

HfU_hcf!6fUbX`]b`@`]Ybh\U`. : U\ fYf
Ybh_ca a h'a]h`VfYbn`][Yf`G]hi Uh]cb °

h`@`]Ybh\U`[Yf]Yh`Y]b`HfU_hcf`]b`6fUbX`"8Yf': U\ fYf`V`]YV
i bj YfgY\fhž`X]Y': Yi Yfk Y\`f`j Yf\]bXYfhY`GW`]a a YfYg"
GWUXYbg\Ò\Y.%"\$"\$"\$'9i fc"

@`]Ybh\U`ž`8Yi hgW`UbX`!`h`@`]Ybh\U`ž`B]YXYfgUW`gYbž`_Ua`Yg
Ua`j Yf[Ub[YbYb`K cW`YbYbXY`ni`Y]bYa`ØVYffUgW`YbXYb`J cfZU`ž`
U`g`Y]b`5W`YfgW`YddYf`k`À\`fYbX`XYf': U\ fh]b`6fUbX`[Yf]Yh`"8Yf
*(!`À\`f][Y': U\ fYf`VYa`Yf_hY`XUg': Yi Yfž`U`g`Yf`X]Y`GhfU»Y': fUgdUX
VYŽ` \`f"': `ØW`_]W`Yfk`Y]gY`_ccbhY`Yf`XYb`HfU_hcf`i bj Yf`Yhnh
j Yf`UggYb`i bX`]bZcfa`]YfhY`i a`[Y\`YbX`X]Y': Yi Yfk Y\`f`"8Ub`_XYg
gW`bY`Yb`9]b[fY]ZYbg`XYf`9]bgUhn`f`ÄZhY`_ccbhY`Y]b`J c`VfUbX`XYg
: U\ fnYi`[g`j Yf\]bXYfh`k`YfXYb`"8Yf`XUVY`]YbhghUbXYbY`GW`UXYb
k`]fX`Ui`Zfi`bX`%"\$"\$"\$'9i fc`[YgW`Ähnh`"8]Y`6fUbXi`fgUW`Y`]gh
XYfnY]hi b`_Uf`i bX`k`]fX`j cb`XYf`Dc`]nY`]Yfa`]hhY`h`"

8]Y': Yi Yfk Y\`f`fYU[]YfhY`dfca`dh`Ui`ZXYb`J cfZU`ž`i bX`Ub[Yg]W`hg
XYf`dchYbn]Y`Yb': YZU\`fž`X]Y`Y]b`ZYi`YfbXYf`HfU_hcf`XUfghY`Yb
_Ubbž`k`Uf`gW`bY`Yg`<`UbXY`b`[YZc`fXYfh`"6fYb`bYbXY
`UbXk`]fhgW`UZh`]W`Y': U\ fnYi`[Y`g]bX`b]W`h`bi`f`Y]b`k`]fhgW`UZh`]W`Yg
F]g]_cž`gcbXYfb`_ÖbbYb`Ui`W`ni`[YZÄ`f`]W`Yb`G]hi Uh]cbYb`ZØ`fYb"

6fUbX`]a`GhU`]]b`6UmYfb

9]b`YVYbgc`XfUa`Uh]gW`Yf`J cfZU`YfY][bYhY`g]W`Ua
GcbbhU[UVYbX`]b`6UmYfi`h`ž`6UmYfb`"<`Yf`[Yf]Yh`Y]b`GhU`[YVÄi`XYž
]b`XYa`g]W`fi`bX`%"\$"\$`F]bXYf`VYZUbXYbž`]b': `Ua`a`Yb`"8]Y
: Yi Yfk Y\`f`a`i`gghY`gW`bY`Y`UbXY`bž`XYbb`X]Y': `Ua`a`Yb`VfY]hYhYb
g]W`fUgW`Ui`ZUb[fYbnYbXY`GhU`!`i`bX`GW`Yi`bYb[YVÄi`XY`Ui`g"
5`Ufa`]Yfh`Xi`fW`X]Y': Yi Yfk Y\`f`_ccbhYb`X]Y`6Yhfc`ZYbYbž`

i bhYfghØnhj cb`VYbUWVUfhYb`@UbXk]fhYbž`i bhYf`XfUa Uh]gWYa
NY]hXfi W`_Y]bYb` ; fc» hY]`XYf`H]YfY`]b`G]WYf\Y]h`Vf]b[Yb`Hfchn
XYf`]bhYbg]j Yb`@ØgWUfVY]hYb`k i fXY`XYf`GhU``j c`ghAbX][
nYfghØfhž`i bX`X]Y`GWUXYbg\Ø`Y`k]fX`Ui Z`Y]bYb`a]hh`YfYb
gYWgghY``[Yb`9i fcVYfY]W`[YgW`Åhnh`

