

BYi _Ö`b.`` \$!`Ä\ f][Yf`Yf`Y]XYh A YggYfUhhUW_Y`VY]`F Ui VØVYfZU``

⊕`BYi _Ö`b`k i fXY`Y]b`` \$!`Ä\ f][Yf`A Ubb`VY]`Y]bYa` , VYfZU``
j`Yf`Yhnh``8]Y`Dc`nY]`Yfa`]hhY`h`bUW`XYa``J`cfZU``]b`XYf
@U\bgfhU»Y"



BYi _Ö`bž`6Yf`]bž`8Yi hgW`U`bX`!`⊕`XYf`B UW`h`ni`a``&+"`'› b]
&\$&) `k i fXY`Y]b`` \$!`Ä\ f][Yf`A Ubb`]b`BYi _Ö`b`gW`k`Yf`j`Yf`Yhnh``9f
Yf`]h`i`Gh]W`!`i`bX`G`W`b]`hj`Yf`Yhni`b[`Yb`ž`b`UW`XYa``Yf`a`i`h`a`U`»`]W`
j`cb`Y]b`Yf`;`fi`ddY`j`cb`ZØb`ZV]g`g`YW`g`DY`fg`cb`Yb`Ub[`Y[`f]`ZY`b
k`i`fXY``@Ui`h`5b[`UVYb`XYf`Dc`nY]`U`Ufa`]YfhYb`5bk`c`b`Yf`]b`XYf
@U\bgfhU»Y`i`a``&.%)`i`\`f`X]Y`9]bgU`h`_f`Ä`ZhY`ž`U`g`g]Y`XYb`A`Ubb`i`a`
<`]Z`Y`fi`Z`b`\`Ö`fhY`b``8`Yf`j`Yf`YhnhY`VYf]W`hY`hY`ž`X`Ugg`]a``VY]`X]Y`g`Ya`
,`VYf[`f]`Z`g`Y]b`Dc`fh`Ya``cb`b`U]Y`i`bX`6`Uf[`Y`X`UV[`Yb`ca`a`Yb`k`cf`XYb`
g`Y]Yb``8]Y`F`Y`h`i`b[`g`_f`Ä`ZhY`g`hY``h`Y`b`a`Y`f`Y`f`Y`j`Yf`Yhni`b[`Yb`Z`Y`gh`ž`
Y`X`c`W`k`i`fXY`VY]`XYf`5i`Z`b`U`a`Y`]bg`?`f`Ub`_`Yb`\`Ui`g`_Y]b`Y`
@YVYbg[`Y`Z`U`\`f`Z`Y`gh[`Y`ghY``h`"

8]Y`?`f]a`]b`U`dc`nY]`XYf`Dc`nY]X]fY`_h]cb`)`f7]hm`Ł`\`Uh`X]Y`

9fa]hh`i b[Yb`ni`XYa`JcfZU`ØVYfbca`a`Yb`"8YhU]`g`ni`a`HUhcfh
i`bX`XYb`l`a`gh`bXYb`XYg`, VYf[f]ZZg`k`YfXYb`bcW`Ui`g[Yk`YfhYh`
8]Y`9f\`Ø\i`b[`j`cb`, VYf[f]ZZYb`i`bX`; Yk`U`hhUhYb`]b`gh`Xh]gW`Yb
; YV]YhYb`k`]fX`Xi`fW`X]Y`U`hi`Y`Yb`GhUh]gh]_Yb`]a`a`Yf`k`]YXYf
h\Ya`Uh]g]Yfh`

9fa]hh`i b[Yb`i`bX`ghY][YbXY`? f]a]bU`]h`h

8]Y`Dc`]nY`]W`Y`? f]a]bU`ghUh]gh]_`fD?`Gk`nY][`hž`XUgg`]b`6Yf`]b`X]Y
8i`b`_Y`n]ZZYf`XYf`b]W`h`Ub[YnY][`hYb`GhfUZhUhYb`\`cW`]gh`@Ui`h`XYf
D?`G`k`YfXYb`b]W`h`U`Y`GhfUZhUhYb`XYf`Dc`]nY`]VY`_Ubbhž`k`Ug`X]Y
5i`ggU[Y`_fUZh`XYf`GhUh]gh]_Yb`Y]bgW`f`Åb`_h`"8Yf`6Yf]W`h`Ub`U`mg]Yfh
X]Y`5fh`i`bX`NU\`XYf`YfZUgghYb`GhfUZhUhYb`gck`]Y`XYfYb`J`YfhY`]i`b[
bUW`HUhcfhž`NY]h`i`bX`hY`]k`Y]gY`Ui`W`i`bhYf`6Yf`ØW`_g]W`h][`i`b[
gcn]U`Yf`i`U`_hcfYb`k`]Y`5`hYf`i`bX`; YgW`YW`h`XYf`HUj`YfX`ÅW`h][`Yb`
`bZcfa`Uh]cbYb`ØVYf`VYgcbXYfg[YZ`Å`fXYhY`GhUXh[YV]YhYž`k`]Y
BYi`_Ø`bž`g]bX`XU\Yf`VYgcbXYfg`fY`Yj`Ub`h`ZØf`X]Y
J`YfVfYW`Yb`gVY`_Åa`dZ`b[`gck`]Y`X]Y`_f]a]bU`dc`]h]gW`Yb
9bhgW`Y]Xi`b[Yb`"

