fY][b]g.`5a`%*"'đ b]`&\$&) `ZY]Yfh`X]Y`GhUXh`XUg
%%%!`Ä\ f][Y`đ V]`Äi a`]\fYg`F Uh\ Ui gYg``8]YgYg`8Uhi a`a Uf_]Yfh
b]W`h`bi`f`Y]bYb`\]ghcf]gW`Yb`A`ca`Ybhž`gcbXYfb`ZØ\fh`Ui`W`ni`f
9bh\Ø`i`b[`Y]bYg`bYi`Yb`Gci`j`Yb]fgž`XUg`X]Y`J`Yfvi`bXYb\Y]h`XYf
6Øf[Yf`a`h]`\fYf`<Y]a`Uh`igma`Vc`]g]Yfh``đ`X]YgYa`F`U\`a`Yb`k`]fX
Y]bY`\`UbX[YZYfh][hY`? UZZYYhUggY`dfÄgYbh]Yfhž`X]Y`j`cb`XYf
hU`Ybh]YfhYb`HØdZYf]b`?`Uh\`]?`ØW`Y`!`GW\`i`n`[`YghU`hY`h`k`i`fXY``8]Y
HUggY`k`]fX`HY]`Y]bYf`?`UZZYYdch!`GYf]Yž`X]Y`VYfY]hg`VYfØ\`a`hY
GY\`Ybgk`ØfX][`_]hYb`k`]Y`XYb`K`UggYfhi`fa`ž`X]Y`G]b[`Yf!
B`Ä\`a`UgW]bY`i`bX`XUg`GhY]bhc`f`i`a`ZUgghž`i`bX`gca`h`XUg`j`]YfhY
K`U\`fnY]W`Yb`XYf`GhUXh`Yf[`Äbñh"

8]Y`cZZ]n]Y`Y`J c fghY`i b[`X]YgYf`VYgcbXYfYb`HUggY`Z]bXYh`Ua`&, "
đ b]`&\$&) `]a`F U\ a`Yb`XYg`F Uh\Ui`gZYghYg`ghUhh"5b`X]YgYa
: YghhU[` \ UVYb`X]Y`6Ygi`WXYf`X]Y`A`Ò[`]W\`_Y]hž`X]Y`HUggY`ni
Yfk`YfVYb`i`bX`XUg`F Uh\Ui`g`j`cb`]bbYb`ni`VYg]W\h][`Ybž`i`bX
6Øf[`Yfa`Y]ghYf`8f`"C`]j`Yf`<`Yfa`Ubb`k`]fX`X]Y`?`UZZY`hUggY`ZY]Yf`]W\
U`g`9fghYf`bi`hnYb`"K`]W\h][`ni`k`]ggYb.`B`UW\`XYa` :`Ygh`k`]fX`X]Y
HUggY`]b`XYf`Hci`f]gh]bZcfa`Uh]cb`K`]hhYbVYf[`Y`Yf`\`À`h]W\`gY]b`i`bX
_Ubb`b]W\h`bi`f`Y]b`gW\`ØbYg`9f]bbYfi`b[`ggh`ØW`ž`gcbXYfb`Ui`W\`Y]b
hc`Yg` ;`YgW\`Yb`_`k`YfXYb`"

F Uh\ Ui`gZYgh`a`]h`j`]Y`ZÀ`h][`Ya`Dfc[`fUa`a`

5b`Àgg`]W\`XYg`đ`V]`Ài`a`g`k`]fX`XUg`F Uh\Ui`gZYgh`Ua`&, "`đ`b]`Y]b
Vi`bhYg`Dfc[`fUa`a`ZØf`[`fc`»`i`bX`_`Y]b`V]YhYb`"8Yf`HU[`XYf`c`ZYbYb
HØf`]a`F Uh\Ui`g`VY[`]bbhi`a`%"%`l` \f`i`bX`YbXYhi`a`%"*`l` \f`":`Øf
U`Y`ž`X]Y`g]W\`ZØf`X]Y`c`_`U`Y` ;`YgW\`]W\`hY`i`bX`X]Y`UfW\`hY`_`hcb]gW\`Yb
6YgcbXYf\`Y]hYb`XYf`GhUXh]b`hYfYgg]YfYbž`[`]Vh`Yg`nU\`fY]W\`Y
`bZcfa`Uh]cbgUb[`YVchY`i`bX`5`_`hj`]hÀhYb`"<`]Yf`_`ca`a`Yb`gck`c`\`
9]b\`Y]a`]gW\`Y`U`g`Ui`W\`6Ygi`WXYf`Ui`Z]\`fY`?`cghYb`i`XU`Y]Y[`h`k`Ug
Ub`°

