

@Y]dn]['k]fX 'ni a ' ; ch\]W< chgdch. '8 Ug
K ; H '&\$&) ``cW_h'&\$"\$\$\$ '6Ygi WX Yf°

9fYVYb 'G]Y 'XUg 'K Uj Y!; ch]_!HfYZZYb '&\$&) ']b '@Y]dn][. ' , VYf
&\$"\$\$\$ '6Ygi WX Yfž'j]_hcf]Ub]gWX Yg'D]W_b]W_i bX
VYY]bXfi W_YbXY '?cbnYfhY"



@Y]dn][ž'8Yi hgWX `UbX '! '8 Ug 'K Uj Y!; ch]_!HfYZZYb 'fK ; HĚ]b
@Y]dn]['Z]bXYh'X]YgYg:ž\ 'ni a ' ' &"A U'ghUhh'i bX'n]Y\h'k]Y
[Yk c\bh'hUi gYbXY '6Ygi WX Yf'Ui g'XYa ' ě! 'i bX '5i g'UbX 'Ub" '5b
X]YgYa ' 'Ub[Yb 'DZ]b[ghk cWX YbYbXYžVY[]bbYbX 'Ua ' + " ' ě b]' & \$ &) ž
k YfXYb 'a Y\ 'f'U'g'&\$"\$\$\$ 'HY]'bY\ a Yf'Yfk UfhYhž'X]Y'X]Y'GhUXh'a]h
]\fYf'Xi b_ 'Ybž'_i 'hi fY''Yb 'J]Y'ZU'h'VY'YVYb" 'J YfVfY]hYh'ØVYf'a Y\ f
U'g) \$ 'C fhY ']b '@Y]dn][ž'Yfk UfhYh'X]Y': Ygh]j U'VYgi WX Yf'Y]b
fY]WX \U'h][Yg'Dfc[fUa 'a žXUg'j cb '?cbnYfhYb 'V]g '\]b'ni ' @Ygi b[Yb
i bX '5i gghY''i b[Yb 'fY]WX h" '8]Y 'J YfUbghU'hi b['k i fXY '%- - &]bg
@YVYb ' [Yfi ZYb 'i bX 'YfZfYi h'g]WX 'gY]hXYa 'ghYh]['k UWX gYbXYf
6Y']YVh\Y]h"

8 Ug 'YfghY '5bfY]gYXUhi a 'ZØf'X]Y 'HY]'bY\ a Yf']gh'XYf'8 cbbYfghU[ž

XYf`VYfY]hg`YfghY`6Ygi`WXY`b`XYf`@Y]dn][`Yf`b`bYbghUXh
j`YfnY]W`bYh`9]b`VYgcbXYfYg`<][`\\][`\\h`XYg`YfghYb`:`Ygh]j`U`hU[`Yg
k`]fX`Ua`:`fY]hU[`XUg`hfUX]h]cbY`Y`J`]_hcf]Ub]gWXY`D]W_b]W_`]a`7`UfU!
NYh_]b!DUf`_gY]bž`XUg`i`a``%(`I`\\f`VY[`]bbh`<i`bXYfhY`HY]`bY`a`Yf
k`YfXYb`]b`]`\\fYb`dfUW`hj`c`Yb`j`]_hcf]Ub]gWXYb`i`bX`:`ch`\\]WC`i`hZ]hg
Yfk`UfhYhž`k`À`\\fYbX`XUg`a`i`g]_U`]gWXY`<][`\\][`\\h`XYg`HU[`Ygž`XYf
5i`Zh]hh]j`cb`5`d`\\Uj`]`Yž`ZØf`[`fc»`Y`:`fYi`XY`i`bhYf`XYb`5bk`YgYbXYb
gcf[`Yb`k`]fX"

J`JY`ZÀ`h][`Yg`Dfc[`fUa`a`i`bX`_i`hi`fY`Y`Y
<`Ò`\\Ydi`b`_hY

8`Ug`K`:`H`i`&\$&)`V]YhYh`Y]bY`VYY]bXfi`W_YbXY`DU`YhhY`Ub
J`YfUbghU`hi`b[`Yb`"I`bhYf`XYb`nU`\\fY]WXYb`Dfc[`fUa`a`di`b`_hYb`k`]fX
Y]b`J`c`f`h`f`U[`X`Y`g`?`f]a`]b`U`V]c`c[`Yb`8`f`"A`Uf`_`6`Yb`Y`W`_`Y`Ø`V`Y`f
G`Y`f]Y`ba`c`f`X`/`?`U`bb]V`U`]ga`i`g`Ua`:`fY]hU[`Y`fk`U`fh`Y`h`5`a
G`Ua`g`h`U[`g`c`f[`h`X`U`g`H`U`b`n`W`U`Z`À``è`g`Y`g`9`f]_`U`a`]h`8`>G`U`b`X`f`c
G`h`U`b`X`\\`U`Z`h`Z`Ø`f`U`i`g[`Y`U`gg`Y`b`Y`G`h]a`a`i`b[`ž`k`À`\\f`Y`b`X`X]Y
g`W`k`Y`X]g`W`Y`9`6`A`!6`U`b`X`G`d`Y`h`g`b`U`n`Y`]b`g`Y`h`Y`b`Y`g`?`c`b`n`Y`f`h`[`Y`V`Y`b
k`]f`X`"9`f`k`U`f`h`Y`h`k`Y`f`X`Y`b`U`i`W`k`_]b`X`Y`f`Z`f`Y`i`b`X`]W`X`Y`J`Y`f`U`b`g`h`U`h`i`b[`Y`b`ž
k`]Y`X`U`g`?`]b`X`Y`f`h`Y`U`h`Y`f`8`]Y`:`Y`g`W`k]W`k`h`Y`j`c`a`?`Y`]b`Y`b`:`Y`g`d`Y`b`g`h
Z`Ø`f`X`]Y`Ø`b[`Y`f`Y`b`6`Y`gi`W`X`Y`f`ž`g`c`k`]Y`Y`]b`Y`[`Y`Y`]h`Y`h`Y
:`f]Y`X`\\`c`Z`g[`Y`Z`Ø`g`h`Y`f`!`H`c`i`f`U`i`Z`X`Y`a`G`Ø`X`Z`f]Y`X`\\`c`Z`U`a`G`c`b`b`h`U[`"

