

?`]b[VY]`U`g`J]nY_Ubn`Yf. `GD8 `gYhnh`Ui Z
; YbYfUh]cbYbk YW\gY``]a `? UV]bYhh`

@Ufg`?`]b[VY]`d`Ubh`?UV]bYhngi a V]`Xi b[`XYf`GD8`ža]h
J]nY_Ubn`YfUa`hi bX`A]b]ghYfdcghYb``?cU`h]cbgj YfhfU[`a]h
78I `[YbY\`a][h`



8Yi hgW\`UbX`!`5a`%"`A U]'&\$&) `Uhi`X]Y`GD8`i bhYf`XYf`@Y]hi b[
j cb`@Ufg`?`]b[VY]`YbhgW\Y]XYbXY`GW\f]hhY`ni f`6]`Xi b[`Y]bYf
bYi Yb`6i bXYgfY[]Yfi b[`i bhYfbca`a Yb``Bi f`k Yb][Y`HU[Y`ghY\Yb
?`]b[VY]`ni f`J YfZ0[i b[ži`a`X]Y`A]b]ghYfdcghYb`Z0f`gY]bY`DUfhY]
a]hY]bYa`_`UfYb`i`c`_i`g`Ui`Z`Y]bYb`i; YbYfUh]cbgk YW\gY``ni
j Yf[YVYb``; Yd`Ubh]ghž`YfZU`fYbY`A]h[`]YXYf`gck]Y`0b[YfY
HU`YbhY`ni gUa`a Ybni Vf]b[Ybž`i`a`Zf]gW\Yb`K]bX`i]b`X]Y
DUfhY]Z0\fi b[`ni`Vf]b[Yb``@Ufg`?`]b[VY]`k]fX`U`g`J]nY_Ubn`Yf`i bX
:]bUbna]b]ghYf`j`cf[YgY\Ybž`k`À`fYbX`6cf]g`D]ghcf]i`g
j`cfUi`gg]W\h]W\`XUg`5a`h`XYg`J`YfhY]X][i b[ga]b]ghYfg`0VYfbY\`a`Yb
k]fX```0g[YgUa`h]g]bX`bcW\`Z0bZ`A]b]ghYfdcghYb`c`ZYbž`i`bX`X]Y
6i bXYghU[gZU`_h]cb`VYb0h][h`Y]bYb`bYi`Yb`J`cfg]hnYbXYb`

?`b[VY]`i bhYfghfY]W\h`X]Y`K]W\h[[_Y]h`Y]bYf`ghUV]`Yb`i bX
Y][Ybgh`A`bX][Yb`F`c`Y`XYf`GD8!6i bXYghU[gZfU_h]cb`]b`XYf
_ca a YbXYb`@Y[]g`Uhi`fdYf]cXY""9f`VYhcbh`XUgg`X]Y`GD8`b]W\h
`YX][`]W\`U`g`5i ZdUggYf`]b`X]Y`F`Y[]Yfi b[]`[Y`Yb`a`O`W`h`Y`z`gcbXYfb
U_h]j`9]bZi`gg`bY`a`Yb`k`j`""Hfchn`X]YgYf`dcg]h] Yb`9b`hk]W`i`b[Yb
[]Vh`Yg`]bhYfb`ni bY`a`YbXY`?f]h]_`Ub`XYf`7c!DUfhY]W\YZ]b`GUg_]U
9g_Yb`z`]bgVYgcbXYfY`Ui`g`XYb`F`Y`\Yb`j`cb`6fUbXYbVi`f[g`GD8!
; YbYfU`gY`fYh`A`f`?i`fh:]gW\Yfz`XYf`9g_Yb`]b`_Y]bYf`Z0`fYbXYb
: i b_h]cb`g]Y`h`6YgcbXYfY`5i`Za`Yf_gUa`_Y]h`Yf`\Y`h`X]Y
9bhgW\Y]Xi`b[`XYg`@UbXYgj`YfVUbXg`6UXYb!K`ØfhYa`VYf[ž`9g_Yb
b]W\h`Z0f`XYb`6i bXYgj`cfghUbX`ni`bca`]b]YfYb`z`k`Ug`X]Y
8]g_i`gg]cbYb`i`a`]`\fY`ni`_ØbZh][Y`F`c`Y`Ub`Y]nh"