9]b`gW\`a`UW\`UZhYf`6Y]hfU[`ni`a` :`Ygh`]gh`Ui`W\`]b`XYb`D`Ubi`b[`Yb
ni`Z]bXYb.`8]Y`6Øf[`Yf`_`ØbbYb`g]W\`Ui`Z`fY[`]cbU`Y`?`Øgh`]W\`_Y]hYb
ZfYi`Yb`i`bX`g]W\`Ua`Vi`bhYb`A`Uf`_`hhfY]VYb`YfZfYi`Ybž`XUg`X]Y
VYgcbXYfY`5ha`cgd`\`ÀfY`XYg`đ`V]`Ài`a`g`i`bhYfghfY]W\h`"K`]hhYbVYf[
]gh`b]W\h`U`Y]b`]b`X]YgYf` :`fYi`XY`/`j`]Y`Y`Gh`À`X`hY`]b`8Yi`hgW\`UbX
ZY]Yfb`À`b`]W\`Y`đ`V]`À`Yb`i`bX`ZY]Yfb`]`fY`Y][`YbY` ;`YgW\`]W\`hY`"Ni`a
6Y]gd]Y`ZY]Yfh`@`ØVVYb`]b`6fUbXYbVi`f[`]a`b`À`W\`ghYb`đ`X`f`VYfY]hg
gY]b` ,`+`)!`À`\f][`Yg`GhUXh†`V]`Ài`a`ž`Y]b`k`Y]hYfYf`5b`Ugg`ZØf
 :`Y]Yf`]W\`_Y]hYb`]b`XYf`F`Y[`]cb`"

Gci`j`Yb]fg`i`bX`C`b`]bY!G\`cdd]b[

:`Øf`X]Y`Yb][`Ybž`X]Y`gW\`cb`Y`hnh`Ui`Z`XYf`Gi`W\`Y`b`UW\`VYgcbXYfYb
Gci`j`Yb]fg`g]bXž`V]YhYh`XYf`7]hm`Gci`j`Yb]f`G\`cd`Y]bY`J`]Y`nU\`
j`cb`5fh]_`Y`b`Ubž`Ui`W\`k`Ybb`XYf`G\`cd`ni`fnY]hj`cfØVYf[`Y\`YbX
[`YgW\`c`ggYb`]gh`5bZfU[`Yb`_`ØbbYb`Y`XcW\`k`Y]hYf\]b`dYf`9!`A`U]
[`Yf]W\`hY`h`k`YfXYbž`i`bX`j`]Y`Y`5fh]_`Y`g]bX`ØVYf`5a`Uncb`VYghY`V`Uf`"

8]YgY`A Ò[`]W_X]h`a UW`h`Yg`Y]bZUW`ž`g]W`Y]b`GhØW`K]hYbVYf[Y
 bUW`<Ui`gY`ni` \c`Ybž`k`À`fYbX`X]Y`GhUXh`g]W`Ui`Z]\f`[fc»Yg`:`Ygh
 j`cfVYfY]hYh"

8 Ug`ž`V]`Ài`a` `XYg`K]hYbVYf[Yf`F`Uh`Ui`gYg`i`bX`X]Y`XUa`]h
 j`YfVi`bXYbY`J`cfghY``i`b[`XYf`?`UZZY`hUggY`g]bX`XYf`dYfZY`_hY
 5b`Uggž`i`a` `X]Y`GhUXh`i`bX`]\fY`:`YgW`]W`hY`ni` `ZY]Yfb``A`]h`_fYUh]j`Yb
 Gci`j`Yb]fg`i`bX`Y]bYa` `ZYgh`]W`Yb`Dfc[fUa`a` `k`]fX`X]YgYg`9fY][`b]g
 nk`Y]ZY``cg`]b`9f]bbYfi`b[`V`Y]VYb`i`bX`X]Y`J`YfVi`bXYb`Y]h`XYf
 6Øf[Yf`ni` `]\fYf`<Y]a` Uh`gh`À`f`_Yb"

8YhU]`g	
Cfh	K]hYbVYf[Yž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • W]hm!gci j Yb]f!g\cd"XY • k k k "ghUYXhYhU["XY

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