

B Yi [YghU`hi b [`XYg`@i Xk] [!6UfbUm!
D`UhnYg. `9]b `bYi Yf`HfYZZdi b_h`ZØf
K]`a YfgXcfZ`

5a `&) "' & \$ &) `k]fX`XYf`bYi ` [YghU`hYhY`@i Xk] [!6UfbUm!
D`Uhn`]b `K]`a YfgXcfZ`YfØZZbYhž`Y]b `Dfc`Y_h`ZØf`bUW\`U`h] [Y
GhUXhYbhk]W_`i b ["



@i Xk] [!6UfbUm! D`Uhnž`%\$+%- `6Yf`]bž`8Yi hgW\`UbX`!`5a
: fY]hU [žXYb`&) "' & \$ &) ž`k]fX`i a `%%`I \f`XYf`bYi ` [YghU`hYhY`
**@i Xk] [!6UfbUm! D`Uhn`]b `K]`a YfgXcfZ`ZY]Yf`]W`YfØZZbYh`8]YgYg
9j Ybh`f]W`hYh`g]W\`Ub`5bk c`bYfž` : Ua]`Yb`i bX`U`Y``b`hYfYgg]YfhYb
XYg`E i Ufh]Yfg`8]Y`i a ZUggYbXY`I a [YghU`hi b [`XYg`D`UhnYg`k i fXY
Xi fW` : ÒfXYfa]hY`Ui g`XYa `Dfc [fUa a `ni f`GhUXh] YfgW`ØbYfi b [
gck]Y`XYa `?GGD!Dfc [fUa a `Yfa Ò [`]W`h`@Ui h` ; **UnYhhY`6Yf`]b
k Uf`XYf`D`Uhn`]b`XYb`Y`mhYb``U\`fYb`i b [YdZY [h`i bX`j Yfk]`XYfh`****

I ba]hY`VUF`VY []bbYbX`a]h`XYb`6Ui UfVY]hYbž`X]Y`9bXY`Ubi Uf
cXYf`5bZUb [: YVfi Uf`Ui Z [Ybca a Yb`k YfXYb`gc`hYbž`ghUbXYb`X]Y

I a [YghU`hi b[gd`ÀbY`Ub[Y`NY]hi bhYf`Y]bYa`i b[Øbgh][Yb`GhYfb`
8]Y`i fgdfØb[`]WXY` : Yfh][ghY`i b[`k Uf`ZØf`&\$&(`Ub[YgYhnhž
j YfnØ[YfhY`g]WXY`YXcW`i a`Y]b`đ\`f`"8Yf` ; fi bX.`6Y]`XYb
9fXUfVY]hYb`k i fXY`Y]b`U`hYf`@ØgW`hY]WXY`YbX`YW`hž`XYf`a`]h
A i b]h]cb`i bX`UbXYfYb`[YZ`À\`f`]WXY`b`Ghc`ZYb`Ui`Z[YZØ`h`k`Uf`"8]Yg
ghY`hY`bYi`Y`<YfUi`gZcfXYfi`b[Yb`XUfž`k`]Y`X]Y`g]WXYfY`6Yf`Ài`a`i`b[
XYf`?Ua`dZa`]hhY`gck`]Y`X]Y`5VZi` \`f`XYg`VY`UghY`hYb`6cXYbg`

B UW\U`h][Y` ; YghU`hi b[`i bX`bYi Y
: fY]nY]ha Ø[`]WXY`_Y]hYb`

æa`FU\`a`Yb`XYf`BYi`[YghU`hi b[`k`YfXYb`UV[YghcfVYbY`i`bX
i`bhYfk`ØW`g][Y`6`Ài`a`Y`gck`]Y`Ghf`Ài`WXYf`Yb`hZ`fb`h`"5b`i`\`fYf`GhY`Y
k`YfXYb`]bb`c`j`Uh]j`Y`DZ`Ub`nYb`Y]b[YV`Ui`hž`i`bhYf`Ub`XYfYa``g`YW`g
C`VghV`Ài`a`Yž`XfY]`K`Y]XYb`i`bX`g`YW`g`8`UW`d`U`h`Ub`Yb`"8]Y
6Y`hY]][i`b[`XYg`i`a`k`Y`h`i`bX`B`U`hi`fg`W`i`hn`Ua`hY`g`k`Uf`\`]YfVY]`j`cb
[fc`»`Yf`6`YXYi`hi`b[``N]Y`[Yf]W`hY`h`k`]fX`Ui`W`XYf`Gd]Y`d`U`hn`Ub
Y]bYb`bYi`Yb`Gh`Ub`Xcfh]b`F`]W`hi`b[`@`Ui`VYb`Y]a`Yf`GhfU`»`Y`j`Yf`Y`[h`
8Yf`bYi`Y`Gd]Y`d`U`hn`k`]fX`i`bhYf`XYa``A`c`h`c`?`i`bghž`H`Y`U`hYf`i`bX
@]hYfU`hi`f`[YghU`hY`hi`bX`gc`"?"`Y`hY`fa`Ø[`]WXY`_Y]hYb`ž`F`i`hg`W`Yb`ž
<`Àb[Ya`U`hYb`ž`5i`gfi` \`a`Ø[`]WXY`_Y]hYb`gck`]Y`Y]bY`K`UggYfghY`Y
V]Y`hYb`ž`k`]Y`X]Y` ; **UnY`hhY`6Yf`]b`**Ui`gZØ`\`f`]WXY`VY`g`W`fY]V`h`

