

Dc`nY]V]hhYh'i a`<]ZY.`nk Y]: fUi Yb`bUW
8]YVghU\`b`6ci g`[Ygi W\h°

8]Y`Dc`nY]gi W\h<]bk Y]gY`ni`Y]bYa`8]YVghU\`b`6ci gžVY]
XYa`nk Y]: fUi Yb`Ua`&*`"A Āfn`&\$&(`Y]bY; Y`XVÖfgY
Ybhk YbXYhYb"



6ci gž8Yi hgW`UbX`!`5a`&*`"A Āfn`&\$&(`YfY][bYhY`g]W`Y]b
8]YVghU\`b`XYf`B?8!:]]U`Y]b`6ci gžVY]`XYa`nk Y]i bVY`UbbhY
: fUi Yb`U`g`HUj YfXĀW`h][Y`Ui Z[YnY]W`bYh`k`i`fXYb`"8Yf`J`cfZU`
ZUbX`nk`j]gW`Yb`%&`" \$`i`bX`%&`() `I` \`f`ghUhh`K`Ā`fYbX`Y]bY`XYf
HĀhYf]bbYbž`Yhk`U`&-`÷\`fY`U`hž`X]Y; YgW`ĀX][hY`UbgdfUW`i`bX
UV`Yb`_hYž`Ybhk`YbXYhY`X]Y`nk`Y]hY`HĀhYf]b`X]Y; Y`XVÖfgY`Ui`g`XYf
I`a` \`Āb[YhUgW`Y`XYf: fUi`"8]YgY`ghY`hY`XYb`8]YVghU\`Yfgh`Ui`Z
XYa`BUW`U`i`gYk`Y[`ZYgh`8]Y`Dc`nY]`U`hY]bY
² ZYbh]W`_Y]hgZU`bXi`b[`bUW`XYb`VY]XYb: fUi Yb`]b]h]Yfhi`bX
j`YfÖZYbh]W`hY`X]Y`@]W`hV]`XYf`Ui`g`XYf`J`]XYcØVYfk`UW`i`b[gUb`U[Y
XYg`@UXYbgž`i`a`k`Y]hYfY`<]bk`Y]gY`ni`Yf`U`hYb`"8]Y`Dc`nY]`6ci`g
V]hhYh'i`a`A`h\]ZY`i`bX`Yfa`i`h][h`X]Y`6Yj`Ö`_Yfi`b[žg]W`i`bhYf
f\$*, ` `%-`\$%\$`cXYf`ØVYf`X]Y`Cb`]bYk`UW`Y`XYf

@UbXYgdc`nY]X]fY_h]cb`GUUF`UbX`ni`a`Y`XYb`"8]YgY`5fhj`cb
: U\bXi`b[`Yb`g]bX`k`]W`h][`ž`i`a`X]Y`J`YfU`bhk`cfh]W`Yb`ni`f
F`Y`W`Y`bg`W`U`Z`h`ni`n]Y`Y`b`ž`]bg`V`Y`g`cb`X`Y`f`Y`b`U`W`X`Y`a`f`Y`W`h]W`Y
<`Ø`f`X`Y`b`V`Y]a`G`W`i`h`n`X`Y`f`D`Y`f`g`Ø`b`]W`_`Y]h`g`f`Y`W`h`Y`X`Y`f
H`U`h`j`Y`f`X`Å`W`h][`Y`b`V`Y`f`Ø`W`_`g]W`h][`h`k`Y`f`X`Y`b`a`i`g`g`h`Y`b`"8`X]Y`g`Y`a
N`i`g`U`a`a`Y`b`U`b[`j`Y`f`k`Y`b`X`Y`h`X]Y`D`c`]n]Y`ni`b`Å`W`g`h]b`h`Y`f`b`Y
9`f`a`]h`h`i`b[`g`k`Y`[`Y`k`]Y`J`]X`Y`c`U`i`g`k`Y`f`h`i`b[`Y`b`i`b`X
N`Y`i`[`Y`b`V`Y`Z`f`U`[`i`b[`Y`b`ž`V`Y`j`c`f`g]Y`Y`]b`Y`Ø`Z`Y`b`h]W`Y`Y`U`b`X`i`b[
Y]b`Y]h`Y`h`"

