

< Y`ZYb`G]Y`XYf`@Ui hYfVUW\ Yf`HUZY`.
9\ fYbUa h`]W\ Y`Xf]b[YbX`[Ygi W\ h°

8]Y`@Ui hYfVUW\ Yf`HUZY``a`Jc[Y`gVYf[_fY]g`fYhhYh
@YVYbga]hhY`ZØf`6YXØfZh[Yž`gi W\ h`Xf]b[YbX`Y\ fYbUa h`]W\ Y
< Y`ZYf`i bX`VY_Åa dZi`@YVYbga]hhY`j YfgW\ k YbXi b["



@Ui hYfVUW\ ž`8 Yi hgW\`UbX`!`đ`8 Yi hgW\`UbX`k]fX`Å\`f]W\`Y]bY
YfgW\ fYW_YbXY`A Yb[Y`j cb`%%`V]g`%, `A`j``cbYb`HcbbYb
@YVYbga]hhY`b`k Y[[Yk cfZYb``8]Y`HUZY`b`g]bX`Y]bY`k]W\h[Y
5bhk cfh`Ui ZX]YgYg`DfcV`Ya`i bX`gYhnYb`g]W\`XUZØf`Y]bž
ØVYfgW\ Øgg][Y`@YVYbga]hhY`Ub`VYXØfZh[Y`A YbgW\ Yb`ni
j YfhY`Yb``Gc`Ui W\`X]Y`@Ui hYfVUW\ Yf`HUZY`ž`X]Y`]b`XYf`FY[]cb
i bYfa ØX`]W\`U_h]j`]gh`i bX`Y]bY`J]Y`nU\`j cb`@YVYbga]hhY`b`j cf
XYf`A Ø`hcbY`fYhhYh``K]Y`X]Y` ;]YggYbYf`5``[Ya Y]bY`VYf]W\ hYhž
g]bX`X]Y`Y\ fYbUa h`]W\ Yb`< Y`ZYf`XYf`HUZY`b]W\ h`bi`f`FYhhYf`]b`XYf
Bchž`gcbXYfb`Ui W\`Y]b`k YgYb]W\ Yf`6YghUbXhY`]`XYg`gc n]U`Yb
; YZØ[Yg]b`@Ui hYfVUW\`i bX`i a [YVi b["

8]Y`HUZY``\ Uh`Yg`g]W\`ni f`5i Z[UVY`[Ya UW\ hž`@YVYbga]hhY`j cb

Gi dYfa Äf_hYb`i bX`UbXYfYb`<ÄbX`Yfb`UVni `c`Yb`i bX`Ub
X]Y`Yb][Yb`k Y]hYfni [YVYbžX]Y`Yg`Xf]b[YbX`VYbÖh][Yb`"J]Yfa U`
dfc`K cWXY`ZU`fYb`X]Y`Yb[U[]YfhYb`<Y`ZYf`ni`fY[]cbU`Yb`A Äf_hYb
k]Y`]b`@Ui hYfVUW`ž`GW`]hž`5b[YfgVUW`i bX`6UX`GU`ngW`]fZ`8cW
DYfgcbU`a Ub[Y`a UW`h`XYb`F`YhhYfb`ni`gW`UZYb`"8YfnY]hghY`Yb
*\$`Y`fYbUa h]W`Y`<Y`ZYf`ni`f`J`YfZØ[i b[ž`XcW`i a`XYb`6Yhf]YV
Ui ZfYW`hni Yf`U`hYbž`k YfXYb`hÄ[`]W`%)`i bhYfghØhni b[g_fÄZhY
VYbÖh][h`8UVY]g]bX`Yg`]bgVYgcbXYfY`X]Y`GUa ghU[Yž`Ub`XYbYb
bi f`gYW`g`j`cb`&)`: U`fYfb`ZØf`XYb`8]Ybgh`VYfY]hghY`Yb"

@YVYbga]hhY`fYhhYb`i bX`A`YbgW`Yb`Y`ZYb

K]Y`X]Y`HUZY`b`[YbYfY`ž`gc`_Äa`dZh`Ui W`X]Y`@Ui hYfVUW`Yf`HUZY`
[Y[Yb`X]Y`@YVYbga]hhY`j`YfgW`k`YbXi`b[`Ub`"Ä`f`]W`fYhhYb`X]Y
HUZY`b`]b`8Yi hgW`UbX`]a`dcb]YfYbXY`&*) "\$\$\$`HcbbYb
@YVYbga]hhY`"8cW`X]Y`<YfUi`gZcfXYfi`b[`V`Y]Vh`[fc»`ž`XYbb
bVYb`XYa`NY]ha`UbU[Ya`Ybh`gd]Y`h`Ui W`X]Y`@C[]gh`_`Y]bY
YbhgW`Y]XYbXY`F`c`Y`"K`YfXYb`X]Y`U`_h]j`Yb`Gi`dYfa`Uf`_ha`]hUfVY]hYf`
fUb``cXYf`ghY`Yb`Ui`g`UbXYfYb`;`fØbXYb`b]W`hni`f`J`YfZØ[i b[ž`gc`
_Ubb`Yg`gW`bY`"dUgg]YfYbž`XUgg`_Y]bY`@YVYbga]hhY`ni`f`5V`c`i`b[
VYfY]h[YghY`h`k`YfXYb`"Æ`X]YgYa`Ni`gUa`a`Yb`Ub[`U`h`X]Y`HUZY`
Y]b`Ui`g[Y`_Ø[Y`hYg`GmghYa`Yb`hk`]W`_Y`hž`i`a`X]Y`[YfYhhYhYb
@YVYbga]hhY`ni`d`fØZYb`i`bX`ni`gc`fh]YfYb`"I`b[Yb]Y»`VUfY
@YVYbga]hhY`k`YfXYb`]b`Y]bYf`6]c[UgUb`U[Y`Yb`hgcf[h`

