

< cb[_cb['Ui Z'XYa 'K Y['ni f'6`cW_WU]b!
F Yj c`i h]cb. 'F K 5!Hc_Yb]g]Yfi b['ja
: c_i g°

< cb[_cb['ZÖfXYfh'6`cW_WU]b`i bX'F K 5!Hc_Yb]g]Yfi b['ni f
⊕bcj Uh]cbgghY][Yfi b['ja ' <UbXY`i bX'ni f'J YfVYggYfi b['XYf
K YhhVYk YfVgZÄ\][_Y]h"



< cb['? cb[ž'7\]bU!'< cb[_cb['\ Uh]g]W`Äb[gh'U`g
]bhYfbUh]cbU`Yg':]bUbn!'i bX'@c[]gh]_nYbhf i a 'YhUV`Yfh"⊕`XYb
'YhnhYb'⊕\ fYb`k]fX`VYgcbXYfg`XYi h]W`ž`XUgg`X]Y`GhUXh]bhYbg]j Yf
Ui Z'X][]hU`Y`HYW`bc`c[]Yb`gYhnhž`i a `]\ fY`K YhhVYk YfVgZÄ\][_Y]h
ni `ghY][Yfb"8]Y`Hc_Yb]g]Yfi b['j cb`fYU`Yb`J Yfa Ö[Ybgk YfhYb
fF K 5Ł`gd]Y`h`\]YfVY]`Y]bY`nYbhfU`Y`F c`Y" @Ui h'7\]bU`8 U]`m'5 g]U
VYhcbh'X]Y`< cb[_cb[Yf`F Y[]Yfi b['j b`]\ fYf`bYi YghYb`dc`h]g]W`Yb
5bgdfUW`Y`X]Y': ÖfXYfi b['Y]bYg`XmbUa]g]W`Yb
< UbXY`gÖ_cgmg]hYa g`Xi fW`GhYi Yfj cfhY]Y`i bX'⊕hY[fUh]cb
a cXYfbYf`HYW`bc`c[]Yb"

8cW`k Ug'g]bX`ØVYf\Ui dh`FK 5g3`8 Ug'g]bX`d`mg]gW`Y
J Yfa Ò[Ybgk YfhYž`X]Y`Ui Z`6`c`W`W`U]b!D`UhhZcfa Yb`X][`hU`]g]Yfh
k YfXYb"8 Ug`Yfa Ò[`]W`h`b]W`h`bi f`X]Y`HY]`UVY`Ub`9][`Ybhi`a`ž
gcbXYfb`ghY][`Yfh`Ui W`X]Y`HfUbgdUfYbn`i bX`@ei`X]h`h`"8i fW`X`Yb
9]bgUhm`j cb`6`c`W`W`U]b!HYW`bc`c[]Y`_Ubb`XYf`<UbXY`a`]h`X]YgYb
J Yfa Ò[Ybgk YfhYb`]a`k U`fghYb`G]bbY`XYg`K cfhYg`fYj c`i h]cb]Yfh
k YfXYb` Xc`_i`a`Ybh]Yfh`Ui Z`Y]bYa`i`bj Yf`ÀbXYf`]W`Yb`@YX[Yfž`XYf
X]Y`HfUbgU`_h]cbYb`]b`9W`h`mY]h`j Yf]Z]n]Yfh"8]Y`Bi`hni`b[`j`cb`Ga`Ufh
7cbhfUW`hg`ni f`FY[Y`i`b[`j`cb`<UbXY`gUV`_ca`a`Yb`hf`À[h`XUni`VY]ž
A]ggj Yfgh`ÀbXb]ggY`i`bX`GhfY]h][`_Y]hYb`ni`a`]b]a`]YfYb`i`bX
NU`i`b[Yb`ni`Ui`hca`Uh]g]YfYb"

8Yf`6cca`XYf`FK 5!Hc`_Yb]g]Yfi`b[

8]Y`Øb[ghYb`K`YV`!9j`Ybhg`]b`<cb[`_cb[`UVYb`nY][`Yb`_`Ufž`XUgg
X]Y`FK 5!Hc`_Yb]g]Yfi`b[`Ui`Z`XYa`J`cfa`UfgW`]gh"
6fUbW`YbYI`dYfhYb`g]bX`ØVYfnYi`[`hž`XUgg`X]YgYf`GW`f]hh
YbhgW`Y]XYbX`ZØf`X]Y`VfY]hYfY`5`_nYdhUn]j`cb`6`c`W`W`U]b!
HYW`bc`c[]Y`]gh" `G`i`_mY`Y`A`Už`7`\]YZ`GhfUhY[`m`C`Z]W`f`j`cb`D`i`a`Yž
k`Y]gh`XUfUi`Z`\]bž`XUgg`Bi`hnyf`bUW`bYi`Yb
`b`j`Ygh]h]cbga`Ò[`]W`_Y]hYb`gi`W`Ybž`]bgVYgcbXYfY`bUW`Y]bYa
F`ØW`_[`Ub[`XYf`8Y:]!F`YbX]hYb" `K`c`_Ubb`a`Ub`U`gc`VYggYf
]bj`Ygh]YfYb`U`g`]b`hc`_Yb]g]YfhY`J`Yfa`Ò[Ybgk YfhY`3

