

A YggYfUhhUW_Y]b ; Y`gYb_]fWY Yb .
@YVYbga]hhY`_c bhfc`Yi f]bbYb`j Yf`Yhnh°

⊕; Y`gYb_]fWY Yb` [f]ZZ`Y]b`9]gk U[Yb! ⊕\UVYf`k Å\fybX`Y]bYf
@YVYbga]hhY`_c bhfc`Y`nk Y]`?cbhfc`Yi f]bbYb`a]h`Y]bYa
A YggYf`Ub"

; fUVVYghfU» Yž; Y`gYb_]fWY Ybž`8Yi hgW`UbX`!`⊕
; Y`gYb_]fWY Yb!<cfgh`_Ua`Yg`Ua`'%"`A Åfn'&\$&) `i a`'%"`\$`") `I` \f`ni
Y]bYa`gW`k YfYb`J cfZU`k Å\fybX`Y]bYf`@YVYbga]hhY`_c bhfc`Y`Ub
Y]bYa`9]gk U[Yb`"8Yf`* (!Å\ f][Y`⊕\UVYf`XYg`6Yhf]YVg`k]fX
VYgW`i`X][hž`nk Y]`ghÅXh]gW`Y`@YVYbga]hhY`_c bhfc`Yi f]bbYb`a]h
Y]bYa`A YggYf`Ub[Y[f]ZZ`b`ni` \UVYb`"6Y]`XYa`GhfY]hž`XYf`g]W
k Å\fybX`XYf`?cbhfc`Y`Yb`k]W`Y`hYž`nc [`XYf`A`Ubb`Y]b`A YggYf`i`bX
j Yf`YhnhY`X]Y`VY]XYb` : fUi`Ybž`k`cVY]`Y]bY`" +!Å\ f][Y`?cbhfc`Yi f]b
gW`k Yf`j Yf`Yhnh`k`i`fXY"

8]Y`gW`k Yf`j Yf`YhnhY`?cbhfc`Yi f]b`k`i`fXY`i`a` [Y\YbX`]bg
?fUb`_Yb\Ui`g`[YVfUW`hž`YXcW`VYghY`h`_Y]bY`@YVYbg[YZU`f`"Åfy
`&!Å\ f][Y`?c`Y`[]b`Yf`]hh`Y]W`hY`J Yf`Yhni`b [Yb`i`bX`_cbbhY`X]Y
Dc`]nY]`U`Ufa`]YfYb`"8]Y`6YUa`hYbž`X]Y`gW`bY`"Ua`HUhc`fh`Y]bhfUZYbž
bU\`a`Yb`XYb`HUh`j`YfXÅW`h][Yb`ZYgh`i`bX`g]W`YfhYb`XUg`[Ybi`hnhY
A YggYf`"9]bY`A`cfX`_ca`a`]gg]cb`k`i`fXY`Y]b [Yf]W`hYhž`i`a`X]Y
[YbUi`Yb`i`a`ghÅbXY`gck]Y`XUg`A`ch]j`XYg`HÅhYfg`ni`_`Åfyb`"8Yf
J cfZU`ZUbX`Ui`Z`Y]bYa`<]bhYf\cZ`Ub`XYf`; fUVVYghfU» Y`]b
; Y`gYb_]fWY Yb`ghUhhž`k`c`X]Y`?cbhfc`Y`ni`f`GdY]gYY]g\YfghY`i`b [
ghUhhZUbXž`k]Y`c`_U`_ca`dUgg`XY`VYf]W`hYh"

2 ZZYb`h`]W`Y`F`YU`_h]cbYb

8Yf`J cfZU`U`h`gck`c`\`VY]`XYf`Dc`]nY]`U`g`Ui`W`i`bhYf`XYf
6Yj`Ò`_Yfi`b [`6YghØfni`b [`Ui`g [Y`Ògh`"Dc`]nY]dfÅg]XYbh`H]a

: fca a YmYf`Ai » YfhY`gY]bYb`GW`cW_`ØVYf`XYb`5b[f]ZZ`i bX
 VYXUb`hY`g]W`VY]`XYb`Y]bhfY`ZYbXYb`Dc`nY]VYUa`hYbž`X]Y`fUgW`
 fYU[]YfhYb`"C`VYfVØf[Yfa`Y]ghYf]b`?`Uf]b`K`Y`[Y`VY`_i`bXYhY`
 YVYbZU`g`]\fY`6YghØfni`b[`i`bX`VYhcbhYž`XUgg`5b[f]ZZY`Ui`Z`
 GhUXh`h]UfVY]hYf`]b`5i`gØVi`b[`]\fYf`5a`hg[YgW`ÅZHY`]bU`nYdhUVY`
 g]bX`"`#`]\fYf`GhY`i`b[bU`a`Y`ghY`hY`g]Y`X]Y`;`Ygi`bX`Y]h`XYf`
 VY]XYb`?`c`Y[]bbYb`]b`XYb`A`]hhY`di`b`h`8]Y`;`Ygi`bX`Y]h`XYf`
 ?`c`Y[]bbYb`U`h`c`VYfghY`Df]cf]h`Åh`ž`gc`X]Y`6Øf[Yfa`Y]ghYf]b`"

; Yk`U`h[Y[Yb`ØZYbh]W`Y`6YX]YbghYhYž`]bgVYgcbXYfY`k`Å`fYbX`
]\fYf`Ua`h]W`Yb`HÅh][`_Y]hYbž`]gh`Y]b`ni`bY`a`YbXYg`DfcV`Ya`"@`Ui`h`
 Y]bYf`Ghi`X]Y`ØVYf`;`Yk`U`h[a`ØZYbh]W`Yb`8]Ybgh`g]bX`gc`W`Y`
 J`cfZ`Å`Y`b]W`h`bi`f`VYXUi`Yf`]W`ž`gcbXYfb`Ui`W`VYgc`f[b]gYffY[YbX`
 ZØf`X]Y`G]W`Yf`Y]h`XYf`A`]hUfVY]hYf`"9g`]gh`ni`c`ZYbž`XUgg`X]Y`
 9fa`]h`i`b[Yb`XYf`A`cfX`_ca`a`]gg]cb`nØ[][`ni`?`Uf`Y]h`ØVYf`X]Y`
 <]bhYf[fØbXY`XYg`5b[f]Zg`ZØ`fYb`"

8]Y`9fa`]h`i`b[Yb`XUi`Yfb`Ubž`i`bX`X]Y`_ca`a`i`bU`Yb`6Y`ØfXYb`
 \UVYb`VYhY`i`Yfhž`XUgg`g]Y`gc`W`Y`J`cfZ`Å`Y`Yfbgh`bY`a`Yb`k`YfXYbž`
 i`a`XYb`GW`i`h`]\fYf`A`]hUfVY]hYf`ni`Yf`Ø`Yb`i`bX`ni`_ØbZ]h][`Y`
 5b[f]ZZY`ni`j`Yf`]\bXYfb`"

8YhU]`g	
J`c`f`ZU```	A`Y`gg`Y`f`U`b[f]ZZ
I`f`g`U`W`X`Y`	G`h`f`Y`]`h][`_`Y`]`h`Y`b`
C`f`h`	;`f`U`V`V`Y`g`h`f`U»`Y`ž;`Y`g`Y`b`_]`f`W`X`Y`b`ž`8`Y`i`h`g`W`X`U`b`X`
J`Y`f`Y`h`h`Y`	&
:`Y`g`h`b`U`a`Y`b`	%
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "`c`_`U`_`ca`d`U`gg"XY • Xcdi`g`"i`b`!`gd`Y`m`Y`f"XY

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z`b`!`U[`"XY`