

9`cb`A i g_`@Ui bW\Yg`5a Yf]WU`DUfhm`5
6c`X`B Yk`Dc`]h]WU``: fcbh]Yf°

9`cb`A i g_`Ug`Ubbci bW\X`h\Y`5a Yf]WU`DUfhm`Ug`U`fYgdcbgY
hc`Hfi a d/ . \$' - /g`dc`]W]Ygž`U]a]b[`hc`cZZYf`U`h`]fX`dc`]h]WU`
cdh]cb`]b`h\Y`I "G"



I b]hYX`GhUhYg`!`đ`U`Vc`X`a`cj`Y`h\Uh`\Ug`WUdhi`fYX`h\Y`UhYbh]cb
cZ`dc`]h]WU``cVgYfj`Yfg`UWfcgg`h\Y`bUh]cbž`9`cb`A i g_`\Ug
Ubbci bW\X`h\Y`Zcfa`Uh]cb`cZ`U`bYk`dc`]h]WU``dUfhmž`Udh`m`bUa`YX
h\Y`5a`Yf]WU`DUfhm`H\]g`]b]h]Uh]j`Y`Uf]gYg`Zfca`A i g_`g`[`fck`]b[
X]gWcbhYbh`k`]h\`h\Y`W`ffYbh`I "G"`dc`]h]WU``UbXgWUdYž`dUfh]W`Uf`m
\]g`cddcg]h]cb`hc`DfYg]XYbh`8cbU`X`Hfi a d`g`Vi`X[`Yh`UbX`hUl`U`Uk`g`
5]a`]b[`hc`]bhfcXi`W`U`j`]UV`Y`h\]fX`cdh]cb`]b`5a`Yf]WU`g
YbhYbW\YX`V]dUfh]gUb`gmghYa`ž`A i g_`g`d`Ub`g`fYZYWh`U`XYg]fY`Zcf
gi`VghUbh]j`Y`dc`]h]WU``W`Ub[`Y"

A i g_`g`]bhYfYgh`]b`WfYUh]b[`h\]g`dUfhm`k`Ug`dUfhm`gdUf`YX`Vm`U
gi`fj`Ym`WcbXi`W\YX`cb`L`fZcfa`Yf`m`Hk`]hYfŁž`k`\]W\`fYj`YU`YX`U
ghfcb[`XYg]fY`hk`c`hc`cbY`Ua`cb[`\]g`Zc`ck`Yfg`Zcf`Ub

U`hYfbUh]j Y`hc`h\Y`Yl]gh]b[`8Ya`cWfUh]WfYdi V`]WU`b`ghfi`Whi`fY`"<Y
Yl`dfYggYX`h\Uh`\]g`d`UhZcfa`k`ci`X`UXj`cWU`hY`Zc`fYXi`W]b[`di V`]W
XYVhž`a`cXYfb]n]b[`h\Y`a`j`]hUfm`k`]h\`Ufh]Z]W]U``]bhY``][`YbW`ž
dfca`ch]b[``Ygg`fY[i`Uh]cb`]b`gYW`hcf`g``]_Y`YbYf[mž`UbX
W\Ua`d]cb]b[`ZfY`Xca`cZ`Yl`dfYgg]cb`U`cb[g]XY`a`cfY`W`bhf]gh
dc`]W]Yg`"<Y`]bg]ghg`h\]g`]g`bch`†`gh`U`dc`]h]WU``a`UbYi`j`Yf`Vi`h`U
bYW`ggUfm`Yj`c`i`h]cb`hc`VY`hYf`fYdfYgYbh`h\Y`j`c]W`g`cZ`h\Y
5a`Yf]WU`b`dYcd`Yž`Ug`fYdcfhYX`Vm`9`!`b]j`YfgU`"

Dc`]h]WU``@UbXgWUdY

H\Y`5a`Yf]WU`DUfhm]gb`h`k`]h\ci`h`]hg`W\U``Yb[Yg`":`cf`cbYž`A`i`g_
WUbbch`fi`b`Zc`f`dfYg]XYbhž`VY]b[`U`b`Uhi`fU`]nYX`l`"G`"W]h]nYb`Vc`fb`]b
Gci`h\`5Zf]WUž`Vi`h\`Y`WU`b`i`bXci`VhYX`m]bZi`YbW`d`c`]h]WU`
`UbXgWUdYgž`YgdYW]U``m[]j`Yb`\]g`\]ghc`fm`Ug`U`g][`b]Z]WU`bh`Xc`b`cf`hc
F`Ydi`V`]WU`b`WU`bX]XU`hYg`"H\YfY`g`U`[`fck`]b[`W`b`W`fb`Ua`cb[`gca`Y
YghUV`]g\`a`Ybh`Z][`i`fYgž`gi`W\`Ug`HfYUgi`fm`GYW`fYhUfm`G`W`h`i`6YggYbhž
k`\c`\Uj`Y`W`h]W]nYX`A`i`g_`g`f]g]b[`dc`]h]WU``d`fcZ]Yž`XYgd]hY
UW`bck`YX[]b[`\]g`gi`W`W`gg`]b`Vi`g]bYgg"

K`\]Y`A`i`g_`U]a`g`hc`gYW`fY`&`cf`"GYbUhY`gYUhg`UbX`,`hc`%\$
<ci`gY`X]ghf]W]hgž`h\Y`fcUX`U\YUX`gYYa`g`W`a`d`]WU`hYX`"@Ui`bW\]b[
U`bYk`dc`]h]WU``dUfhm`W`a`Yg`k`]h\`U`a`mf]UX`cZ`Y[U``\i`fX`Ygž
dUfh]W`Uf`m`k`]h\`h\Y`j`Ufm]b[`ghUhY`fYei`]fYa`Ybhg`Zc`f`dUfhm
fYW`[`b]h]cb`":`cf`]bghUbW`ž`]b`7U`]Zc`fb]Už`U`dUfhm`i`gh`Y]h\Yf
fY[]ghYf`Uh`YUgh`\$""`i`cZ]`chYfg`cf`W`c`Y`Wh`cj`Yf`%`%`a`]`cb
g][`bUhi`fYg`hc`ei`U`]Zm`Zc`f`VU``ch`UW`W`ggž`Ug`fYdcfhYX`Vm`76G`B`Y`k`g
""9l`]gh]b[`h\]fX`dUfh]Yg`W`b]h]bi`Y`hc`[`fUdd`Y`k`]h\`g]a`]Uf
W\U``Yb[Ygž`i`bXYfgW`f]b[`h\Y`X]ZZ]W`h`m`cZ`VfYU_]b[]b`hc`h\Y
5a`Yf]WU`b`dc`]h]WU``UfYbU"

I`dW`a`]b[`9`Y`W]h]c`bg`UbX`F`Y`U`W]h]c`bg

H\Y`dc`]h]WU``ghU[Y`]g`f]ZY`k`]h\`hYbg]cb`Ug`i`dW`a`]b[`a`]XhYfa
Y`Y`W]h]c`bg`cca`ž`k`\YfY`]b]h]U`d`fc`Y`W]h]c`bg`]bX]WU`hY`U`F`Ydi`V`]WU`b
fYgi`f[YbW`a`Um[`fUb`h`h\Ya`[`fYU`hYf`W`b`hf`c``]b`7cb[`fYgg`
:`cf]XU`g`ck`b`;`cj`Yfbc`f`F`cb`8Y`G`Ub]g`\Ug`gi`W`W`ggZi``m`gc`]X]Z]YX
\]g[`cj`Yfbc`fg\]dž`k`\]Y`Hfi`a`d`]g`_YYb`cb`fY!YghUV`]g\]b[`\]g

dfYg]XYbh]U`Ugd]fUh]cbgž`U`g]hi Uh]cb`h\Uh'a Um'i`h]a UhY`m]a dUWh
A i g_ g`Vi XX]b[`j Ybhi fY`UbX`]hg'dfcgdYWhg`k]h\]b` ; C D`W]fWYg"
5a]Xgh'h\]g`VUW_Xfcdž`ei Ygh]cbg`\Uj Y`Uf]gYb`fY[UfX]b[`h\Y
Y`YWhcfU`gmghYa `]hgY`Žž`k]h\`Hfi a d`j cWU`m`WcbhYgh]b[`Wfhu]b
j ch]b[`a YWUUb]ga g`Zc`ck]b[`]ggi Yg`k]h\`VU`ch'a UW\]bYg`]b
HYI Ug`UbX`5f]ncbUž`\][\`][\hYX`]b`Ub`Ufh]WY`Vm`9`7c`ffYc"

5g`h\]g`dc`]h]WU`gU[U`i bZc`Xgž`h\Y`5a Yf]WU`DUfhm`fYdfYgYbhg`bch
↑ gh'A i g_ g`Ua V]h]cbg`Vi h`hUdg`]bh`c`U`VfcUXYf`XYg]fY`Ua cb[
W]h]nYbg`Zcf`U`gmghYa `h\Uh`fYZYWhg`U'a cfY`Wca d`YI`UbX`X]] YfgY
dc`]h]WU`UbXgWUdY`"K \Yh\Yf`A i g_`WU`b`gi W`WggZi `mibUj][UhY`h\Y
]bhf]WUhY`k YV`cZ`dc`]h]WU`fY[i`Uh]cbg`UbX`Vi]`X`U`gi VghUbh]U`
Zc`ck]b[`fYa U]bg`hc`VY`gYYb`"K \Uh`g`WYUfž`\ck Yj Yfž`]g`h\Uh`h\Y
k]bXg`cZ`WUUb[Y`UfY`gk]f`]b[`UbX`ghU_Yg`UfY`\][\Yf`h\Ub`Yj Yf"

8YhU]`g	
Cfh	I b]hYX`GhUhYg
E i Y`Yb	<ul style="list-style-type: none">• k k k "Y`i b]j YfgU`"Wca "a I• k k k "Y`Wc`ffYc"Wca• k k k "Wgbyk g"Wca

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