9bhk`]W`_i`b[Yb`k`]Y`gdYn]U`]g]YfhY`6`c`W`W`U]bg`ZØf`FK 5g
UXfYgg]YfYb`X]Y`GW`k`ÀW`Yb`ÒZYb`h]W`Yf`?`YhhYb`i`bX`Yf`Y]W`hYfb
X]Y`VYf[`Ub[`ni`f`?`fmdhc!`Bi`hni`b[`]`m`Ub`h`F`Ua`Ub`Ub`Xž`7c!
;`fØbXYf`j`cb`A`5`B`HF`5ž`Yfk`UfhYh`Y]bYb`g][`b]Z]_UbhYb`5bgh]Y[
hfUX]h]cbY`Y`Yf`J`Yfa`Ò[Ybgk YfhY`Ui`Z`V`c`W`W`U]b!VUg]YfhYb
D`UhhZcfa`Yb`]bbYf`U`V`XYg`b`ÀW`ghYb`]`fnY`b`hgž`XUfi`bhYf`I`G!
GhUUhgUb`Y]\Ybž`GhUUhgUb`Y]\Yb`i`bX`5`_h]Yb"

F`Y[`i`_]Yfi`b[`i`bX`XYb`[`c`VU`Yb`?`cb`hYI`h

8cW`k`À`fYbX`X]Y`A`Ò[`]W`_Y]hYb`ZUgn]b]YfYbX`g]bXž`a`ØggYb`Ui`W`
X]Y`fY[`i`Uhc]f]gW`Yb`<YfUi`gZcfXYfi`b[Yb`b]W`h][`bcf]Yfh`k`YfXYb"
8]Y`F`U`a`YbVYX]b[`i`b[Yb`ZØf`X]Y`FK 5!Hc`_Yb]g]Yfi`b[`j`Uf]]YfYb
]bhYfbUh]cbU`ghUf`_`b`XYf`GW`k`Y]n`VY]gd]Y`gk`Y]gY`Yfa`Ò[`]W`h`X]Y

: ðA 5`Y]bY`f]g]_cVUg]YfhY`FY[i`]Yfi b[ž`X]Y`X]Y`5bdUggi b[`XYf
5bZcfXYfi b[Yb`Ub`j YfgW]YXYbY`J Yfa Ò[Ybgk YfhY`[Yk À`f`Y]ghYh"
G]b[Udi f`[Y`h`a`]h`XYf`A`cbYhUfm`5i`h`cf]hm`c`Z`G]b[UdcfY`Y]bYb
À`b`]W]Yb`K`Y[`i`bX`U`h`_`U`f`Y`F`]W]h`b]Yb`Z`f`X]Y`5i`g[UVY`j`cb
G]W]Yf`Y]hg]c`_Yb`j`cf[YghY`h`

ð`XYb`i`G5`>`b[Y[Yb`]gh`X]Y`J`cf[Y`Ybgk`Y]gY`XYf`G97`j`cb
J`cf]g]W]h`[YdfÀ[hž`k`Ug`_`U`f`Y`F`]W]h`b]Yb`ni`f`Hc`_Yb]g]Yfi b[
Ub[Y`h`"9]b`XmbUa`]g]W]Yg`f`Y[i`U`h`c`f]g]W]Yg`i`a`Z`Y`X`ž`[YdUUFh`a`]h
Y]bYa`k`UW]gYbXYb`6YXUfZ`Ub`?`U`f`Y`]hž`_`Ò`b`b`h`Y`X`Y`b`A`Uf`_`h`Z`f`
F`K`5!Hc`_Yb]g]Yfi b[`Y`X`c`W`Y`f`Y`V`]W]`Z`f`X`Y`f`b`"8Yf`A`Uf`_`h`g`Y`V`g`hž`
X`Y`f`]a` `Y`f`&`\$`&`%`&`%`U`i`Z`f`i`b`X`&`ž`" `A`]`U`f`X`Y`b`8`c`"U`f`[Y`g`W]`À`h`h`
k`i`f`X`Y`ž`n`Y][h`Y]b`Y`d`f`c[b`c`g`h]n]Y`f`h`Y`À`f`]W]Y`K`UW]g`h`i`a`g`f`U`h`Y`
f`7`5;`F`L`j`cb`&`(`ž`\$`-`i` `V]g`&`\$` "\$`5`F`:"`c`b`Y`V`Y`g`W]`f`Y]V`hž`X`U`g`g`
F`Y[i`]Yfi b[g`V`Y`À`f`X`Y`b`X]Y`J`c`f`h`Y`Y`X`Y`f`F`K`5!Hc`_Yb]g]Yfi b[
Ub`Y`f`_Y`b`b`Y`b`i`b`X`Y]b`Y`b`6`U`Ub`W]U`_`h`n`k`]g]W]Yb`ð`b`c`j`U`h]c`b`i`b`X`
5`b`Y[Y`f`g`W]i`h`n`g`i` W]Yb`"