K`Y]hYfY`bZcfa`Uh]cbYb`ni`[Yk`U`hh`h][`Yb`, VYf[f]ZZYb`]b`BYi`_Ø`b
k`i`fXYb`]b`Øb[ghYf`NY]h`di`V`]ž`k`]Y`Y]b`6Yf]W`h`ØVYf`Y]bYb
hØX`]W`Yb`J`cfZU`]a`?`ØfbYfdUf`ž`k`c`Y]b`&, !`Å`f][`Yf`A`Ubb
YfghcW`Yb`k`i`fXY`"8]Yg`j`YfXYi`h]W`h`X]Y`VYgcf[b]gYffY[YbXY
9bhk`]W`_i`b[`k`Å`fYbX`XYf`Y`hnhYb`A`cbUhY`]b`X]YgYa`6Yf`]bYf
6Yn]f`ž`]b`XYa`; Yk`U`hj`YfVfYW`Yb`ni`bY`a`YbX`]b`XYb`i`c`_i`g
[YfUhYb`g]bX`"9]b`J`YfX`ÅW`h][`Yf`k`i`fXY`]b`X]YgYa`Ni`gUa`a`Yb`Ub[
VYfY]hg`ZYgh[Ybca`a`Ybž`k`Ug`X]Y`Dc`]nY`]b`]fYb`6Ya`Ø\i`b[Yb`ni`f
5i`Z`_Åfi`b[`X]YgYf`J`YfVfYW`Yb`i`bhYfgh`Ø`hnh`"

8]Y`F`UgUbn`i`bX`6fi`hU`]h`h`X`Yf`J`cfZ`Å`Y`a`UW`Yb`XYi`h]W`ž`XUgg
hfch`9fa`]hh`i`b[Yb`i`bX`XYf`Df`ÅgYbn`XYf`Dc`]nY`]X]Y`? f]a]bU`]h`h`]b
VYgh]a`a`hYb`GhUXhY`]Yb`Y]b`Yfbg`hni`bY`a`YbXYg`Dfc`V`Ya
XUfghY`h`i`Øf`X]Y`5bk`c`bYf`]gh`X]Yg`Y]b`VYgcf[b]gYffY[YbXYg
G][`bU`ž`XUg`bUW`Y]bYf`]bhYbg]]`Yb`8YVUhY`ØVYf`G]W`Yf`Y]h`i`bX
Df`Åj`Ybh]cbga`U`bU`a`Yb`ZcfXYfh`"

K`Å`fYbX`g]W`X]Y`9fa`]hh`i`b[Yb`ni`XYa`, VYf[f]ZZ]b`XYf`

@U\bghfU» Y`Zc fhgYhnYbž`V`Y]Vh`UVni k UfhYbž`k Y`WXY`9f`_Yb bhb]ggY
 X]Y`Dc`nY]`XUfUi g`[Yk]bbYb`_Ubbž`i a`_ØbZh][Y` , VYf[f]ZY`ni
 i bhYfV]bXYb`i bX`X]Y`G]WXYf\Y]h`]a` `6Yn]f`_ni`Yf\Ø\Yb`"8]Y
 Bchk YbX][_Y]hj cb`[Yn]Y`hYb`A U» bU\`a Yb`ni f
 J YfVfYWXYbgVY_`Àa dZ b[`]ghi bVYghf]hhYbž`XU`X]Y
 ; Yk U`h`_f]a]bU`]h`h`]b`gh`Xh]gWXYb`l a ZY`XYfb`]a a Yf`Xf`Àb[YbXYf
 ni`k YfXYb`gWXY]bh"

: Øf`k Y]hYfY`8YhU]`g`ni`X]YgYa`JcfZU``i bX`ni f`U``[Ya Y]bYb
 ?f]a]bU`]h`h`g`U[Y`]b`6Yf`]b`_ØbbYb`X]Y`A Y`Xi b[Yb`XYf`^Yk Y`][Yb
 Dc`nY]X]YbghghY``Yb`_cbgi`h]Yfh`k YfXYb`"6Yf`]b`XY`VYf]WXYhYhž
 XUgg` `i bX`Gd]Y[Y`"XY`"YZYfh`ni g`Àhn`]WXY`ϕZcfa Uh]cbYb`ni f
 ?f]a]bU`]h`h`]b`BYi`_Ø`bž`k`À\fybX`X]Y`Dc`nY`]WXY
 ?f]a]bU`ghUh]gh]_`k]WXYh][Y`8UhYb`ni f`5bU`mgY`i bX`6YcVUWXYhi b[
 VYfY]h\`À`h"

8YhU]`g	
Cfh	BYi`_Ø`bž`6Yf`]bž`8Yi`hgWXY`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "gd]Y[Y`"XY • k k k "VYf`]b"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh