5gd]f]b`]a`?Ua dZ'[Y[Yb`?fYVg.`BYi Y
< cZZbi b[`[ Y[ Yb`A YhUghUgYb`°

: cfgWxi b[Yb`nY][ Ybž`XUgg`5gd]f]b`A YhUghUgYb`VY]
?fYVgYf_fUb_i b[Yb`Ya`a`Yb`_ÖbbhY"K Y]hYfY`Ghi X]Yb`g]bX
bchk YbX][ži a`F]g]\_Yb`ni`\_`ÅFYb"

5UWXYbž`8Yi hgW`UbX`!`#`8Yi hgW`UbX`]gh?fYVg`Y]bY`XYF
`Äi Z][ ghYb`HcXYgi fgUWXYb"@Ui h`XYa`GhU]gh]gWXYb`6i bXYgUa h
Z\fhY`?fYVg`Z\`YXYb`nk`Ö`ZhYb`?fUb`_Yb`Ui`gUi`ZYb`h`U`h`"Øb[ghY
: cfgWxi b[Yb`XYf`i`b]j Yfg]hmicZ`7Ua`Vf]X[ Y`UVYb`bi`b`<]bk Y]gY
XUfUi`ZYf[ YVYbž`XUgg`5gd]f]b`a`Ö[ `]WYfk Y]gY`VY]`XYf
6Y_Äa`dZ`b[`j`cb`A`YhUghUgYb`\_]ZFY]W`gY]b`\_ÖbbhY"Å`YhUghUgYb
g]bX`XUg`FYgi`hU`XYf`GhfYi`i`b[ `j`cb`Hi`a`cfnY`Yb`]b`Ub`XYfY
Cf[UbY`i`bX`g]bX`Z\`Yhk`U`-`\$`Dfc`nYb`h`XYf`?fYVg`hc`XYgZ`Y
j`YfUb`hk`cfh`]W"

8]Y`F`Y`Y`j`Ub`n`X]YgYf`9f`\_Yb`b`hb]ggY`]gh`Yb`c`fa`" `GhfY`gg`k`i`fXY`U`g`Y]b
: U`hc`f`]XYb`h]Z]n]Yfhž`XYf`X]Y`A`YhUghUgYb`V]`Xi`b[ `j`Yfgh`Ä`f`_Yb`\_`Ub`b`"
#`H]Yfj`Yfgi`WXYb`k`i`fXY`ZYgh[ YghY`hž`XUgg`5gd]f]b`X]Y
A`YhUghUg]Yfi`b[gfUhY`VY]`A`Äi`gYb`j`Yff]b[Yfhž`]bgVYgc`b`XYfY`VY]
6fi`gh!ž`<`Ui`h!`i`bX`8`Ufa`\_fYVg`"8`Yf`K`]f\_a`YW`Ub]ga`i`g`j`cb`5gd]f]b
gWXY]bh`XUf]b`ni`"Y[ Ybž`XUgg`Yg`X]Y`6]Xi`b[`XYg`<`cfa`cbg`HL`5`&
`Ya`a`hž`k`Y`W`Yg`Hi`a`cfnY`Yb`j`cf`XYa``a`a`i`bgmghYa`gW`Ø`hnh"
DfcZYggcf`9X[ Uf`8`U`j`cb`XYf`i`b]_]b]_`FK`H<`5UWXYb`_Ä`h`X]YgYb
A`YW`Ub]ga`i`g`Z\`f`d`Ui`g]VY`i`bX`i`bhYfgh`Ø`hnh`X]Y
: cfgWxi b[gYf[YVb]ggY"

8]Y`F`c`Y`j`cb`5gd]f]b

8]Y`Ghi`X]YbYf[YVb]ggY`XYi`hYb`XUfUi`Z`]bž`XUgg`VYfY]hg`b]YXf][Y
8cgYb`j`cb`5gd]f]b`Ui`gfY]WXYb`_ÖbbhYbž`i`a`X]Y

A YhUghUgYbV]`Xi b[ `ni `fYXi n]YfYb"5`YfX]b[g`VYhcbYb`X]Y
: cfgWkYbXYbžXUgg`k Y]hYfY`l bhYfgi Wk i b[Yb`b`Oh][`g]bXž`i a `X]Y
F]g]_Yb`Y]bYf`Ub[Zf]gh][Yb`9]bbU\ a Y`ni `VYk YfhYb"7c fbY`]U
l `f]Wk ž`@Y]hYf]b`XYg`7ca dfY\Ybg]j Y`7UbWf`7YbhYf`]b`XYb`l G5ž
\YVh`\Yfj cfž`XUgg`Yg`k]Wk h][`]ghž`X]Y`k]f_gUa ghYb
?fYVgYf_fUb_i b[Yb`i bX`DUh]YbhYb[fi ddYb`ni `]XYbh]Z]n]YfYbž`X]Y
j ca `9]bgUhn`j cb`5gd]f]b`dfcZ]h]YfYb`\_`ObbhYb"