9]bYb`]bhYfYggUbhYb`5gdY`_h`XYg`5b[YVc`hg`XYf`@Ui hYfVUW`Yf`HUZY`
ghY`h`X]Y`Ni`gUa`a`YbghY`i`b[`XYf`@YVYbga]hhY`_]ghYb`XUf`"8]YgY
k`YfXYb`]bX]j`]Xi`Y`"bUW`XYa`6YXUfZ`XYf`VYfYW`h][hYb`: Ua`]Yb
[YdUW`_h`8]Y`Yhk`U`%\$`VYfYW`h][hYb`: Ua`]Yb`VYn]Y`Yb
j`cf[YdUW`_hY`?]ghYbž`k`cVY]g]W`(`\$`k`Y]hYfY`Ui`ZY]bYf`K`UfhY`]ghY
VYZ]bXYb`"8Yf`B`UW`k`Y]g`ØVYf`Y]bYb`;`fi`bXg]W`Yfi`b[gVYgW`Y]X`]gh
XUVY]J`cfUi`ggYhni`b[ž`i`a`]b`XYb`;`Ybi`gg`XYf`@YVYbga]hhY`ni
_ca`a`Yb`"8]Y`HUZY`UW`hYh`XUfUi`Zž`_Y]bY`U`_c`c`]gW`Yb`;`YhfÄb`_Y
]b`X]Y`?]ghYb`ni`d`UW`_Yb"

9]b`5i`Zfi`Z`ni`a`A`]ha`UW`Yb

I`a`k`Y]hYf`]b`X]Y`k`Yfhj`c`Yb`@YVYbga]hhY`j`cf`XYf`HcbbY`ni

fYhhYb`i bX`A YbgWXYb`ni `Y`ZYbž]gh`X]Y`@Ui hYfVUWXYf`HUZY``Ui Z
 XYf`Gi WXY`bUWXYb`Yi Yb`Y`fYbUa`h]WXYb`A`]hghfY]hYfb`"ŸXYfž`XYf
 g]WXYb`[U[]YfYb`a`ÒWXYhž`]gh`Yfn`WXY`k`]`_ca`a`Ybž`XYbb`Yg`[]Vh
 a`Y`f`hYfYggYb`hYb`U`g`j`YfZØ[VUfY`@YVYbga`]hhY`"I`a`X]Y
 G]hi`Uh]cb`ni`j`YfVYggYfbž`ZcfXYfh`XYf`8`UWXY`j`YfVUbX`HUZY`
 8Yi`hgWXY`UbX`VYggYfY`F`U`a`YbVYX]b[i`b[Yb`j`cb`XYf`Dc`]h]_i`bX
 gYhnh`g]WXY`ZØf`bUWXY`U`h][Y`A`U`b`U`a`Yb`Yb`h`Ub[`XYf`[YgUa`hYb
 K`YfghWXY`ØdZ`b[g`_YhhY`Y]b`"9]b[i`hYf`K`Y[ž`i`a`[Y[Yb
 @YVYbga`]hhY`j`YfghWXY`k`YbXi`b[j`cfni`[Y`Ybž`g]bX`Ui`WXY`5`_h]cbYb
 i`bX`?`Ua`dU[bYbž`X]Y`ni`f`GYbg]V`]g]Yfi`b[`XYf`6Yj`Ø`_Yfi`b[
 VY]hfU[Ybž`k`]Y`g]Y`Ui`WXY`i`bhYf`HUZY``6`c`[`ni`Z]bXYb`g]bX"

h`g[YgUa`h]gh`X]Y`5fVY]h`XYf`HUZY`b`Y]b`k`]WXYh][Yg`gc`n]U`Yg
 9b[U[Ya`Yb`hž`XUg`b]WXY`h`bi`f`Ufa`i`hgVYhfc`ZYbYb`A`YbgWXYb
 ni`[i`hY`_ca`a`hž`gcbXYfb`Ui`WXY`Y]bYb`k`Yfhj`c`Yb`6Y]hfU[`ni`a
 ?`]a`UgWXY`i`hn`Y]ghYh`GWXY`Y»`]WXY`VYXYi`hYh`X]Y`F`Yhhi`b[j`cb
 @YVYbga`]hhY`b`b]WXY`h`bi`fž`XUgg`k`Yb][YghY`Y]bY`A`Yb[Y`Ub
 j`YfXYfV`]WXYb`K`UfYb`VYk`U`fh`k`]fXž`gcbXYfb`Ui`WXY`ž`XUgg`k`]f
 k`Yfhj`c`Y`F`Yggci`fWXY`b`k`]Y`K`UggYf`i`bX`9bYf[]Y`gdUfYb`_`ØbbYb`"Ÿ
 a`Y`f`A`YbgWXYb`g]WXY`Ub`X]YgYa`Y]bZUWXYbž`UVYf`k`]WXYh][Yb`N]Y`
 VYhY`][Ybž`XYghc`VYggYf`_`Ubb`X]Y`HUZY``]`fY`5fVY]hi`a`gYhnyb`i`bX
 bcWXY`a`Y`f`6YXØfZ]h][Yb`Y`ZYb`"

8YhU]`g	
Cfh	@Ui hYfVUWXYž`8Yi`hgWXY`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "[]YggYbYf!U``[Ya`Y]bY`XY • k k k "hUZY``XY • V`c["hUZY``XY

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`bU[!`YggYb`XY