K`U`g`]b`<`c`b[_`c`b[`ni`X`Y`a`k`]W]h][`]g`hž`]gh`X]Y` :`Ò`f`X`Y`fi`b[`X`Y`g`
6`Y`k`i`g`g`h`g`Y]b`g`Z`f`F`K`5!Hc`_Yb]g]Yfi b[`i`b`X`6`c`W`_`W]U]b`i`b`h`Y`f`X`Y`b`
G`h`U`_Y`c`X`Y`f`b`"8Yf`5i`g`V`U`i`X][]h`U`Y`f`A`Uf`_`h`d`À`h`n`Y`k`]f`X`b]W]h`b`i`f`
`c`_`U`Y``ð`j`Y`g`h`c`f`Y`b`U`b`n]Y`Y`b`ž`g`c`b`X`Y`f`b`U`i`W]`]b`h`Y`f`b`U`h]c`b`U`Y`g`
?`U`d]h`U`" `A`]h`D`f`c`Y`_`h`Y`b`k`]Y`D`f`c`Y`W]h`9`b`g`Y`a`V`Y`ž`X`U`g`g]W]`U`i`Z`
]b`b`c`j`U`h]j`Y`A`Uf`_`h]b`Z`f`U`g`h`f`i`_`h`i`f`Z`f`h`c`_Yb]g]Y`f`h`Y`J`Y`f`a`Ò[Y`b`g`k`Y`f`h`Y`
_`c`b`n`Y`b`h`f]Y`f`hž`n`Y][h`g]W]ž`X`U`g`g`<`c`b[_`c`b[`i`h`[Y`f`Ø`g`h`Y`h]g`hž`X]Y`
J`c`f`h`Y]Y`X]Y`g`Y`f`b`Y`i`Y`b`H`Y`W]b`c`c[]Y`b`ni` `bi`h`n`Y`b`"

ð`g[Y`g`U`a`h`À`UV`Y`b`X]Y`9`b`h`k`]W]`i`b[Y`b`f`i`b`X`i`a` `F`K`5!
Hc`_Yb]g]Yfi b[`X`U`g`D`c`h`Y`b`n]U`ž`X]Y``ð`h`Y`f`U`_`h]c`b`n`k`]g]W]Yb`X`Y`f`f`Y`U`Y`b`
i`b`X`X`Y`f`X][]h`U`Y`b`K`Y`h`Y`b`h`g`W]Y]X`Y`b`X`ni` `j`Y`f`À`b`X`Y`f`b`"8Yf`K`Y[`ni`f`
V`f`Y]h`Y`b`5`_`n`Y`d`h`U`b`n`]g`h`[Y`Y`V`b`Y`hž`U`V`Y`f`Y`g`V`Y]V`h`U`V`ni`k`U`f`h`Y`b`ž`k`]Y`
g]W]X`Y]f`Y[i`U`h`c`f]g]W]Yb`F`U`a`Y`b`V`Y`X]b[i`b[Y`b`k`Y]h`Y`f`Y`b`h`k`]W]Y`b`"
8]Y`Ni`_`i`b`Z`h`g]Y`h`g`d`U`b`b`Y`b`X`U`i`g`ž`i`b`X`<`c`b[_`c`b[`]`_`Ò`b`b`h`Y`]f`[i`h`Y`g`
<`À`b`X`W]Y`b`Z`f`h`Y`W]b`c`c[]g]W]Y`ð`b`c`j`U`h]c`b`Y`b`U`i`g`g`d]Y`Y`b`"

C fh	<cb['?cb[ž7\]bU
E i Y`Yb	<ul style="list-style-type: none"> • k k k "W]bUXU]`mUg]U"Wca • WcXYi a "cf[• UfZ"cbY

6Ygi W X Yb 'G]Y 'i bg 'Ui Z. 'k ca , +"XY