

: `YbgVi f[`hf]i a d \]Yfh]a `BcfXXYfVm
?]Y`g`H]hY`hfÅi a Y`fØW_Yb`]b : YfbY`

8]Y`G; : `YbgVi f[!<UbXYk]h`VYg]Y[h`XYb`H<K `?]Y``]a `%%&"
BcfXXYfVmia]h' *.' ' ' i bX`fØW_h]b`XYf`HUVY``Y`bÅ\Yf`Ub`X]Y
Gd]hnY"

: `YbgVi f[ž`8Yi hgW`UbX`!`a `%%&"`BcfXXYfVmink]gW`Yb`XYf`G;
: `YbgVi f[!<UbXYk]h`i bX`XYa`H<K `?]Y`gYhnhY`g]W`X]Y
<Y]a a UbbgW`UZh`a]h' *.' ' ' f%- .%+Ł`Xi fW`"8]YgYg`Gd]Y`ZUbX`]a
FU`a Yb`XYf`<UbXVU``!6i bXYg`][U`ghUhh`i bX`Yg`k Uf`XYf`j]YfhY
8YfVmg]Y[`]b : c`[Y`ZØf : `YbgVi f["6YgcbXYfg`Yfj cfn`i \YVYb`]gh
X]Y`@Y]ghi b[`XYg`Hcfk Ufhg`?Yj]b`A`Ø`Yfž`XYf`a]h`%*`DUfUXYb`Y]bY
YbhgW`Y]XYbXY`Fc`Y`gd]Y`hY``@`_Ug`Øf[YbgYb`[`ÅbnhY`a]h`nY`b
HfYZZYfb`i bX`hfi [`a U» [YV`]W`ni a `G]Y[`VY]žk`Å`fYbX`9a]`
K YfbgXcfZ`A UXgYb`Ui Z`GY]hYb`?]Y`g`a]h`bYi b`HcfYb`YfUi gghUW`"

: c`[Yb`XYf`B]YXYf`U[Y`ZØf`?]Y`

8 i fW`X]Y`B]YXYf`U[Y`j Yf`]Yfh`XYf`H<K `?]Y``Ub`6cXYb`]a
H]hY`fYbbYb`"Gdcfh[YgW`ÅzhgZØ`fYf`J]_hcf`Gn]`U[m]`Åi » YfhYž`XUgg
X]Y`A UbbgW`UZh`b]W`h`a Y`f`gY`Vgh]b`XYf`<UbX`Uhh`XYb`H]hY`ni
[Yk]bbYb`"8Yf`F`ØW_ghUbX`Ui Z`X]Y`HUVY``YbZØ`fYf` : ØW`gY`6Yf`]b
i bX`HGJ`<Ubbcj Yf!6i f[XcfZ`VYhfÅ[h`bi b`XfY]`Di b_hY`f?]Y`.
' (. %&ž`VY]XY`Gd]hnYb`fY]hYf.`' +. - Ł": `YbgVi f[`Y`hYfhY`a]h' ' . %
Di b_hYb`Ui Z`XYb`ZØbZ`hYb`D`Uhh`bi f`Y]bYb`Di b_h`]\]bhYf`?]Y`i bX
j]Yf`Di b_hY`]\]bhYf`XYf`Gd]hnY"

8Yf`H<K `?]Y`k]fX`Ua`_ca`a YbXYb`GUa`ghU[`]Y[Yb`A`H
A`Y`gi b[Yb`UbhfYhYb`žk`Å`fYbX`X]Y`G; : `YbgVi f[!<UbXYk]h`Ui Z
H6J`@Ya [c`@]ddY`hf]Z`h`J`cf`XYf`DUfh]Y`VYhcbhY`H<K`!7cUW` :]`]d
]W`Už`XUgg; YXi`X`Yb`hgW`Y]XYbX`ZØf`Y]bYb`G]Y[`gY]žk`Ug`YXcW`

Xi fW`nU`fY]WY`hYW`b]gWY`Y`Y`Yf`gY]bYf`A`UbbgW`UZh`b]W`h
i a [YgYmh`k`YfXYb`_cbbhY`"?`Ud]h`b`DUhf]W`_K`]YbW`_ž`XYf`Ub
gY]bYa`" `*";`YVi`fhghU[`_Y]b`Hcf`Yfn]Y`hY`i`bX`ZUgh`bi`f`]b`XYf
5V`k`Y`f`U[]YfhYž`c`Zh`ni`gUa`a`Yb`a`]h`gY]bYa`HY`Ua`Ui`Z`Y]b
7ca`YVUW`_ja`H]hY`fYbbYb"

6Y]`XYb`GhU]gh]_Yb`XYg`Gd]Y`g`ZØ`fhY`:`YbgVi`f[`]a`YfghYb`Gd]Y`
bUW`XYf`@`bXYfgd]Y`dUi`gY`a`]h`-`.*`f%("`A`]bi`hYŁ`i`bX`_cbbhY`g]W`
]a`@Ui`ZY`XYf`DUfh]Y`a`Y`f`ZUW`UVgYhnYb`Hca`Ug`A`f`_j`Už`XYf`ZØf`
5bXfYUg`K`c`Z]a`Hcf`j`cb`?`]Y`gd]Y`hYž`Yfn]Y`hY`_i`fn`j`cf`XYf`DUi`gY
Y]b`Hcf`]bg`YYfY`Hcf`"8Yf`G]Y[`j`cb`:`YbgVi`f[`k`]fX`j`cb`HfU]bYf`
5`Yg`DU`ĉ`j`WU`g[`i`hY`:`fi`bX`U[`Y`ZØf`X]Y`Ni`_i`bZh[`Yk`YfhYhž`
k`Å`fYbX`?`Y`a`]h`XYf[`YgUa`a`Y`hYb`@]ghi`b[`i`bni`Zf]YXYb`V`Y]Vh"

8YhU]`g	
J`c`f`ZU``	Gdcfh
C`f`h	:`YbgVi`f[`ž`8Yi`hgW`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "gdcfh%"XY

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