8]Y`6`Y`g`W`f`Y]V`i`b[`X`Y`f`V`Y]X`Y`b`H`Å`h`Y`f]b`b`Y`b`_`Ø`b`b`h`Y`X`Y`f`6`Y`j`Ø`_`Y`f`i`b[
&`Y`Z`Y`b`ž`g]Y`ni`n]X`Y`b`h]Z]n]Y`f`Y`b`H`Å`h`Y`f]b`%`U`h`f`Ø`h]W`!`V`f`U`i`b[`Y`Z`Å`f`V`h`Y`ž
[`U`h`h`Y`<`U`U`f`Y`ž`X]Y`g]Y`ni`Y`]b`Y`a`D`Z`Y`f`X`Y`g`W`k`U`b`n`[`Y`V`i`b`X`Y`b`U`h`ž
i`b`X`h`f`i`[`Y`]b`Y`b`c`]j`[`f`Ø`b`Y`b`D`U`f`_`U`ž`Y`V`U`i`Y`X`U`b`g`i`b`X`Y`]b`Y`b`V`U`i`!
k`Y]»`Y`b`H`i`f`b`V`Y`i`h`Y`a`]h`5`b`_`Y`f`g`m`a`V`c`Y`b`"8]Y`n`k`Y`h`Y`H`Å`h`Y`f]b`ž
Y`V`Y`b`Z`U`g`W`f`W`U`&`-`X`U`f`Y`U`h`i`b`X`g`W`U`b`_`ž`U`h`U`b[`Y`ž`[`Y`c`W`h`Y
X`i`b`_`Y`V`f`U`i`b`Y`<`U`U`f`Y`"G]Y`k`U`f`a`]h`g`W`k`U`f`n`Y`b`@`Y`[`[`]b[`g`ž`Y`]b`Y`a
V`Y][`Y`b`H`f`Y`b`W`W`U`h`g`c`k`]Y`k`Y]»`Y`b`G`b`Y`U`_`Y`f`b`i`b`X`Y`]b`Y`a`g`W`k`U`f`n`!
k`Y]»`Y`b`G`W`U`V`Y`_`Y]X`Y`h`"

8]Y`V`g`h`U`U`U`a`5`f`V`Y]h`g`d`U`h`n`9]b`Y`f`b`g`h`Y`g` D`f`c`V`Y`a`

D`U`f`U`Y`ni`X`Y`b`J`c`f`Z`Å`Y`b`]a`9]b`n`Y`U`b`X`Y`j`Y`f`X`Y`i`h]W`h`Y`]b
U`b`X`Y`f`Y`f`6`Y`f]W`h`X]Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Y`b`]a`N`i`g`U`a`a`Y`b`U`b[`a`]h
8]Y`V`g`h`U`U`U`j`]Y`Y`b`6`Y`h`f]Y`V`Y`b`j`Y`f`g`W`k`]b`X`Y`b`f`Y`[`Y`a`Å]»`[
K`Y`f`_`n`Y`i`[`Y`ž`Å`U`h`Y`f]U`]Y`b`i`b`X`6`U`f[`Y`X`U`i`g`X`Y`f`?`U`Z`Z`Y`_`U`g`g`Y`"
<]Y`f`V`Y`U`h`Y`]b`i`b`h`Y`f`b`Y`a`Y`f`X`Y`b`J`Y`f`X`U`W`h`U`i`Z`Y]b`Y`b`g`Y]b`Y`f
A`]h`U`f`V`Y]h`Y`f`i`b`X`g]Y`h`g]W`[`Y`n`k`i`b[`Y`b`ž`Y`]b`Y`J`]X`Y`c`_`U`a`Y`f`U`ni
]b`g`h`U`]Y`f`Y`b`ž`i`a`6`Y`k`Y]g`Y`ni`g`U`a`a`Y`b`"8`Y`f`9]b`g`U`h`n`j`c`b`?`U`a`Y`f`U`g
]a`5`f`V`Y]h`g`i`a`Z`Y`X`k`]f`Z`h`Y`X`c`W`f`Y`W`h]W`Y`D`f`c`V`Y`a`Y`U`i`Z`
F`Y`W`h`g`U`b`k`U`h`x`b`U`g`?`f`U]b`V`f]b[`V`Y`h`c`b`h`ž`X`U`g`g`X`Y`f`9]b`g`U`h`n`j`c`b
J`]X`Y`c`g`b`i`f`a`]h`i`]b[`Y`f`g`d]h`n`Y`b[`Y`Z`Ø`U`i`b`X`f`]g`h]g`W`Y`f`9]d`Y`f`h]g`Y
Y`f`Z`c`[`Y`b`g`c`h`Y`ž`X`U`Y]b`Y`Z`U`g`W`Y`<`U`b`X`U`V`i`b[`g`W`k`Y`f`k`]Y`[`Y`b`X`Y
?`c`b`g`Y`e`i`Y`b`n`Y`b`U`V`Y`b`_`U`b`b`"N`k`Y`i`f`h`Y`]Y`]i`g`h`f]Y`f`Y`b`X]Y`g`Y
D`f`c`V`Y`a`U`h]_`X`Y`]b`Y`a`i`U`k`i`f`X`Y`Y]b`A`]h`U`f`V`Y]h`Y`f`Z`f]g`h`c`g
[`Y`_`Ø`b`X][`h`ž`Y`X`c`W`k`i`f`X`Y`X]Y`?`Ø`b`X][`i`b[`U`g`i`b`k`]f`_`g`U`a`Y`f`_`Å`f`h`ž
X`U`X`U`g`J`]X`Y`c`a`U`h`Y`f]U`b]W`h`j`Y`f`k`Y`f`h`V`U`f`k`U`f`"

9]b`k Y]hYfYg`i fhY]`a UW`hY`XYi h]W`ž`XUgg`\\Y]a `]W`Yž`df`Àj Ybh]j Y
 J]XYcØVYfk UW`i b[`i bni `Àgg][`]gh" `đ`X]YgYa `: U``k i fXY`Y]bYf
 5b[YghY``hYb`j cf[Yk cfZYbž) \$\$`9i fc`Ui g`XYa `HfYgcf`Ybhk YbXYh
 ni `\\UVYbž`XcW`XUg`; Yf]W`h`k]Yg`X]Y`J]XYcUi ZbU`a Y`U`g
 6Yk Y]ga]hY`ni fØW`ž`XU`g]Y`XUg`DYfgØb`]W`_Y]hgfYW`h`XYf
 A]hUfVY]hYf]b`i bj Yf`À`hb]ga `À»][`j Yf`YhnhY" `5fVY]h[YVYf`a ØggYb
 g]W`YfghY``Ybž`XUgg`g]Y`6Yk Y]gY`Y[U`VYgW`UZZYbž`i a `g]Y`j cf
 ; Yf]W`h`bi hnYb`ni ` _ØbbYb" `8Uni `[Y`Øfh`Ui W`ž`XUgg
 8i fW`gi W`i b[Ybž`Yhk U`j cb`Gd]bXYbž`bi f`]b`5bk YgYb`\\Y]h`XYf
 VYhfcZYbYb`A]hUfVY]hYf`ghUhhZ]bXYb`XØfZYb" `HUgW`Yb`cbhfc``Yb
 g]bX`i bhYf`VYgh]a a hYb`6YX]b[i b[Yb`Y[]h]a ž`gc`Ub[Y`g]Y`b]W`h
 X]g`_f]a]b]YfYbX`g]bX"

đg[YgUa`h`nY][Yb`X]Y`VY]XYb`J cfZ`À`Y` `XYf`8]YVghU`\\]b`XYf`B?8!
 :]]U`Y`]b`6ci g`i bX`X]Y`<YfUi gZcfXYfi b[Yb`]a `6YfY]W`X`Yf
 J]XYcØVYfk UW`i b[`Ua `5fVY]hgd`Uhn` `Y]bXfi W`_g] c``ž`XUgg
 gck c`\\]a `9]bnY`\\UbXY`U`g`Ui W`]b`6Yhf]YVYb`Y]b`k UW`gYbXYg
 DfcV`Ya `a]h`8]YVghU`\\VYghY`h`8]Y`fYW`h]W`Yb
 FU`a YbVYX]b[i b[Yb`i bX`X]Y`K U`fi b[`XYf
 DYfgØb`]W`_Y]hgfYW`hY`g]bX`YbhgW`Y]XYbXž`i a `Ub[Ya YggYb`a]h
 gc`W`Yb`G]hi Uh]cbYb`i a ni [Y`Yb"

8YhU]`g	
C fh	6ci gž`8Yi hgW`U`bX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gc``XY • k k k "XYi hgW`Y!`\\UbXk Yf_g! nY]hi b["XY

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