9]b`ni`g`À`hn`]WXY`g`<][\`][\`h]gh`X]Y`YVYb`ZU`g`[Yd`Ub`hY`6ci``Y!`5b`U[Y
ZØf`9fk`UW`gYbYž`X]Y`j`cb`8`UW`d`U`h`Ub`Yb`i`a`[YVYb`gY]b`k`]fX`"5`Y
K`Y[Y`i`bX`D`U`hnZ`À`W`Yb`k`YfXYb`ni`XYa``a`]h`Y]bYf`
k`UggYf[YVi`bXYbYb`K`Y[YXYW`_Y`YfbYi`Yfhž`k`Ug`b]W`h`bi`f`
Àgh`Y`h]g`W`Ub`gd`fY`W`Yb`X`ž`gc`bXYfb`Ui`W`_`Ø`_`c`c`[]g`W`g]bbj`c`"]gh`
8]YgYg`9b[U[Ya`Yb`h`ZØf`[fØbY`F`Ài`a`Y`ghY`\`h]a``?`cb`hYi`h`XYf`
8]g`_i`gg]cb`i`a`b`UW\U`h][Y`Gh`UX`hY`b`hk`]W`_i`b[ž`X]Y`]b`8Yi`hg`W`Ub`X
Y]bY`VY`gcbXYfg`\`c`\Y`F`Y`Yj`Ub`n`\`U`h`"@`Ui`h`XYf`**6i`bXYgnYbhfU`Y`
ZØf`dc`h]gWXY`6]`Xi`b[``YVYb`a`]h`Y`fk`Y]Y`ØVYf`+)**`Dfc`nY`bh`XYf`
A`Yb`g`W`Yb`]b`8Yi`hg`W`Ub`X`]b`Gh`À`X`hYb`ž`i`bX`X]YgY`NU`\`k`]fX`V]g
&\$) `\$`j`c`f`Ui`gg]W`h]W`Ui`Z`+\$`Dfc`nY`bh`Ub`ghY][Yb`

8]Y`<YfUi`gZcfXYfi`b[Yb`b`UW\U`h][Yf`Gh`UX`hY`b`hk`]W`_i`b[`g]b`X
j`Y`Z`À`h][``Gd]Y`Yf]g`W`Y`9`Ya`Yb`hY`k`]Y`X]Y`B`Yi`[YghU`hi b[`XYg
@`Xk`][!6UfbUm!D`U`hnY`g`g]bX`HY]`Y]bYg`[fØ`»`YfYb`HfYb`Xgž`XYf`b]W`h`

bi f'Ui Z'Ö_c`c[]gWXYž'gcbXYfb'Ui W'Ui Z'gcn]U`Y`5gdY_hY`UVn]Y`h"
 9]bY`Ui g[Yk c[YbY`i bX'gcn]U`j YfhfÀ[`]WXY`GhUXhYbhk]W`i b[
 YfZcfXYfhž`k]Y`X]Y`6i bXYgnYbhfU`Y`ZØf`dc`h]gWXY`6]`Xi b[
 VYhcbhž`Y]bYb`ZU]fYb`5i g[`Y]W`nk]gWXYb`[Y[Ybk Åfh][Yb`i bX
 ni _ØbZh][Yb`@YVYbgVYX]b[i b[Yb`"8Yg\U`V`gc`hY`Ui W`X]Y
 DUfh]n]dUh]cb`XYf`5bk c\bYf`i bX`ni _ØbZh][Yf`; YbYfUh]cbYb
 _cb_fYhYf`]b`X]Y`D`Ubi b[Yb`Y]bVYnc[Yb`k YfXYb"

A]h`XYf`9fÖZbi b[`XYg`@ Xk][!6UfbUm!D`UhnYg`a Ub]ZYgh]Yfh`g]W
 YbX`]W`X]Y`Ub[`YfgY\bhY`9fbYi Yfi b[`Y]bYg`nYbhfU`Yb`CfhZØf`X]Y
 ; Ya Y]bgWUZh`]b`K]`a YfgXcfZ`8]YgYg`Dfc`Y`h`_ØbbhY`U`g`A cXY`
 ZØf`k Y]hYfY`b]h]Uh]j Yb`ni f`bUW\U`h][Yb`GhUXh[YghU`hi b[`]b`6Yf`]b
 i bX`XUfØVYf`\]bUi g`X]YbYb"

8YhU]`g	
Cfh	@ Xk][!6UfbUm!D`Uhnž`%\$+%`-`6Yf`]bž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "[UnYhhY!VYf`]b"XY • k k k "VdV"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh