

N\i Ń. 'DYf`YbgW Uhn`Ui Z`XYa `J cfa UfgW`
J Yf_Ui ZgfY_cfX`ni a ` 8ci V`Y`%% °

9bhXYW_Yb`GjYž`k]Y`]bbcj Uh]j Y`5bgÅhnY`i bX`Cb`]bY!HfYbXg
X]Y`DYf`Yb]bXi ghf]Y`]b`N\i Ńž`7\]bUž`hfUbgZcfa]YfYb`i bX
[`cVU`k UWgYb"



G\Ubl]U\i `Hck bž`N\i Ń`7]hmž`N\YŃ]Ub[`Dfcj]bWž`7\]bU`!`đ
XYf`WUfa UbhYb`GhUXh`G\Ubl]U\i ž[Y`Y[Yb`]b`XYf`Dfcj]bn
N\YŃ]Ub[ž`7\]bUž`YfV`Ø\h`X]Y`DYf`Yb]bXi ghf]Y`k]Y`b]Y`ni j cf""5`g
X]Y`gc[YbUbbhY` DYf`<Ui dhghUXh`7\]bUg `VY_Ubbhž`]YZfh
G\Ubl]U\i `VYY]bXfi W_YbXY`+\$i `XYf`k Y`hk Y]hYb`DfcXi _h]cb`Ub
GØ»k UggYfdYf`Yb""5a `-'5i [i gh&\$&) `ÒZbYhYb`g]W`X]Y`HcfY
Y]bYg`<UbXY`gnYbhfi a g`Zøf`GWa i W_dfcXi _hYž`XUg`g]W`U`g
A Y__U`Zøf`@]YV\UVYf`j cb`DYf`YbgW`a i W_Ybhdi ddh`\Uh`6Ygi W`Yf
gh`ØVYfhYb`Xi fW`Y]bY`J]Y`nU`\`j cb`DYf`Ybc`ff]b[Yb`i bX`UbXYfYb
GWa i W_ghØW_Yb`i bX`VYk i bXYfhYb`X]Y`<UbXk Yf_g_i bghž
k Å\fybX`g]Y`]b`X]Y`K Y`h`XYf`gW]a a YfbXYb`DYf`Yb`Y]bhUi W`hYb`
K]Y`; `cVU`H]a Yg`VYf]W`hYhž`gYhnYb`X]Y`5fVY]hYf`]b`Y]bYf
]bbcj Uh]j Yb`DYf`Ybni W`hVUg]g`A i gW`Y`b`Ui g` `Y]b`GW`f]hž`XYf`XUg

; YgWÅZhifYj c`i h]cb]Yfhi bX`[`Y]W\N]h][`XYb`5bZcfXYfi b[Yb`XYg
a cXYfbYb`A Uf_hYg`[YfYW`hik`]fX"

K Ug`[YbUi`n]Y\h`X]Y`A YbgW\Yb`ni` `XYb`DYf`Yb`Ui`g`G\Ubl`]U\i`3`9g
g]bX`b]W`h`bi`f`X]Y`DfcXi`_hY`gY`Vghž`gcbXYfb`Ui`W`XUg
9]b`_Ui`ZgYf`YVb]gž`XUg`]bgVYgcbXYfY`k`Å`fYbX`VYXYi`hYbXYf
9j`Ybhg`k`]Y`XYa` `8ci`V`Y`%%` ` `;`Ygh`ZØf`C`b`]bY!G\cdd]b[` `Y]bYb
Ybcfa`Yb`5i`ZgW`k`i`b[`Yf`YVh`"@Ui`h`9`N`Y`U]Ub[` _Ua` `Yg`Ua` `YfghYb
HU[`X]YgYg`:`Ygh]j`U`g`ni` `Y]bYa` `k`U\bg]bb][`Yb`l`a`gUmUbgh]Y[`j`cb
() \$i` `]a` `J`Yf[`Y]W`ni`a` `J`cf`U\`f` `5i`W`X]Y`GY`VghVYk`i`ggh\Y]h`XYf
`c`_U`Yb`l`bhYfbY\`a`Yb`k`ÅW`ghž`a`]h`5`_hYi`fYb`k`]Y`N`U`b`G\i`d]b[
j`cb`Di`fYDYUb`ž`XYf`VYfY]hg]a` `5i`[`i`gh`a`]h`XYf`J`cfVYfY]hi`b[`ZØf
X]YgY`J`Yf`_Ui`Zgk`cW`Y`VY[`]bbh"

8]Y`F`c` `Y`X`Y`f`H`Y`W`b`c`c`[`]Y

HYW`bc`c`[`]gW`Y`:`cfhgW`f]hY` ` \UVYb`X]Y`DYf`Yb`ni`W`h`i`bX
!j`YfUfVY]hi`b[`Yf`YV`]W`j`YfVYggYfh`" `b`Y]bYf`Ni`gUa`a`YbUfVY]h
a`]h`l`b]j`Yfg]h`Å`h`b`k`]Y`XYf`G\U]b[` \U]`C`W`U]b`l`b]j`Yfg]h`m`k`]fX`XUfU]b
[`YUfVY]hYhž`X]Y`E`i`U`]h`Å`h`XYf`DYf`Yb`ni`ghY][`Yfb`i`bX`bUW`\U`h][`Y
5bVUi`a`Yh`c`XYb`ni`YhUV`]YfYb`":`i`6U]W`Yb[`ž`Df`Åg]XYbh`XYf
N`Y`U]Ub[`6U]fi`]U`5[`f]W` `hi`fU`H`Y`W`b`c`c`[`m`7`c`@hXž`\YVh`X]Y
B`c`h`k`YbX][`_Y]h`XYf`]bXi`ghf]Y`Y`b`F`Y`Z`c`f`a` `ZØf`Y]bY`bUW`\U`h][`Y
9b`h`k`]W`_i`b[` `Yf]`cf`"8]YgY` `b`c`j`U]h]cbYb`_ca`a`Yb`b]W`h`bi`f`XYf
l`a`k`Y`h`ni`[`i`hY`/`g]Y`ghY`Y`b`Ui`W`g]W`Yfž`XUgg`X]Y
DYf`YbgW`a`i`W`_d`f`c`Xi`_hY`]b`XYf[`c`V`U`Y`b`B`U`W`Z`f`U[`Y`V`Y`ghY`\Yb
_ØbbYb"

; `c`V`U`V`Y`h`f`U`W`h`h`k`Å`W`gh`X`Y`f`A`U`f`_`h`ZØf`DYf`YbgW`a`i`W`_f`U`g`U`b`ž
[`Y`h`f]Y`V`Y`b`j`c`b`Y]b`Ya` `g]W` `ghY][`YfbXYb`J`YfVfUi`W`Yf]b`hYfYggY`Ub
\`c`W`k`Y`f`h][`Yb`8Yg][`bg`"A`Y`f`X`Y`b`b`Y`g`W`Y]bh`DYf`YbgW`a`i`W`_ž`XYf
g]W`X`i`f`W`g`Y]b`Yb`; `U`b`n`i`b`X`g`Y]b`Y`9`Y[`U`b`n`i`U`i`g`n`Y]W`b`Y`hž`Y]b`Y
_`U`f`Y`5`b`n]Y`i`b[`g`_f`U`ž`h`i`Z`X]Y`?`c`b`g`i`a`Y`b`h`Y`b`ni` ` \UVYb`"@Ui`h`
: `c`f`h`i`b`Y`6`i`g]b`Y`g`g` `b`g][` \`h`g`V`Y`g]h`n`Y`b`]b`B`c`f`X`U`a`Y`f]_`U`" `*`i` `XYf
: `f`U`i`Y`b`DYf`YbgW`a`i`W`_ž`k`Å`f`Y`b`X`]b`9`i`f`c`d`U`&+i` `XYg
6`f`U`i`h`g`W`a`i`W`_g`DYf`Y`Ya`Y`b`h`Y`b`h`U`h`Y`b`ž`k`U`g`Y]b`Yb`d`c`g]h]j`Y`b
H`f`Y`b`X`ZØf`X]Y`6`f`U`b`W`Y`U`i`Z`h`Y][`h`"

