

F ch!K Y]» '9fZi fh'_Àa dZh'ZØf'ZU]fY 5i Zgh]Y[gfYWX hY`]a `: i » VU`°

F ch!K Y]» '9fZi fh'ZcfXYfh'a]h'XYf'⊖]h]Uhj Y` 5i Zgh]Y[gfYZcfa
&\$&) `Y]bY`[YfYWX hYfY`5i Zgh]Y[gfY[Y`i b[`]b`XYf
F Y[]cbU`][U"



9fZi fh'ž'8Yi hgWX`UbX`!`⊖`XYf`K`Y`h'XYg`:`i`»`VU`g`hi`h`g]WX`Y]b][`Ygž
j`cf`U`Y`a`k`Y`bb`Y`g`i`a`X]Y`5i`Zgh]Y[`gfY[`Y`i`b[`Y`b`]`b`XYb
F Y[]cbU`][`Y`b`[`Y`h`'5a`%'*"'> b]`&\$&)`[`Y`k`]`bb`h`X]Y`⊖]h]Uhj`Y
5i`Zgh]Y[`gfYZcfa`&\$&)`U`b`:`U`h`ž`X]Y`j`cb`n`U`f`Y]WX`Y`b`J`Y`f`Y]b`Y`b
i`bh`Y`f`gh`Ø`h`h`i`k`]f`X`ž`X`U`fi`bh`Y`f`U`i`W`F`ch!K`Y]»`'9fZi`fh`'8`Y`f`J`Y`f`Y]b`U`h
]b`XYf`j`Y`f[`U`b[`Y`b`Y`b`GU]g`cb`_`Y]b`Y`b`?`cb`h`U`_`h`ni`f`A`Y]g`h`Y`f`g`W`U`Z`h`i`b`X
X`Y`a`5i`Zgh]Y[`[`Y`U`V`h`ž`a`i`g`g`h`Y`g]WX`a`]h`%'*`Di`b`_`h`Y`b`F`Ø`W`_`g`h`U`b`X
`b`h`Y`f`X`Y`a`Gd]h`n`Y`b`f`Y]h`Y`f`@`_`@]d`n][`V`Y[`b`Ø[`Y`b`"5i`W`@`_`@]d`n][
`_`c`b`b`h`Y`b]WX`h`U`i`ZghY][`Y`b`ž`X`U`g]Y`]b`XYb`i`a`g`h`f]h`h`Y`b`Y`b`D`U`m`c`Z`g
g`W`Y]h`Y`f`h`Y`b`i`b`X`g`c`a`]h`]b`XYf`F`Y[]cbU`][`U`j`Y`f`V`Y]V`Y`b`a`Ø`g`g`Y`b`
8]Y`g`Y`B]Y`X`Y`f`U[`Y`k`]f`Z`h`Y]b`G`W`X`U[`]WX`h`U`i`Z`X]Y`⊖`h`Y`f`Y`g`g`Y`b`U`b
X`Y`b`X`Y`f`n`Y]h][`Y`b`5i`Zgh]Y[`gfY[`Y`i`b[`Y`b`ž`X]Y`b`U`W`5`b`g]WX`h`j`]Y`Y`f
?`i`V`g`U`g`i`b[`Y`f`Y`W`h[`Y`h`Y`b`"H`X`Ø`f]b[`Y`b`&(`V`Y`f]WX`h`Y`h`ž`X`U`g`g`F`ch!

K Y]» '9fZi fh'g]W\ 'U_h]j 'Ub 'XYf'F YZcfa 'X]g_i h]Yfh"

⊕ 'XYf'U_hi Y''Yb'F Y[Y'i b['ghY][Yb'X]Y'A Y]ghYf'XYf'F Y[]cbU''[Yb
BcfX'i bX'GØXk Ygh'X]fY_h'Ui Zž'k Å\fybX'X]Y'A Y]ghYf'Ui g'BcfXcghž
BcfX'i bX'6UmYfb'ni gÅhm'W\ Y]b'Yb'hgW\Y]XYbXYg'Gd]Y''VYghfY]hYb
a ØggYb''8]YgY'F Y[Y'i b['Ya dZ]bXYb'j]Y'Y'J YfY]bYž'Y]bgW\ 'Y» ']W\
Fch!K Y]» '9fZi fhž'U'g'i b[YfYW\hž'XU'Yg'U_hi Y''ZØbZ'F Y[]cbU''[U!
A Y]ghYf'[]Vhž'UVYf'bi f'j]Yf'5i Zgh]Y[gd'ÅhmY'ni f'J YfZØ[i b['ghY\Yb"
8]Yg'\Uh'ni 'Y]bYa '5bgh]Y['XYf'8]g_i gg]cbYb'ØVYf'X]Y
5i Zgh]Y[gd'UmcZg[YZØ\fhž'U'g'Ui W\ 'ni f'; fØbXi b['XYf'cVYb
[YbUbbhYb'⊕]h]Uh]j Y"

J YfY]bY'g]hnYb'ni gUa a Yb

9]b'HfYZZYb'j cb'J YfY]bgj YfUbhk cfh]W\ Yb'ZUbX' _Øfn']W\ 'jb
7\Ya b]hn'ghUhhž'VY]'XYa 'XYf': c_i g'Ui Z'XYf'F YZcfa 'XYf
5i Zgh]Y[gfY[Y'i b['U["I bhYfghØmh'k]fX'X]Y'⊕]h]Uh]j Y'i bhYf
UbXYfYb'j cb'6i bXYg'] [U!?'i Vg'k]Y'XYa '%": 7' l b]cb'6Yf']bž'XYf
X]Y'6YXYi hi b['gdcfh]W\ Yf'9fZc`[Y'VYhcbh"l b]cbg'DfÅg]XYbh'8]f_
N]b['Yf'ZcfXYfh'Y]bY'5bYf_Ybbi b['X]YgYf'9fZc`[Y'ZØf
D'Ubi b[gg]W\ Yf\Y]h'XYf'J YfY]bY"

8]Y'@]ghY'XYf'l bhYfghØmYf'k ÅW ghž'i bX'bYVYb'XYb'VYfY]hg
Yfk Å\bhYb'J YfY]bYb'Ui g'XYf'6i bXYg'] [U'i bX'XYf'&"@] [U'\UVYb
g]W\ 'Ui W\ 'nU\fy]W\ Y'F Y[]cbU''[]ghYb'Ub[YgW\ 'cggYb''⊕'XYf
F Y[]cbU''[U'BcfXcgh'ghY\Yb'i bhYf'UbXYfYa '@c_@]dn][ž
<U''YgW\ Yf': 7'i bX'7\Ya b]hnYf': 7'\]bhYf'XYf'⊕]h]Uh]j Yž'k Å\fybX
Ui g'XYf'F Y[]cbU''[U'BcfX'; fi ddYb'k]Y'?]W_Yfg'9a XYb'i bX'J Z6
@ØVYW_ 'i bhYfghØmYb"?']W_Yf'VYf]W\ hYhž'XUgg'ØVYf'' \$'J YfY]bY
Y]bY'F YZcfa 'ZcfXYfbž'i a 'X]Y'U_hi Y''Y'l b[YfYW\h][_Y]h'ni
VYgY]h][Yb'i bX'XYb'5i Zgh]Y['ZØf'U''Y'A Y]ghYf'ZU]fYf'ni '[YghU'hYb"

? f]h]_ 'Ub 'XYf'G]hi Uh]cb

8]Y'l bni Zf]YXYb\Y]h'a]h'XYf'XYfnY]h][Yb'F Y[Y'i b[']gh[fc» "'8Yf
GdcfhX]fY_hcf'XYg'7\Ya b]hnYf': 7ž'7\f]g'@Øk Yž'\Uh'X]Y
5i Zgh]Y[gfY[Y'i b['VYfY]hg'U'g' i b[YfYW\hYghY'F Y[Y''ja 'i » VU''
VYnY]W\ bYh"5i W\ '8]YhYf'; i XY'ž'J c fghUbXgj c fg]hnYbXYf'XYg'J Z6

@ØVYW_ž`Äi » Yfh'6YXYb_Ybž'XUgg'?`i Vgž'X]Y`UVghY][Ybž'g]W
 Z]bUbn]Y``ØVYfbY\ a Yb`_ÖbbhYbž'i a `gcZcfh'k]YXYf'`b`X]Y`\Ö\YfYb
 @][Yb`Ui Zni ghY][Yb"8Yf'8: 6`g]Y\h'g]W`U`g`J Yfa]hh'Yfž'[Y\h
 ^XcW`b]W`h'Ui Z`X]Y': cfXYfi b[`Y]bž'X]Y`5bnU\`XYf'5i ZghY][Yf`Ui Z
 ZØbZ`Ubni \YVYb"8: `Yi hY`YVh`Yfj cfž'XUgg`Y]b
 fch]YfYbXYg`A cXY``XYf`A Y]ghYfgW UZh`ZØf`X]Y
 F Y []cbU``][Yb`Ub[YghfYVh`k]fX"

8]Y`_ca a YbXY`GU]gcb`k]fX`nY][Ybž`k]Y`X]Y`FYZcfa VYghfYVi b[Yb
 k Y]hYf'j cfUb_ca a Yb"K Ä\YbX`XYf`J YfhfYhYf`Ui g`XYa `BcfXYb
 X]fY`h'Ui ZghY][Yb`_Ubbž'a ØggYb`BcfXcgh!J YfY]bY`YfbYi h']b`X]Y
 D`UmcZg"8]Y': fU[Yž`cV`XYf'8: 6`XYb': cfXYfi b[Yb`XYf
 ?`i Vj YfhfYhYf`bUW`_ca a Yb`k]fXž`V`Y]Vh`k Y]hYf\]b`cZYb`i bX
 gcf[h`ZØf`GdUbbi b[`i bhYf`XYb`J YfY]bYb`i bX`]fYb': Ubg"

8YhU]`g	
C fh	9fZ fhž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "_]W_Yf"XY • k k k "nXZ\Yi hY"XY

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