? f]h]_`i bX`i bhYfghØhni b[`]b bYf`U`V`XYf`GD8

9g_Yb`_ØbbhY`XYbbcW\`Y]bY`B`ca`]b]Yfi`b[`Xi`fW\`XYb
6i bXYgj`cfghUbX`YfZU`fYb`cXYf`Ui`ZY]bYa`DUfhY]hU[`_UbX]X]YfYb`
K`A`fYbX`g]Y`g]W\`i`bhYfghØhni`b[`j`ca`""b_Yb`DUfhY]Z0[Y`i`bX`XYb
GD8!: fUi`Yb`g]W\Yf`h`k`]fX`X]Y`DUfhY]Z0`fi`b[`]a`_ca`a`YbXYb`đ`b]
bYi`[`Yk`A`h`8]YgY`G]hi`Uh]cb`gW\UZh`Y]b`gdUbbYbXYg`?`]a`U
]bbYf`U`V`XYf`DUfhY]ž`XUg`a`Ø[`]W\Yfk`Y]gY`5i`gk`]f_i`b[Yb`Ui`Z`X]Y
ni`_ØbZh][Y`dc`h]gW\Y`5i`gf]W\hi`b[`XYf`GD8`UVYb`_ØbbhY"

⊖`Y]bYa`k`Y]hYfYb`k`]W\h][Yb`GW\f]hh`\Uh`Y]bY`A`Y`\f`Y]h`XYf`GD8!
A`h[`]YXYf`Z0f`Y]b`6ØbXb]g`a`]h`XYf`78I`i`bX`7GI`[`Ygh]a`a`h`@Ufg
?`b[VY]`\Uh]bhYbg]j`Z0f`X]Y`Ni`gh]a`a`i`b[`ni`a`?cU`h]cbgj`YfhfU[
[Yk`cfVYb`z`XYf`bi`b`ni`f`i`bhYfnY]W\bi`b[`VYfY]hghY`h`9]bY`nY`b
HU[Y`XUi`YfbXY`5Vgh]a`a`i`b[`i`bhYf`XYb`A`]h[`]YXYfb`Z0`fhY`ni
Y]bYa`_`UfYb`9f[YVb]g.`;`(`ž)`DfcnYbh`XYf`hY]`bY`a`YbXYb
A`h[`]YXYf`gh]a`a`hYb`Z0f`XYb`?cU`h]cbgj`YfhfU[ž`k`cVY]`bg[YgUa`h
)`*`DfcnYbh`U`Yf`A`]h[`]YXYf`Ub`XYf`5Vgh]a`a`i`b[`hY]`bU`a`Yb`"9]bY
[Ø]h][Y`HY]`bU`a`Y`a`i`gg]b`XYf`GD8`bi`f`&\$`DfcnYbh`VYhfU[Yb"

8 YhU]`g`ni f`F`Y[]Yfi b[gV]`Xi b[

8 Ug`9f[YVb]g`XYf`5Vgh]a`a`i`b[`nY][h`Y]bY`\c`Y`Ni`gh]a`a`i`b[ž
Ui`W`k`Ybb`X]Y`HY]`bU`a`Y`]a`J`Yf[`Y]W\`ni`j`cf`Yf][Yb
5Vgh]a`a`i`b[Yb`a`]hfi`bX`)`*`DfcnYbh[Yf]b[Yf`Ui`gZ]Y`""Ni`a

J Yf[`Y]W\ . &\$% ' \UhhYb +) ž- * 'DfcnYbh i bX '&\$%, ' * * ž\$ & 'DfcnYbh
 ZØf`À\b`]W\ Y`J YfhfÀ[Y`[Ygh]a a h"8]Y`X]Yg`À\ f][Y`5Vgh]a a i b[
 ZUbX`Yfg ha U`g`j cfk]Y[YbX`X][]hU`ghUhhž`k Ug`Y]bY`VfY]hYfY
 6YhY`][i b[`]bgVYgcbXYfY`i bhYf`Øb[YfYb`A]h[`]YXYfb
 Yfa Ø[`]W\ hYž`k À\ fYbX`ZØf`À`hYfY`A]h[`]YXYf`Ui W\ `Y]bY`d\mg]gW\ Y
 5Vgh]a a i b[`Ub[YVchYb`k i fXY"

8]Y`GD8`k]fX`]b`XYf`bYi Yb`FY[]Yfi b[`g]YVYb`A]b]ghYf]Yb
 VYgYhnYbž`ni `XYbYb`bYVYb`XYa `J YfhY]X][i b[g!`Ui W\ `XUg
 † gh]na]b]ghYf]i a `nÀ`h"8]Y`DYfgcbU`]Yb`XYf`A]b]ghYf`k YfXYb`Ua
 A cbhU[`VY`Ub bh[Y[YVYbž`i bX`XYf`?cU`]h]cbgj YfhfU[`gc`
 YVYbZU`g`Ub`XYa `HU[`i bhYfnY]W\ bYh`k YfXYb`"8]Y`K U\`XYg
 6i bXYg`Ub`n`Yfg`]a `8Yi hgW\ Yb`6i bXYghU[`]gh`ZØf`8]YbghU[
 [Yd`Ubhž`k Ug`XYb`j cf`Ài Z][Yb`5VgW\`i gg`XYf`FY[]Yfi b[gV]`Xi b[
 a Uf_]Yfh"

8YhU]`g	
J cfZU`	FY[]Yfi b[gV]`Xi b[
C fh	8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\ Ui "XY • k k k "bnn"W\

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