8 Ug`DchYbn]U`j cb`5gd]f]b`_`ObbhY`Ui Wk `]b`?ca V]bUh]cb`a]h
= a i bh\YfUd]Yb`bUWk`Y]bYf`Hi a cfYbhZYfbi b[ `j]Y`j YfgdfYWkYbX
gY]b": fØ\YfY`Ghi X]Yb`\UVYb`VYfY]hg`XUfUi Z`\]b[ Yk ]YgYbž`XUgg
X]Y`9]bbU\ a Y`j cb`5gd]f]b`XUg`F]g]\_c`ZØf`8]W\_XUfa \_fYVg`gYb_Yb
_`ObbhYb"8YbbcWk`k]fX`Y]bXf]b[ `]Wk `[ YfUhYbž`5gd]f]b`b]Wk h`c`bY
Åfnh]Wk Y`F ØW\_gdfUWk Y`Y]bni bY\ a Ybž`i a `i bYfk ØbgWk hY
BYVYbk]f_i b[Yb`ni `j Yfa Y]XYb"

: cfgWk i b[g\]bhYf[fi bX

8]Y`H]Yfj Yfgi Wk Yž`]b`XYbYb`X]Y`K ]f\_gUa \_Y]h]j cb`5gd]f]b
i bhYfgi Wk h`k i fXYž`k UfYb`[ Ya `À»`XYb`F]Wk h]b]Yb`XYg`l ?`<ca Y
C Z]Wk`Xi fWk [ YZØ\fh`i bX`k i fXYb`j cb`XYf`l b]j Yfg]hmicZ`7Ua Vf]X[Y
5b]a U`K Y`ZUfY`UbX`9h\]Wg`F Yj Yk `6cUfX`[ YbY\ a ][ h`8]Y
j Yfk YbXYhYb`A `Ai gY`i a ZUgghYb`a Y\YfYf`[ YbYh]gWk Y`A cXY`Yž
XUfi bhYf`K ]`Xhmd`7) +6@#` `i bX`j YfgWk]YXYbY`\_bcW\_ci h!Gh`Aa a Y"
8]Y` : cfgWk Yf`]b`n]YfhYb`Hi a cfnY`Yb`]b`X]Y`A `Ai gYž`i a `XUg
A YhUghUgYbj Yf\U`hYb`ni `ghi X]YfYb`i bX`X]Y`Hi a cf`Ugh`a YggVUf`ni
a UWk Yb"

8]Y`9f\YVi b[ `i bX`6Yk Yfhi b[ `j cb`8UhYb`ni `?fYVgYf_fUb_i b[Yb
]b`8Yi hgWk`UbX`YfZc`[h`Xi fWk`XUg`NYbhfi a `ZØf`?fYVgfY[]ghYfXUhYb
fNZ?8Ł`]a `F cVYfh`?cWk!`bgh]hi h`B i hnYf`_`ObbYb`Xcfh`Y][YbY
8UhYbVUb_UVZfU[Yb`ni `<`Ai Z][ \_Y]h`i bX`Dfc[ bcgY`j YfgWk]YXYbYf
?fYVgYf_fUb_i b[Yb`Xi fWk ZØ\YfYb"5`Y`nk Y]`J\Yf`k ]fX`Y]b`6Yf]Wk h
ni a `?fYVg[ YgWk Y\Yb`]b`8Yi hgWk`UbX`j YfØZYb`h]Wk hž`XYf`Ui ZnY][hž
k]Y`i a ZUb[ fY]Wk`XUg`H\Ya U`?fYVg`]gh`i bX`k Y`Wk Y` : cfhgWk f]hY`]b
XYf` : cfgWk i b[ `[Ya UWk h`k YfXYb"

≠g[YgUa h`]gh`X]Y` : cfgWk i b[ `ØVYf`5gd]f]b`Y]b`j ]Y`j YfgdfYWkYbXYf

5bgUhn`ja `?Ua dZ[Y[Yb`?fYVga YhUghUgYbž`XcW`V`Y]Vh
 ZYghni \U`hYbž`XUgg`bcW`j]Y`Y` : fU[Yb`cZZYb`g]bX``8]Y`9f[YVb]ggY
 X]YgYf`U`hi Y`Yb`Ghi X]Yb`\_ÖbbhYb`]b`Ni \_i bZh`Y]bYb
 YbhgW`Y]XYbXYb`9]bZi gg`Ui Z`X]Y`6Y\UbX`i b[`j cb`?fYVgdUh]YbhYb
 \UVYb``A]h`k Y]hYfYb`l bhYfgi W`i b[ Yb`_ÖbbhY`Yg`a Ö[`]W`k YfXYbž
 dfÄn]gYfY`6Y\UbX`i b[gghfUHY[]Yb`ni `Ybhk]W_Y`b"

8YhU]`g	
Cfh	5UW`Ybž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Zf"XY • k k k "bUhi fY"W`a • k k k "_fYVg]bZcfa Uh]cbgX]Ybgh"X Y

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