

Gh" '@ci]g. '9I !Gh" 'DUi `]UbYf' < UfhY``_Äa dZh
k Y]hYf']b 'XYf'? f]gY°

9I !Gh" 'DUi `]UbYf' A UfW`` < UfhY``_Äa dZi']b 'XYf' A @G' VY]' Gh"
'@ci]g' 7]hmik Y]hYf' [Y [Yb' Y]bY' ? f]gY" '9]b' 6`]W_ 'Ui Z'X]Y
U_hi Y``Y' G]hi Uh]cb"



Gh" '@ci]gž'i G5 '!K Ug' []Vhg' BYi Yg'Ui g'XYa 'ZYfbYb' 5a Yf]_U3
8Yf': i » VU``Wi V' Gh" '@ci]g' 7 HMG7 'XfY\h'g]W' k Y]hYf']a ' ? fY]gž'i bX
XYf'9I !Gh" 'DUi `]UbYf' A UfW`` < UfhY`` \Uh'g]W' 'V]g' Y'hnh'b]W' h'Ui g'XYf
'? f]gY 'VYZFY]Yb' _ÖbbYb" 'B UW' Y]bYa ' j]Y' j YfgdfYW' YbXYb
GU]gcbghUfhž'VY]' XYa 'XUg' HYUa 'Ui g' A]ggci f] 'a]h'UW' h'Di b_hYb
Ui g'XYb' YfghYb' j]Yf'Gd]Y'Yb' ['ÄbnhYž'\]Y» 'Yg' VU'X' ' B]YXYf'U[Yž
bUW' 'B]YXYf'U[Yž' bUW' 'B]YXYf'U[Y ' " 'A]h'Yfk Y]'Y' k UfhYh' Gh" '@ci]g
gY]h'Y' Z'DUfh]Yb' 'Ui Z'Y]bYb' G]Y [žk Ug'X]Y' Gh]a a i b ['ja 'HYUa 'i bX
VY]'XYb' : Ubg' c'fXYbh]W' 'XfØW_Yb' 'XØfZhY" 'Bi f'Y]b' _i fnYf
< cZbi b [ggW]a a Yf'_Ua '9bXY' A U] '&\$&' 'a]h'Y]bYa ' &.%!G]Y []
[Y [Yb'X]Y' GUb' :cgY' 9Ufh\ei U_Ygž'XYf' 'YXcW' 'gW' bY``]a 'GUbX
j Yf']YZ' 'ni 'Y'hnh'a i gghY' a Ub'g]W' < ci ghcb' 8mbUa c' a]h'\$.%
[YgW' U[Yb' [YVYb" 'A UbW' Y' Z'FU[Yb'g]W' j]Y``Y]W' hž'k]Y'gW' bY``Yg

]b`XYf`A U`cf`@YU[i Y`GcWwYf`fA @GŁ`VYf[UV`[Y\Yb`_Ubb"

8]Y`G]hi Uh]cb`]gh`XfUa Uh]gWk.`Gh" `@ci]g`7 ≠HM'G7`Z]bXYh`g]Wk`Ui Z
XYa`%("D`Uhn`j`cb`%)`]b`XYf`K`YghYfb`7`cbZYfYbW`k`]YXYf`"Bi`f`X]Y
@5` ; U`Ui`m`\UVYb`Y]bY`bcWk`gWk`k`ÀWkYfY`6]`Ubn" `9g`k`]fX`]b`XYb
_ca`a`YbXYb`K`cWkYb`gdUbbYbXž`cV`X]Y`A`UbbgWk`UZh`XUg`Fi`XYf
\Yfi`a`fY]»Yb`_Ubb`cXYf`cV`g]Wk`X]Y`BY[Uh]j`gYf]Y`k`Y]hYf`XY\bh"
<UfhY`]gh`nk`Uf`GhUa`a`gd]Y`Yf`i`bX`hfi`[`nY]hk`Y]gY`X]Y
?Ud]h`ÅbgV]bXYž`XcWk`Ui`Wk`Yf`_Ubb`X]Y`HYUa`Y]ghi`b[`b]Wk`h`U`Y]bY
\YVYb" `9]b`ZYghYf`D`Uhn`]b`XYf`GhUfh]b[`9`Yj`Yb`fY]Wk`h`b]Wk`hž`i`a`Y]b
[`UbnYg`HYUa`Ui`g`XYf`A`]gYfY`ni`_`c`Yb"