GYWg`5bk c`bYf`_cbbhYb`g]W`fYW`hnY]h][`]b`G]WYf\Y]h`Vf]b[Ybž
k `Å`fYbX`ZØbZDYfgcbYb`fYhhi b[gX]Ybgh]W`VYhfYi h`k YfXYb
a i gghYb``: Øf`Y]bY`DYfgcb`k Uf`gc[Uf`Y]b`?fUb`_Yb`U`i gUi ZYbh`U`h
YfZcfXYf`]W``8]Y`?f]a]b`U`dc`nY]`6Umfi h`ZØ`fh`bi b`9fa]hhi b[Yb
ni f`6fUbXi fgUWYž`X]Y`]a `A ca Ybh`bcW`b]W`h`VY`_Ubbh`]gh`

<]bhYf[fØbXY`ni `6fAbXYb`]b`XYf
@UbXk]fhgW UZh

8]Y`U`_hi Y`Yb`J cfZ`Å`Y`k YfZYb`Y]b`@]W`h`Ui Z`X]Y`[YbYfY``Y
DfcV`Ya Uh]`_`UbXk]fhgW UZh]W`Yf`6fAbXY`]b`8Yi hgW`UbX``Hfchn
XYf`\c`Yb`F]g]_Yb`[]Vh`Yg`V]g`Ub[`]_Y]bY`Vi bXYgk Y]hY`9f`YVi b[
ni `6fAbXYb`]b`XYf`@UbXk]fhgW UZhž`i bX`X]Y`6i bXYg`AbXYf`ZØ`fYb
YVYbZU`g`_Y]bY`GhU]gh]_Yb`ØVYf`GWUXYbgZ`Å`Y`i bX
6fUbXi fgUWYb``8]Yg`k]fX`j cb`XYf`⊕]h]Uh]j Y` GhU``VfAbXY
_f]h]g]Yfhž`X]Y`Y]bY`ZY`YbXY`A Y`XYdZ]W`h`ZØf`GhU``VfAbXY`]b
Y]b][Yb`6i bXYg`AbXYfbž`XUfi bhYf`B]YXYfgUW`gYbž`VY`_U[h`G]Y
j Yfgi W`hž`6fUbXYfY][b]ggYž`GWUXYbg\Ø`Yb`i bX`XYfYb` : c`[Yb`ZØf
VYhfcZYbY`@UbXk]fhY`ni `Xc`_i a Ybh]YfYb`

<]ghcf]gW`VYhfUW`hYh`]XYbh]Z]n]Yfh`Y]bY`i bhYfgi W`i b[`j cb`Øf[Yb
?i b`_Y`a Ubb`j ca`?Uf`gfi `Yf`⊕gh]hi h`ZØf`HYW`bc`c[]Y`\Åi Z][Y
6fUbXi fgUWYbž`k]Y`9`Y`_hf]n]h`Å`h`f`&` `i `Ł`i bX`6fUbXgh]Zhi b[`f%) `i `Ł`
5i W`a YbgW`]W`Yg` : Y`j Yf`U`h`Yb`]gh`Y]b`k YgYbh]W`Yf` : U`_hcf`
⊕g[YgUa`h`]gh`XUg` : Y`Yb`VY`UghVUfYf`8UhYb`ni `6fUbXYfY][b]ggYb
i bX`XYfYb` : c`[Yb`]b`XYf`@UbXk]fhgW UZh`U`Ufa]YfYbXž`i bX`Y]bY
J YfVYggYfi b[Yb`XYf`G]hi Uh]cb`gW`Y]bh`b`chk YbX][`ni`gY]bž`i a
ni`_ØbZh][Y`J cfZ`Å`Y`ni `j Yf`\]bXYfb`

8YhU]`g	
J c fZU``	6fUbXgh]Zhi b[
C fh	@]`Ybh\U`ž'8Yi hgW\`UbX
J Yf`YhnhY	*
GW\ UX Yb`]b`	%%\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k k k "k cW\ YbV`Uhh!X`j "XY • k k k "U[fUf\Yi hY"WŁa

6Ygi W\ Yb`G]Y`i bg`Ui Z.`b!U["XY