

6Yk Y[i b['Z0f'U`Y. '@0ffUW`ghUfhYh
_cghYb`cgYg':]hbYgg!5 b[YVch°

@0ffUW`V]YhYh'Y]b`_cghYb`cgYg'6Yk Y[i b[gdfc[fUa a 'Z0f
U`Y'; YbYfUh]cbYb"5_hj]hÅhYb']b'DUf_g'i bX'gdYn]Y`Yb
5 b[YVchYb'Z0fXYfb':]hbYgg'i bX'; Ya Y]bgWUZh"



@0ffUW ž'8 Yi hgW`UbX`! '@0ffUW`]gh`VY_Ubbh'Z0f'gY]bY
nU\`fY]WYb'6Yk Y[i b[gUb[YVchYž'X]Y`gck c\`X]Y':]hbYgg`U`g
Ui W`XUg'gcn]U`Y`A]hY]bUbXYf']b`XYb`J cfXYf[fi bX'ghY`Yb"'8 cfh
k]fX`Y]b`_cghYb`cgYg'i bX`j]Y`ZÀ`h][Yg'6Yk Y[i b[gdfc[fUa a 'Z0f
U`Y'; YbYfUh]cbYb`Ub[YVchYbž'XUg'gdYn]Y`XUfUi Z`UVn]Y`hž'X]Y
; Ygi bX\Y]h`XYf'60f[Yf]bbYb`i bX'60f[Yf`ni 'Z0fXYfb"'8]Y`GhUXh
gYhnh`Ui Zi bhYfgW]YX`]WY'6Yk Y[i b[gZcfa UhYž'X]Y`j cb
6Yk Y[i b[ghfYZg`V]g`\]b`ni `gdYn]Y`Yb`?]bXYf!`i bX
đ [YbXgdcfhdfc[fUa a Yb`fY]WYb"K]Y`X]Y`GhUXhj Yfk U`hi b[
VYf]W`hYhž`_ca a Yb`\]Yf`đ b[`i bX'5`h`ni gUa a Ybž'i a `U_hj`ni
gY]b"

⊕`XYb'6Yk Y[i b[ghfYZg`[Y\`h`Yg'gdcfh]W`ni f`GUWY`"A cbhU[gž

X]YbghU[g'i bX'XcbbYfghU[g'hfYZZYb'g]W\X]Y'9]bk c\bYf'jb
j YfgW\]YXYbYb'DUf_g'XYf'GhUXh'zi a '[Ya Y]bgUa'ni 'hfU]b]YfYb""a
; fØhhdUf'_k]fX'YXYb'8]YbghU['i a '%\$. \$\$'l \f'ni a 'Gdcfh
[Y'UXYbž]a 'F c gYbZY`gdUf_]gh'XcbbYfghU[g'i a '\$-.' '\$'l \f
HfYZZdi b_h'ZØf'U`Y'6Yk Y[i b[gZFyi X][Yb'i bX'a]hkc W\g'\Y» h'Yg
]a '6fca VUW\ 'i a '%\$. \$\$'l \f' 5i ZX]Y'D`ÀhYž'ZYfh][ž'cg' 'a]h
XYa 'HfYZZYb'Ub'XYf'6ØW\YfVcl 'ja 'GW\ÒdZ]bei Ufh]Yf""8]YgY
5_h]cbYb'ZØfXYfb' b]W\h' 'XUg'_ØfdYf'W\Y'K c\`VY]bXYbž
gcbXYfb'Ui W\XUg'[Ya Y]bgW\Už]W\Y'A]hY]bUbXYf"

6Yk Y[i b['ZØf'X]Y'?'`Y]bYb

6YgcbXYfg'k]W\h]['gh'XYf'GhUXh'Ui W\X]Y'ZfØ\`nY]h][Y': ØfXYfi b[
XYf'?'`Y]bghYb""8Yf'?']bXYf!Gdcfh!GcbbhU['Z]bXYh]j cb'A]hY
Bcj Ya VYf'V]g'5bZUb['5df]'ghUhh'i bX'f]W\hYh'g]W\Ub'?']bXYf'ja
5'hYf'j cb'*`V]g'%%&'š\`fYb""a a Yf'gcbbhU[g'j cb'%.' '\$'V]g'%) .' '\$
l \f'_ØbbYb'X]Y'?'`Y]bYb']b'j YfgW\]YXYbYb'GdcfhUfhYbž
6Yk Y[i b[gVUi ghY`Yb'i bX'Gd]Y'Yb'U_h]j 'k YfXYb"
5bgdfYW\dUfhbYf]b']gh'B UHU`Y'F]a _i gž'X]Y'ZØf'X]Y' Cf[Ub]gUh]cb
XYf'VY`Y]VhYb'J YfUbgHU`hi b[Yb'j YfUbhk cfh]W\]gh"l bhYfghØnh'k]fX
X]YgYg': cfa Uhj cb'XYf'6Øf[Yfgh]Zhi b['@ØffUW\ "

