

9j U_i]Yfi b[']b ' ? Ò`b!@]bXYbh\ U` . ' + ") \$ \$
5bk c \bYf`k Y[Yb`6ca VYbZi bX
VYhfc ZZY b °

⊕ ' ? Ò`b!@]bXYbh\ U` ghY \ h`X]Y`9j U_i]Yfi b[' j cb ' + ") \$ \$
5bk c \bYfb`VYj cfži a `Y]bY`K Y`h_f]Y[gVca VY`g]WXYf`ni
YbhgW\ ÄfZYb "



? Ò`b!@]bXYbh\ U` ž`8Yi hgW\ `UbX`!`⊕ ' ? Ò`b!@]bXYbh\ U` ghY \ h`Y]bY
9j U_i]Yfi b[gU_h]cb`]bg`<Ui gž`X]Y`fi bX`+ ") \$ \$`5bk c \bYf
VYhfYZZYb`k]fX`"5i g[YbUi `X]YgYa `; fi bX`k]fX`Ua `8cbbYfghU[ž
XYb`%+ " ' † '] & \$ &) ž`Y]bY`Ua Yf]_Ub]gWY` : ØbZNYbhbYf!6ca VY`Ui g
XYa `Nk Y]hYb`K Y`h_f]Y[`YbhgW\ ÄfZi`"8]Y`6ca VYž`X]Y`a]h`Y]bYa
<YW_Ui ZgW\`U[nØbXYf`j YfgY\Yb`]ghž`k i fXY`Ua `GUa ghU[`]b`XYf
B\`Y`XYf`i b]j Yfg]hÄhg_`]b]_`YbhXYW_h`"8]Y`JcfVYfY]hi b[Yb`ni f
9bhgW\ ÄfZi b[``Ui ZYb`VYfY]hg`gY]h`GUa ghU[`]b`Yb[Yf
Ni gUa a YbUFVY]h`a]h`XYa `?Ua dZa]hY`VYgY]h][i b[gX]Ybgh
F \Y]b`UbX`i bX`XYf`i b]_`]b]_`? Ò`b`"8]Y`GhUXh`? Ò`b`\Uh]g]W\`[i h`Ui Z
X]Y`G]hi Uh]cb`Y]b[YghY`hž`i a `X]Y`G]WXYf\Y]h`XYf`6Øf[Yf`ni

[Yk Å\ f`Y]ghYb`i bX`XU\Yf`k YfXYb`[fc»Y`7cbhU]bYf`Ui Z[YghY`hž
i a`]a`9fbghZU`i a`]Y[YbXY`; YVÅi XY`ni`gW\ØhnYbž`k]Y`_ghU"XY
VYf]W\hYh"

8]Y`9j U_i]Yfi b[`VY[]bbhj`cfUi gg]W\h`]W\`Ua`8cbbYfghU[a`cf[Yb
[Y[Yb`-`l`f`a`]h`Y]bYa`?`]b[Y`fi bX[Ub[`Xi fW`XUg
CfXbi b[gUa`h`K`Yf`j`cb`XYf`9j U_i]Yfi b[`VYhfcZZYb`]ghž`gc`hY`g]W\
fYW\hY]h][`; YXUb`_Yb`XUfØVYf`a`UW\Ybž`k`c`Yf`k`Å\ fYbX`X]YgYf
NY]hi`bhYf`_ca`a`Yb`_Ubb"6YgcbXYfg`k`]W\h][`]gh`Ygž`dYfgØb`]W\Y
8]b[Y`k`]Y`A`YX]_Ua`YbhYž`k`]W\h][Y`8c`_i`a`YbhY`i`bX`6UVmbU\fi`b[
a`]mi`bY\`a`Yb" <Ui`gh]YfY`XØfZYb`b]W\h`]b`X]Y`5b`Ui`ZghY`Y
a`]h[YVfUW\h`k`YfXYbž`X]Y`]b`XYf`H\YcXcf! <Yi`gg!F`YU`gW\i`Y
f9i`g_]fW\YbYf`GhfU»Y`)`\$E`Y]b[Yf]W\hYh`k`]fX`i`bX`YVYbZU`g`UV`-
l`f`ØZbYh"

J`cfVYfY]hi`b[Yb`i`bX`GhfU»Yb`gdYffi`b[Yb

8Yf`; YZU\ fYbFU]i`g`VYhfÅ[h`(\$\$`A`YhYf`fi`bX`i`a`XYb`i`bXcfh`XYf
6ca`VY"8U\Yf`k`YfXYb`UV`8]YbghU[`]a`9j U_i]Yfi b[gVYfY]W\
<U`hYj`YfVchY`Y]b[Yf]W\hYh`]b`XYb`6YfY]W\Ybž`]b`XYbYb`X]Y
7cbhU]bYf`Ui`Z[YghY`h`k`YfXYbž`[`]h`XUg`VYfY]hg`gY]h`A`cbhU["5a
8cbbYfghU[`]gh`a`]hi`a`ZUggYbXYb`GhfU»Yb`gdYffi`b[Yb`]a`l`a`ZY`X
XYf`l`b`_]b`_]ni`fYW\YbYbž`i`bX`XYf`J`Yf`_Y\`f`k`]fX`[fc`fÅi`a`][
i`a`[Y`Y]hYh"6YhfcZZYbY`GhfU»Yb`g]bX`i`bhYf`UbXYfYa`X]Y`æ`gYZ
GhY`na`Ubb!GhfU»Yž`NØ`d]W\Yf`GhfU»Y`i`bX`5i`YfVUW\`d`Uhn"5i`W\
XYf`ØZZYb`h]W\Y`BU\j`Yf`_Y\`f`k`]fX`b]W\h`i`bVYfØ\`fh`V`Y]VYbž`XU`X]Y
?J`6`j`Yf`gi`W\hž`X]Y`@]b]Y`-`gc`Ub[Y`k`]Y`a`Ø[`]W\
Ui`ZfYW\hmi`Yf\`U`hYbž`U`Y`fX]b[g`k`YfXYb`<U`hYghY`Yb`]a
9j U_i]Yfi b[g[YV]Yh`b]W\h`Ub[YZU\ fYb"

6YgcbXYfg`VYgcf[h`g]bX`X]Y`J`YfU`bhk`cfh`]W\Yb`i`a`A`YbgW\Yb`a`]h
Y]b[YgW\`fÅb`_hYf`A`cV]`]h`h`c`XYf`[Ygi`bX\Y]h`]W\Yb`Dfc`V`Ya`Yb"
8]YgY`gc`hYb`Ui`Z`XYb`6Ygi`W\`XYg`CfXbi`b[gUa`hg`k`UfhYbž`XYbb
Y]b`HfUbgdcfh`ni`f`5b`Ui`ZghY`Y`c`XYf`]bg`?`fUb`_Yb`U`i`g`k`]fX
cf[Ub]g]Yfh"8]Y`U`_hi`Y`Yb`b`Zcfa`Uh]cbYb`ni`XYb`9bhk`]W`i`b[Yb
i`bX`FY[Y`i`b[Yb`fi`bX`i`a`X]Y`9bhgW\`ÅfZ`b[XYf`6ca`VY`k`YfXYb
ØVYf`X]Y`<ca`YdU[Y`XYf`GhUXh?`Øb`gck`]Y`ØVYf`c`_U`Y`A`YX]Yb`k`]Y
FUX]c`?`Øb`i`bX`XYb`K`8F`VYfY]h[YghY`hž`k`]Y`Ui`W\`ghUXh!

_cY`b"XY`ni`YbhbY\`a`Yb`]gh"

<]bhYf[fi bX`ni f`? Ua dZa]hhY`VYgY]h][i b[

K Ufi a`]gh`gc`WXY`J`cfg]W`h[YVchYb3`ϕ`8Yi`hgW`UbX`VYgW`ÅZn][h`
 a`Ub`g]W`gW`cb`gY]h`ϕ\`fnY\`bhYb`a`]h`XYf`
 ?Ua`dZa`]hhY`VYgY]h][i b["8]YgY`i`a`ZUggh`X]Y`6YgY]h][i b[`j`cb`
 ?Ua`dZa`]hhY`bž`X]Y`bcW`Ui`g`j`Yf[Ub[YbYb`_f]Y[Yf]gW`Yb`
 5i`gY]b`UbXYfgYhni`b[Yb`ghUa`a`Yb`"8]YgY`A`U»`bU\`a`Yb`g]b`X`Y]b`Y`
 k`]W`h][Y`5i`Z[UVY`ni`f`G]W`Yfi`b[`XYf`ÒZZYbh]W`Yb`G]W`Yf\`Y]hž`X]Y`
]b`YXYa`i`6i`bXYg`UbX`Xi`fW`gdYn]Y`Y` ;`YgYhn[YVi`b[Yb`[YfY[Y`h`
]gh" ?Ua`dZa`]hhY`VYgY]h][i b[`k`]fX`b]W`h`bi`f`Xi`fW`9b`hgW`ÅfZi`b[Yb`
 Xi`fW`[YZØ\`fhž`gcbXYfb`YfZc`fXYfh`c`Zi`Ui`W`Ui`Zk`ÅbX][Y`\`]ghcf]gW`Y`
 9f_i`bXi`b[Yb`i`b`X` ;`YZÅ\`fXi`b[gUVgW`Åhni`b[Ybž`k`]Y`Ui`Z`
 K`]_dYX]U`gW`Òb`Yf`Ai`hYfh`k`]fX"

8]Y`9b`hgW`ÅfZi`b[`Y]bYf`i`bYW`hYb`6ca`VY`]gh`_ca`d`Yi`i`bX`_Ubb`Y`
 bUW`J`Yf`Ui`ZXYf`9j`U_i`]Yfi`b[`Ui`W`"Åb[Yf`XUi`Yfb`"8U\`Yf`]gh`Yg`
 k`]W`h][ž`XUgg`U`Y`6Yhfc`ZYbYb`[i`h`j`cfVYfY]hYh`g]b`X`i`b`X`X]Y`
 5bk`Y]gi`b[Yb`XYf`6Y\`ÒfXYb`VYZc`[Yb`"ϕ`X]YgYf`_f]h]gW`Yb`NY]h`
 g]b`X`B`UW`V`Ufb`[YZc`fXYfhž`g]W`i`[Y[YbgY]h][`ni`i`bhYfghØ`hYbž`i`b`X`
 Ui`W`ØVYf`X]Y`gcn]U`Yb`A`YX]Yb`_Ubb`a`Ub`g]W`gW`bY`i`b`X`
 YZZ]n]Ybh`]bZcfa`]YfYb"

8YhU]`g	
Cfh	?Òb!@]bXYbh\Už8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k "ghUXh!_cY`b"XY • XY"k]_dYX]U"cf[

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