8`Ug`:`Y`gh]j`U`h`\\`U`h`g]W`k`]a`@`U`i`Z`Y`X`Y`f`\\`\\`f`Y`n`i`Y`]b`Y`a`n`Y`b`h`f`U`Y`b
H`f`Y`Z`Z`d`i`b`_`h`X`Y`f`:`c`h]_!`G`n`Y`b`Y`Y`b`h`k`]W`_`Y`h`ž`k`U`g`g]W`k`U`i`W`k`]b`X`Y`b
F`Y`U`_`h]c`b`Y`b`X`Y`f`6`Y`gi`W`X`Y`f`k`]X`Y`f`g`d]Y[`Y`h`"@`U`i`h`X`Y`b`J`Y`f`U`b`g`h`U`h`Y`f`b
]g`h`X`Y`f`J`c`f]Y`f`_`U`i`Z`]b`X`]Y`g`Y`a`\\`\\`f`g`h`À`f`_`Y`f`U`g`]a`J`c`f`U`\\`f`ž`k`U`g`U`i`Z
X]Y`U`b`\\`U`h`Y`b`X`Y`6`Y`]Y`V`h`Y`]h`i`b`X`X]Y`c`m`U`Y`b`:`U`b`g`\\]b`X`Y`i`h`Y`h`ž`X]Y
U`i`g`j`Y`f`g`W`k]Y`X`Y`b`Y`b`H`Y`]Y`b`X`Y`f`K`Y`h`ž`Y`]b`g`W`k`]Y`»`]W`k`5`i`g`h`f`U`]Y`b`ž
\\`d`U`b`i`b`X`G`Ø`X`U`a`Y`f]_`U`ž`U`b`f`Y]g`Y`b`":`Ø`f`j`]Y`Y`k`]f`X`X`U`g`K`:`H`U`g
:`U`a`]`Y`b`h`f`Y`Z`Y`b`X`Y`f`g`W`k`U`f`n`Y`b`G`n`Y`b`Y`V`Y`g`W`k`f]Y`V`Y`b`"

H]W`_`Y`h`d`f`Y]g`Y`i`b`X`N`i`[`À`b[`]W`k`_`Y]h

8`]Y`H]W`_`Y`h`d`f`Y]g`Y`Z`Ø`f`X`U`g`K`:`H`V`Y`U`i`Z`Y`b`g]W`k`U`i`Z`%`+`\$`9`i`f`c`"9]b][`Y
J`Y`f`U`b`g`h`U`h`i`b[`Y`b`g]b`X`Y`X`c`W`k`U`i`W`k`c`\\`b`Y`H]W`_`Y`h`i`n`i`[`À`b[`]W`k`ž`k`U`g

XUg: Yghj U`Z0f`Y]b`VfY]hYfYg`Di V`_i a`UhhfU_hj`a UW`h`9]b
 A]hhY`U`hYfa Uf_hž`XYf` K cbbYa cbX ž`U`h`Y]bYb`9]bhf]hgdFY]g`j cb
)`9i fcž`k`À`fYbX`XYf`Ni [Ub[`ni a` <Y]Xb]gW`Yb`8cfZ`&)`9i fc
 dfc`HU[`_cghYh`8Ug`J`_hcf]Ub]gW`Y`D]W_b]W_`V`Y]Vh`_cghYb`cg`i bX
]gh`gca]h`Z0f`U`Y`h`hYfYgg]YfhYb`ni [`Àb[`]W`"

8Ug`K Uj Y!; ch]_!HfYZZYb`]gh`b]W`h`bi`f`Y]b`_i`h`i`f`Y`Yg`9fY][b]gž
 gcbXYfb`Ui W`Y]bY: Y]Yf`XYf`; Ya Y]bgW`UZh`i bX`XYf`J]Y`ZU`hž`X]Y
 @Y]dn][`]b`X]YgYb`HU[Yb`]b`Y]b`Ui » Yf[Yk`Ö`b`]W`Yg`@]W`h`hUi W`h`
 =a`gh`À`bX][Yb`5i ghUi gW`nk]gW`Yb: Yghj U`VYgi W`Yfbž
 GhUXhVYk c`bYfb`i bX`GW`Ui`i`gh][Yb`YbhZU`hYh`g]W`Y]bY
 Y]bn][Ufh][Y`5ha cgd`À`fYž`X]Y`XUg`K ; H`ni`Y]bYa`i`bj Yf[Ygg]W`Yb
 9f`YVb]g`a UW`h`"

: 0f`k Y]hYfY`h`Zcfa Uh]cbYb`ni a`Dfc[fUa`a`i`bX`XYb
 J YfUbghU`hi b[Yb`VYgi W`Yb`G]Y`V]hhY`gUYW`g]gW`Y`"XYž`
 ZfY]YdfYggY`"XY`i`bX`a`Xf`"XY`"

8YhU]`g	
J`c`f`ZU``	Gcbgh][Yg
C`f`h`	@Y]dn][ž`8Yi hgW`UbX
E`i`Y``Yb`	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y`"XY • k k k "ZfY]YdfYggY`"XY • k k k "a`Xf`"XY

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