I`a`Vfi`Wk`VY]`Gh" `@ci]g`7 ≠HM'G7

8]Y`j`Yf[`Ub[`YbYb`GU]gcbYb`k`UfYb`Y]b`5i`Zi`bX`5V`ZØf`Gh" `@ci]g"
8]Y`8YVØhgU]gcb`&\$&`k`Uf`YfZc`[`j`YfgdfYWkYbXž`XU`XUg`HYUa`X]Y
K`YghYfb`7`cbZYfYbW`Ubb`ZØ`fhY" `8`cWk`X]Y`XUfUi`Z`Zc`[`YbXY`GU]gcb
j`Yf`]YZk`Yb][`Yf`YfZfYi`]Wk`i`bX`Gh" `@ci]g`k`i`fXY`U`g`Xf]hYg`HYUa
Ui`g`XYf`K`YghYfb`7`cbZYfYbW`Ui`g`XYa`D`Umc`ZØ`F`YbbYb`[`Yk`cfZYb"
I`a`gc`a`Y`f`]gh`X]Y`9fk`Ufhi`b[`g`U`hi`b[`Ub`X]Y`_ca`a`YbXY`GU]gcb
&\$&)`[`fc`»`ž`i`bX`X]Y`J`YfUbbk`cfh]WkYb`nY][`Yb`g]Wk`c`dh]a`]gh]gWk"
æ\b`<`UW`k`cfh`ž`XYf`XYfnY]h`U`g`b`hYf]a`ghfU]bYf`Zi`b[`]Yfhž`_ØbbhY
X]Y`7`UbW`Yf`U`hYbž`X]Y` ; YgWk]W`Y`XYg`7`i`Vg`Ub[`Zf]gh][`ni
Y]hYb" `8]Y`?`UXYfd`Ubi`b[`ZØf`X]Y`bYi`Y`GU]gcb``Ài`Zh`VYfY]hg`Ui`Z
<`cWk`hci`fYb`i`bX`X]Y` ; Yg]Wk`hYf`XYf`BYi`ni`[`Àb[`Y`UggYb
Ui`Z`cfWkYb" `8`U]gh`ni`a`6Y]gd]Y`7`YXf]WHYi`WkYfhž`XYf`a`]h`ZØbZ
HcfYb`]b`g]YVYb`A`@G!Gd]Y`Yb`VYfY]hg`ZØf` : i`fc`fY`gc`f[`h"

?ØbZh][`a`i`gg`Y`XcWk`b]Wk`h`bi`f`X]Y`C`ZYbg]j`Y`ØVYfnYi`[`Yb" `8`Ug
HYUa`_`Uh`]b`X]YgYf`GU]gcb`),`HcfY`_Ugg]Yfhž`k`Ug`Y]bYb`XYf
gWk`YWk`hYghYb`K`YfhY`]b`XYf`@[`U`XUfghY`h`_`Yf`]gh
<`UbX`i`b[`gVYXUfZ`Ub[`YgU[`h" `8`YZYbg]j`Y`Gd]Y`Yf`k`]Y`9Xi`UfX`@ck`Yb
i`bX`XYf`ghUf`_`Hcf`_ØhYf`F`ca`Ub`6Øf`_]g]bX`GWk`ØggY`Z][`i`fYbž`X]Y
Xf]b[`YbX`]fY`@]ghi`b[`ghY][`Yfb`a`ØggYbž`i`a`XUg`HYUa`Ui`Z`?`i`fg
ni`Vf]b[`Yb" `9g`k`]fX`Ui`Wk`ØVYf`Y]bYb`bYi`Yb`7`Y`ZhU]bYf
bUWk`[`YXUWk`hž`a`]h`8`Ubbm`7`fi`nž`XYa`7`cUWk`j`cb`@ci]g]`]`Y`7]hž`U`g
a`Ø[`]Wk`Ya`?`UbX]XUHyb"

A Uf_hk Yfh'i bX`7\UbWb

⊕`Y]bYf`@[Už]b`XYf`X]Y`?cb_i ffYbn`b]W`h`gW`ÀZh`g]bX`X]Y
9fk Ufhi b[Yb`Ub`Gh``@ci]g`7 #HMG7` \cW`"8Yf`; YgUa` ha` Uf_hk` Yfh
XYf`A` U`c`f`@YU[i`Y`Gc`W`f`Y`[h`a` ca` Yb`h`Ub`V`Y`]%ž&`*`A`]`Uf`X`Y`b
9i`fc`"8`UVY`]]gh`Gh``@ci]g`7 #HMG7`]a` `A`]h`Y`Z`Y`X`Ub[Yg]Y`X`Y`h`a`]h
Y]b`Ya` `A` Uf_hk` Yfh`j` cb`Y`hk` U` `*`A`]`cb`Y`b`9i`fc`i` bX`Y]b`Ya
Gd]Y`Y`f`U`h`Y`f`j` cb`X`i` fW`g`W`b]h`]W` `&`ž&`⌘\f`Y`b`"8]Y`g`Y`<]gh`c`f]Y`j` cb
Gd]Y`Y`f`b`n`Y][hž`X`U`gg`Y`g`Z`f`X]Y`A` Ub`bg`W`U`Zh]a` a` Yf`bc`W`@` Zh`b`U`W`
c`V`Y`b`[]Vhž`k` Y`b`b`a` Ub`X]Y`D`Y`f`Z`c`fa` Ub`W`a`]h`Ub`X`Y`f`Y`b`H`Y`U`a` g
j`Y`f[`Y]W`h`"9]b`6Y]gd]Y`[YZ`A`][3`⊕`h`Y`f`A`]U`a`]7: ` \U`h`V`Y`_`U`b`b`h`Y
B`U`a` Y`b`]b`g`Y]b`Ya` `?`U`X`Y`f`i` bX`[]h`U`g`Y]b`Y`g`X`Y`f`H`Y`U`a` g`a`]h`X`Y`b
\`O`W`g`h`Y`b`A` Uf_hk` Yfh`Y`b`]b`X`Y`f`@[U

K`Y`b`b`Gh``@ci]g`X]Y`<`Y`f`U`i` g`Z`c`f`X`Y`f`i` b[Yb`X`Y`f`Y`h`h`Y`b`G`U]g`c`b
V`Y`k` À`h][Yb`_`U`b`b`ž`_`O`b`b`h`Y`X]Y`b`À`W`g`h`Y`G`d]Y`n`Y]h`Y]b`Y`g`d`U`b`b`Y`b`X`Y
K`Y`b`X`Y`V`f]b[Yb` `i` bX`j`]Y`Y`Y]W`h`_`O`b`b`h`Y`U`i` W` `A` U`f`W` `<`U`f`h`Y`g`Y]b`Y`b
H`Y]`X`U`n`i` `V`Y]h`f`U[Yb`"5a` `9b`X`Y`V`Y]V`h`U`V`n`i` k`U`f`h`Y`b`ž`c`V`X]Y
A`Ub`bg`W`U`Zh`k`]Y`X`Y`f`X`Y`b`5`b`g`W`i` gg`Z]b`X`Y`b`_`U`b`b`c`X`Y`f`c`V`X]Y`?`f]g`Y
h]Y`Z`Y`f`g]h`h`ž`U`g`V]g`Y`f`[Y`X`U`W`h`

F`i`gg`Y`i` bX`b`U`W`5`a` Y`f]_`U` `k`]Y`[Y`h`Y`g`Z`f`X]Y`?`]W`_`Y`f`k`Y]h`Y`f`3`8]Y
b`À`W`g`h`Y`b`G`d]Y`h`U[Y`k`Y`f`X`Y`b`Y`g`n`Y][Yb`°

8YhU]`g	
C`f`h	Gh``@ci]gž`l`G5
E`i`Y`Y`b	<ul style="list-style-type: none">• ghdUi` `]&(`a`c`d`c`X`Y• k`k`k` "[]j`Y`a`Y`g`d`c`f`h`W`c`a• k`k`k` "h`f`U`b`g`Z`Y`f`a` U`f`_`h`X`Y

6Ygi`W`X`Y`b`G]Y`i`bg`U`i`Z` `X]Y!`b`U`W`f]W`h`Y`b`"W`c`a