

? Ò`bYf' ?]cg_g. ; Y\Y]a h]ddg`ZØf`GbUW_gž
? i `hi f`i bX ; Ybi gg°

9bhXYW_Yb`G]Y`X]Y`Vi bhY`?]cg_! ? i `hi f`i]b`ž b_YfgXcfZ
HfYZZdi b_hY`ZØf`BUW VUfbž`GbUW_g`i bX`Y]bn][Ufh][Yg` : `U]f`]b
? Ò`b"



š b_YfgXcfZž`8Yi hgW`UbX`! ? Ò`bg`6ØXW_Yb`g]bX`b]W`h`bi`f`
Y]bZUW_Y`?]cg_Yž`gcbXYfb`YVYbX][Y`HfYZZdi b_hYž`X]Y`XUg
GhUXhv]`X`dfÄ[Yb`i`bX`X]Y`GYY`Y`XYf`BUW VUfgW`UZhYb
k]XYfgd]Y[Y`b`"8]YgY`_Y]bYb` ; YgW`ÄZhYž`X]Y`c`Zh`W`Ufa`Ubhi`bX
]bX]j]Xi`Y`"[YghU`hYh`g]bXž`V]YhYb`a`Y`f`U`g`bi`f`X]Y`_`Ugg]gW`Yb
N][UfYhhYb`i`bX`6]Yf`"8]Y`?]cg_!8]W`hY`]b`? Ò`b`]gh`f]W`h][`cW`i`bX
X]Y`5b[YVchYž`X]Y`g]Y`VYfY]hghY`Ybž`g]bX`gc`j]Y`Z`Ä`h][`k]Y`fY
6Yg]hnYf`"8Ug`a`Yf`_h`a`Ub`VYgcbXYfg`]b`XYb`Ub[YgU[hYghYb
@cW]h]cbg`XYf`GhUXh"

9]b`[Ub`n`VYgcbXYfg`W`Ufa`Ub`hYg`6Y]gd]Y`]gh`XYf`7 UZZY`?]cg_
A Ø`Y]a`]b`XYf`GW`Ub`nYbghfU» Y`&, "<]Yf`_Ub`b`a`Ub`g]W`h`Ä[`]W`ž
Ui`W`gd`Ä`h]b`X]Y`BUW`h`i`]bY]bž`a`]h`_Øgh]W`Yb`6fØhW`Ybž`6ØfY_g

cXYf'K fUdg'j Yfgcf[Yb''6Yg]hnYf'A Yfh'HØZY_Wj ZØ\ fh'XUg'?]cg_ 'gY]h
ØVYf'%'\$'↵\fYb'i bX'\Uh']\a 'a]hgY]bYa '5b[YVchini 'Y]bYa
VY'YVhYb'5b'Ui Zdi b_h'[Ya UW'h''

J]Y`ZU`h`XYf`6ØXW`Yb

⊕'?'Ò'b`Z]bXYh'a Ub'gc[Uf'XYb'YfghYb'j c''Ui hca Uh]g]YfhYb'?]cg_
8Yi hgW`UbXgž'XYb'?']&(#+ '?']cg_a UW]bY'cd'>ØW_''8]YgYf
]bbcj Uh]j Y'?]cg_ Ub'XYf'Gi VVY'fU\Yf'GhfU»Y'&&%'\Uh'fi bX'i a
X]Y'I \f'[YØZZbYhi bX'k UfhYh'a]h'GbUW_g'i bX'5`hU[gUfh]_Y'b'Ui Zž
X]Y'Y]bY'a cXYfbY'@Øgi b['ZØf'[YghfYgghY'? Ò'bYf'V]YhYb''

9VYbZU`g`Yfk Å\bYb'gk Yfh']gh'XYf'6ØXW`Yb'Ua 'B]_c`Ui gd`Uhn']b
XYf'FYa][]i gghfU»Y') - žk c'B UW VUfb'i bX': fYi bXY'gY]h'&\$%*'a]h
'? UZZYž?'i WYb'i bX'VYgcbXYfYb'J YfUbgU`hi b[Yb'X]Y
'; Ya Y]bgW UZh'ghÅf_Yb''6Y]gW ÒbYa 'K YhhYf']gh'X]YgYf'?]cg_ Y]b
YW'hYg'K U\fnY]WYb'XYg'J YXY'g'i bX'k]fX'cZh'ZØf'A i g]_!'i bX
<UbXUfVY]hghU[Y'[Ybi hnh''

HfUX]h]c b`hf]ZZh'Ui Z`_i `]bUf]gW`Y`? fYUh]c bYb

? Ò'bg'6ØXW`Yb'g]bX'cZh']bX]j]Xi Y''' [YdfÅ[h''J cb'XYf'_'fYUh]j Yb
'; YghU`hi b['U'g[YgW`k Y]»hYf'GW]ZgW`b hU]bYf'V]g` \]b'ni
WUfa UbhYb'9W_`ÅXW`Ybž'XUg'g]Y\h'a Ub'ØVYfU''' '8]Y'?]cg_
?i `hi f'\]Yf']gh'Y]b'V]ggW`Yb'k]Y'Y]bY'GW Uhn_]ghYž 'gU[h'Y]b
6Ygi WYf''8]Y'5b[YVchY'fY]WYb'j cb'\cW`k Yfh][Ya ' ? UZZYž'ØVYf
j Y[UbYg'9]g'V]g` \]b'ni '6]c!⊕[k Yf!G\chg' 'XUg'_i `]bUf]gW`Y
5b[YVch'\Uh'g]W`Ybcfa 'k Y]hYfYbhk]W_Y`h''

B]W`hini 'j Yf[YggYb']gh'XUg'?]cg_ '6]Yfa i gYi a ž'XUg'gY]h'ØVYf'* \$
↵\fYb'Ub'XYf'5bhk YfdYbYf'GhfU»Y'' %Y]bY'[fc»Y'6]YfUi gk U\`
V]YhYhi bX'k c\`Ui W`ja 'i]bbYgg!6i W`XYf'FY_cfXY'Yfk Å\bh
k i fXY''<]Yf'hf]Zh'g]W`X]Y'? Ò'bYf'6Yj Ò_Yfi b['[YfbY'ni '[YgY''[Yb
6]Yfj Yf_cg'hi b[Yb''

8]Y'?]cg_! ?i `hi f']b'?' Ò'b']gh'a Y\f'U'g'V`c» 'Y]b'K]fhgW UZh'ZU_hcf/
g]Y']gh'Y]b'GhØW_<Y]a Uhi bX'↵Ybh]hÅh''J]Y'Y'X]YgYf'_Y]bYb'@ÅXYb
g]bX'gY]h'↵\fnY\bhYb'ja '8]Ybgh']\fYf'J]YfhY`ž'i bX']\fY'6Yg]hnYfž

X]Y`cZhX]Y`VYghYb` ; YgWw]Ww hYb`YfnÀ\`Yb`_ÒbbYbž`g]bX`XUg
 <YfnghØW`X]YgYf`HfUX]h]cb``8]Y`6ØXWw Yb`g]bX`b]Ww h`bi f
 ; YgWw ÀZhYž`gcbXYfb`VY`]YVhY`HfYZZdi b_hY`ZØf`X]Y`B UWw VUfbž`X]Y
 \]Yf`a]h: fYi bXYb`Y]bY`gWw ÒbY`NY]hj YfVf]b[Yb`"

8YhU]`g	
C fh	‡ b_YfgXcfZž`8Yi hgWw `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "&(f\Y]b"XY • k k k "_cY`bhci f]ga i g"XY • k k k "WŁ`c[bY!hci f]ga "WŁa

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