DYf`Yb`]a`K UbXY`XYf`NY]hYb

8]Y`JYfa Uf_hi b[`j cb`DYf`Yb`Uhg]Wk`]b`XYb`YhnhYb`d\fyb
 XfUgh]gWk`[Yk UbXY`h"J cb`\$`%& `XYf`GWa i W_j Yf_Äi ZY`]a`d\f
 &\$%, `gh]Y[`XYf`5bhY]`XYf`DYf`Yb`Ub`XYb`; YgUa hj Yf_Äi ZYb`Ui Z
 ghc`nY`%\$i`"8]YgY`Ni bU\`a Y`]gh`b]Wk`h`ni`Yhnh`Ui ZXYb`5i ZgWk`i b[
]a`C`b`]bY!< UbXY`ni fØW_ni ZØ\`fYbž`XYf`XUb`_D`UhhZcfa Yb`k`Y
 HUcVUc`i bX`?i U]g\`ci`ni [Äb[`]Wk`[Ya UWk`h`k`i fXY`"8]YgY
 D`UhhZcfa Yb`V]YhYb`Y]bY`VfY]hY`FY]Wk`Y]hY`i bX`hfYZZYb`XYb`BYfj
 XYf`NY]h"

8]Y`A Uf_hUb`U`mgY`nY][hž`XUgg`X]Y`BUWk`ZfU[Y`bUWk`dYf`YbgWk`a i W_
 b]Wk`h`bi`f`]a`_`Ugg]gWk`Yb`G]bb`VYghY\`hž`gcbXYfb`g]Wk`ni bY\`a YbX
 X]j YfgY`JYfVfUi Wk`Yf[fi ddYb`Ubgdf]Wk`h"J cb`<cWk`nY]hga Uf_Yb
 V]g`\]b`ni`@`I`i`ggi`Wk`YbXYb`_`X]Y`J]Y`ZU`h`XYf`8Yg][bg`c`W_h]a`a`Yf
 a`Y\`f`b`hYfYgg]YfhY`"8Yf`A Uf_h`k`]fX`k`Y]hYf`gY[a`Ybh]Yfh`bUWk
 DfcXi`_h`UhY[cf]Yb`k`]Y`<U`g`YhYbž`5fa`VÄbXYf`i`bX`F]b[Yž`k`cVY]
 X]Y`<U`g`YhY`bUWk`k`]Y`j`cf`XUg`Xca`]b]YfYbXY`GWk`a i W_ghØW_
 XUfghY`h"

Ni gUa`a`YbZUggYbX`nY][h]g]Wk`ž`XUgg`G\`Ubl`]U\`i`i`bX`X]Y`Xcfh][Y
 DYf`Yb]bXi`ghf]Y`b]Wk`h`bi`f`ZØf`XYb`_c`U`Yb`A Uf_hž`gcbXYfb
 ni bY\`a`YbX`Ui`Wk`ZØf`Y]b`[`c`VU`Yg`Di`V`_]i`a`Ub`6YXYi`hi`b[
 [Yk`]bbYb`"A`]h`XYf`?`ca`V]bUh]cb`Ui`g`hfUX]h]cbY`Yf
 <UbXk`Yf_g_i`bghž`hYWk`bc`c`[]gWk`Ya`i`c`fhgWk`f]h`i`bX`Y]bYa`_`UfYb
 :`c`_i`g`Ui`ZBUWk`U`h][_Y]h`k`]fX`X]YgY`FY[]cb`Ui`Wk`]b`Ni`_i`bZi]a
 FUa`dYb`]Wk`h`XYf`GWk`a i W_k`Y`h`ghY`Yb"

8YhU]`g	
Cfh	G\Ubl`]U\`i`Hck`bž`N\`i`ŕ`7]hmž`N\`Y`ŕ]Ub[Dfcj`]bWž`7`\]bU
EiY`Yb	<ul style="list-style-type: none"> • k k k "[`cVU`h]a Yg"Wb • k k k "Yn\Y`ŕ]Ub["[cj`"Wb • k k k "Zc`f`h`i`bYVi`g]bYgg]bg][\hg"Wc a

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY