

K c]X_Y`V`Y]Vh`GD8!7\YZ.`GhUV]`]hÅh`i bX
G]W\Yf\Y]h`ZØf`6fUbXYbVi f[°

8]Yha Uf`K c]X_Y`k i fXY`Ua` `&%"\$*"`&\$&)`]b`7chhVi`g`a]h
, (ž- i`YfbYi`h`U`g`GD8!@JbXYgW\YZ]b`6fUbXYbVi f[
VYghÅh][h"



7chhVi`g`6fUbXYbVi f[ž`8Yi`hgW\`UbX`!`đ`Y]bYf
VYY]bXfi`W_YbXYb`K`]YXYfk`U\`U`h`8]Yha Uf`K c]X_Y`Ua` `&%"`đ b]
&\$&)`]b`7chhVi`g`XYb`DcghYb`U`g`GD8!@JbXYgW\YZ]b`6fUbXYbVi f[
YfbYi`h`ØVYfbca`a`Yb`"A`]h`, (ž-`DfcnYbh`XYf`Gh]a`a`Yb`VYghÅh][`hYb
X]Y`8Y`Y[`]YfhYb`VY]a`GD8!@JbXYgdUfhY]hU[`]`fY`i`bhYfghØhni`b[
ZØf`]\b`"8]Yg`]gh`nk`Uf`Y]b`F`ØW_[`Ub[`]`a`]`J`Yf[`Y]W\`ni`XYb`-`\$ž
DfcnYbhž`X]Y`Yf`VY]`gY]bYf`Y`h`hYb`K`U\`j`c`f`nk`Y]`đ`U`fYb`Yf\`Y`hž
XYbbcW`ghY`h`Yf`Y]bY`ghUV]`Y`?`fUZh]`bbYf\`U`V`XYf`6fUbXYbVi f[`Yf
GD8`XUf`"K c]X_Y`\`Uh`g]W`gY]h`&\$%`i`bi`bhYfVfcW\Yb`]`a`5a`h`i`bX
[`]`h`U`g`XYf`Ua` `Åb[`ghYb`Ua`h]YfYbXY`@JbXYgj`c`fg]h`nYbXY`gY]bYf
DUfhY]ž`b`UW`XYa`Yf`A`U`h\`]Ug`D`U`h`Y`W`UV`ØghY`ž`k`]Y`F`UX]c
<cW`gh]ž`VYf]W`hY`h"

8]Y'8Y'Y[]YfhYb'nY][hYb'g]W' a]h'%'\$+ j cb' %&* 'Gh]a a Yb'XYi h]W
 \]bhYf'K c]X_Y'i bX'a UW'hYb']\a 'a]h'X]YgYf'9bhgW'Y]Xi b['Y]b
 [Yk]ggYg'J YfhfUi Yb'_'Ufz'Ui W' k Ybb'X]Y'F ØW_hf]hhY']bbYf\U'V'XYf
 DUfhY]gd]hnY': fU[Yb'Ui Zk YfZYb''9! !ϕbYba]b]ghYf]b' ? Uhf]b' @Ub[Yž
 X]Y' b]W'h'ni a 'DUfhY]hU['YfgW]YbYb'k Ufz'\UhhY'ni j cf']b'Y]bYa
 cZYbYb'6f]YZXYb'l a [Ub['a]h'\f'U'g'i bYfhfÀ['W' VYnY]W'bYh
 i bX'ϕhf][Yb'Ub[YdfUb[Yfh''G]Y'k UfbhY'j cf'gW'k]Yf][Yb'NY]hYbž
 ZU'`g'8YVUhhYb'b]W'h'fYgdY_hj c''[YZØ\fh'k YfXYbž'i bX'ghY''hY'g]W
 b]W'h'ni f'K]YXYfk U'\`U'g'J]nY!J cfg]hnYbXY'' Æf'F ØW_hf]hh'_Ua
 bUW']bhYfbYb'GhfY]h][_Y]hYb'ØVYf'X]Y'9bhUggi b['XYg
 J YfZUggi b[ggW'i hnW'YZg' >Øf['A Ø''Yfz'VYf]W'hY'h'U[YggW'Ui "XY"

B Yi Y'; Yg]W'hYf'Ub'XYf'DUfhY]gd]hnY

A]h'XYa 'F ØW_hf]hh'j cb' ? Uhf]b' @Ub[Y'ZÀ''h'X]Y'K U'\`XYg'bYi Yb'J]nY!
 J cfg]hnYbXYb']bg'; Yk]W'h''K]YV_Y'DUdYbVfcW_ž'ϕYg' < ØVbYf'i bX
 : fUb_'GhYZZyb'k i fXYb'U'g' Bca]b]YfhYb'j cf[YghY''h''Ni XYa 'k i fXY
 ?i fh':]gW'Yf'ni a 'bYi Yb'; YbYfU'gY_fYhÅf'XYf'GD8 '[Yk Å'\`h'i bX
 Yf\]Y'h'XUVY]'+, ž- 'DfcnYbh'XYf'Gh]a a Yb'':]gW'Yf'Ài »YfhY'g]W
 cdh]a]gh]gW'ØVYf'X]Y'_ØbZh][Y'; YgW'cggYb\Y]h'XYf'DUfhY]ž'X]Y
 bUW'XYb'DfcV`Ya Yb'XYf''YmhYb'A cbUhY'Xf]b[YbX'[YVfUi W'h
 k]fX"

K Å\fybX'X]YgY'DYfgcbU'YbhgW'Y]Xi b[Yb'k]W'h]['g]bXžj YfgW]YVh
 g]W'XYf': c_i g'Ui W'ni fØW_'Ui Z'X]Y'ϕ\U'hY.'K c]X_Y'gdfUW'g]W
]b'gY]bYf'F YXY'Y]bXYi h]['ZØf'Y]b'5Z8!J YfVchgj YfZU\fyb'Ui gž
 gc''hYb'; Yf]W'hY'X]Y'fYW'hgYI hfYa Y'DUfhY]'U'g'gc`W'Y'Y]bghi ZYb''9f
 VYhc b hYž'XUgg'XYf'GW'i hn'XYf'8Ya c_fUh]Y'j cb'cVYfghYf'Df]cf]hÅh
 gY]'i bX'j Yfi fhY]'hY'XYb'_Øfn`]W'Yb'5b[f]ZZ'Ui Z'Y]b'8Ya c_fUh]YZYgh
]b'6UX': fY]Ybk U'XY"

9]b'6`]W_]b'X]Y'Ni _i bZh

8]Y'GD8'VYZ]bXYh'g]W']b'Y]bYa '\YfUi gZcfXYfbXYb'l a ZY'X''8]Y
 VYj c fghY\YbXYb'?ca a i bU'! 'i bX'@UbXhU[gk U'\Yb']a 'GYdhYa VYf
 &\$&('k YfXYb'YbhgW'Y]XYbX'gY]b''l a 'Ui g'XYb'U_hi Y''Yb
 l a ZfU[Yh]Ygž']b'XYbYb'g]Y'\]bhYf'XYf'5Z8'']Y[hž'k]YXYf
 Ui Zni hUi W'Ybž'gYmh'K c]X_Y'Ui Z'Y]b'_UfYg'Dfc[fUa a .

G]W\Yf\Y]h'i bX`GhUV]`hÅh`Ui hYhXUg`GW`U[k cfhž'a]h'XYa`X]Y
 GD8`[Y[Yb`X]Y`?cb_i ffYbn`UbhfYhYb`k]`ž'i bX`g]Y`\YVh]`fY
 k]fhgW\UZh]W\Yb`9fZc`[Y`]b`XYb`YhnhYb`š\`fYb`\Yfj`cf`8Yf
 A]b]ghYfdFÅg]XYbh`\Uh`Ui »YfXYa`Ub[Y_ØbX][hž`bUW`&\$&)`bYi`Y
 Dc`n]ghYb`Y]bghY`Yb`i bX`; YVØ`fYb`ZØf`X]Y`ZfØ`_]bX`]W\Y
 6YhfYi`i b[`UVgW\UZZYb`ni`k`c`Ybž`gc`XYf`H5N"

5``X]YgY`A U»bU\`a`Yb`k`YfXYb`bchk`YbX][`gY]bž`i`a`X]Y
 K`Å`\Yf[`i`bghni`fØW`ni`[`Yk`]bbYb`"K`c]X`_Yž`XYf`c`Zi`U`g
 i`bUi`ZZ`Ä``[`Yfž`dfU[`a`Uh]gW\Yf`Dc`]h`_Yf`VYgW\Yf]YVYb`k`]fXž`\Uh`Yg
 g]W\`ni`f`5i`Z[`UVY`[`Ya`UW\hž`X]fY`_h`a`]h`XYb`6Øf[`Yf]bbYb`i`bX
 6Øf[`Yfb`ni`_ca`a`i`b]n]YfYb`"i`a`X]Y`DUfhY]`j`cfUbni`Vf]b[`Ybž`k`]fX
 Yg`XUfUi`ZUb`_ca`a`Ybž`gck`c`\``]bhYfbY`GhUV]`hÅh`U`g`Ui`W\`Yi`hYfbY
 9fZc`[`gghfUhY[`]Yb`ni`Yb`hk`]W`_Y`bž`i`a`X]Y`VYj`cfghY`\YbXYb
 <YfUi`gZc`fXYfi`b[`Yb`a`]h`Y]bYa`ghUf`_Yb`i`bX`[`YgW\`cggYbYb
 5i`ZhfYhYb`[`Ya`Y]ghYfh`k`YfXYb`_ØbbYb"

8YhU]`g	
C fh	7chhVi`gž`6fUbXYbVi`f[`ž`8Yi`hgW\`UbX
E i`Y`Yb`	<ul style="list-style-type: none"> • k k k "fUX]c`c`W\`gh]Zh"XY • k k k "hU[`YggW\`Ui`"XY • hUn"XY

6Ygi`W\`Yb`G]Y`i`bg`Ui`Z.`b!U[`"bYh