5VYf'XUg']gh'bcW\`b]W\h'U`Yg"': Øf'?']bXYf'j cb'*`V]g'%%&'š\`fYb' []Vh
Yg'XUg'Gca a Yf!5b[YVch< ØdZ!G5? ž'XUg'j cb'A U]V]g'C_hcVYf']b
j YfgW\]YXYbYb'GhUXhhY`Yb'Ub[YVchYb'k]fX" <]Yf'ghY\`h'VYbZU`g
XYf'GdU»]a 'J cfXYf[fi bX' 'i bX'XUg'c\bY'j cf\Yf][Y'5ba Y'Xi b[°
Gdcfhž'Gd]Y`i bX'nU\`fY]W\Y'5_h]j]h`ÀhYb'k UfhYb'Ui ZX]Y'?'`Y]bYbž
i a ']\bYb'X]Y': fYi XY'Ub'XYf'6Yk Y[i b['b`À\Yf'ni 'Vf]b[Yb"

š [YbX`]W\Y`]a ' : c_i g

8]Y'gdcfh]W\Y'6Yh`Àh][i b['YbXYh'YXcW\`b]W\h'VY]`XYb'?']bXYfb"
: Øf'š [YbX`]W\Y'i bX'`t b[Y'9fk UW\gYbY' []Vh'Yg'XUg'Dfc[fUa a'
B UW\ hgd c fhž'XUg'j cb'A]hY`C_hcVYf'V]g'5bZUb['A U]Ub[YVchYb
k]fX" <]Yf'_ØbbYb'X]Y'HY]`bY\`a Yf'YXYb': fY]hU['i bX'GUa ghU[']b
XYb'Gdcfh\U`Yb'GU`nYf!'i bX'BYi a Uh\U`Y`V]g'gd`Àh']b'X]Y'B UW\h
U_h]j 'gY]b" < U`Ybhi fbgW\i \Y`b]W\h]j Yf[YggYb°

8 Yf`HfYbX`XYg` :]hbYgg`Z0f`?]Xg`k]fX`Ui W`i bhYfgh0hnh`Xi fW`Y]b
dfY]g[Y_f0bhYg`Dfc`Y_h`XYf`?? < `i bX` : fUi`'8f"'? Yfgh]b`? YhY`\\i`h"
8]YgYg; Ya`Y]bgW`UZhgd`fc`Y_h`\\Uh`VYfY]hg`0VYf`%\$"\$\$\$`?']bXYfb`]b
a`Y\\f`U`g`) \$\$`?']bXYf[`AfYb`i bX` ; fi bXgW`i`Yb`]b`j`YfgW`]YXYbYb
Gh`XhYb`]b`8Yi`hgW`\\UbX`z`XUfi`bhYf`Ui`W`i`@0ffUW`z`[Y\\c`ZYb`"8`Ug
N]Y`]gh`Yg`z`?]bXYf`Zf0\\nY]h][`Ub`6Yk`Y[i b[`\\YfUbni`Z0\\fYb`i bX
XYa`6Yk`Y[i b[ga`Ub[Y`Yb]h[Y[Ybni`k`]f`_Yb`"Gc`k`]fX`b]W`h`bi`f`X]Y
a`c`h`c`f]gW`Y`@Y]ghi`b[gZ`A`\\][`_Y]h[Y`Z0fXYf`h`z`gc`bXYfb`Ui`W`X`Ug
U`[Ya`Y]bY`K`c`\\VYZ]bXYb`XYf`?]bXYf`j`YfVYggYfh`K`Y]hYfY
=Zcfa`Uh]cbYb`g]bX`VY]`XYf`?? < `Yf`\\A`h`]W`"

=`@0ffUW`k`]fX`U`gc`[fc`»`[YXUW`h`z`k`Ybb`Yg`i`a`X]Y` : 0fXYfi`b[
j`cb`6Yk`Y[i b[`i bX`Gdcfh[Y`\\h`"9[U`c`V`^`b[`cXYf`U`h`z`\\]Yf`[]Vh`Yg
Z0f`YXYb`Y]b`d`UggYbXYg`5b[YVch`z`XUg`X]Y` ; Ygi`bX`\\Y]hi`bX`XUg
; Ya`Y]bgW`UZhg[YZ0`\\`gh`A`f`_`hi`bX`[Ubni`bYVYbVY]`YXY`A`Yb[Y
GdU`»`j`Yfgdf]W`h`K`Yf`U`gc`bc`W`b]W`h`U`_`hj`[Yk`c`fXYb`]gh`z`\\Uh
Y`hnh`X]Y`d`YfZY`_`hY` ; Y`Y[Yb`\\Y]h`X`Uni`^` : 0f`k`Y]hYfY`8`YhU]`g`ni`XYb
5b[YVchYb`VYgi`W`Yb`G]Y`Ui`W`X]Y`c`ZZ]n]Y`Y`GY]hY`XYf`GhUXh
@0ffUW` `\\]Yf`"

8YhU]`g	
C`f`h	@0ffUW`z`8Yi`hgW`\\UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "`c`YffUW`"XY • k k k "`Vi`Yf[`Yfgh]Zhi`b[`!` `c`YffUW`"XY • k k k "`__`\\`"XY

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