

7 \ Ucg]b 'XYf '? ØWÅ Y. 'HI !Ghi XYbhYb fYj c`i h]cb]YfYb '² ZZ]! 5bnY][Yb °

⊕`K]Yb`⊗gYZghUXh`Ybhk]W_Y`h`Y]b`HI !HYUa `` 8!² ZZ]
5bnY][Yb" `8]Y`ghY][YbXY`B UWÅ ZFU[Y`YfZc fXYfh`VU`X`Y]bYb
I a ni ["



K]Yb`⊗gYZghUXhž`² ghYffY]WÅ`!`⊕`Y]bYa`_`Y]bYb`5dUfha`Ybh]a
< YfnYb`XYf`⊗gYZghUXh`hØZhY`b`Yb[U[]YfhY`Ghi`X]YfYbXY`XYf
HYWÅb]gWÅYb`i`b] Yfg]hÅh`K]Yb`Ub`Y]bYa`i`b[Yk`Ø`b`]WÅYb`Dfc`Y`h
G]Y`dfcXi`n]YfYb`² ZZ]! 5bnY][Yb`ZØf`XYb`Y]a`]gWÅYb`; YVfUi`WÅ`" `9]b
HYUa`j`cb`hU`Ybh]YfhYb`HI !Ghi`XYbhYb`Y`Uh`XUb`_]`YfYf`?`fYUh]j`]hÅh
i`bX`hYWÅb]gWÅYb`; Å`][_Y]hYb`X]Y`B UWÅ ZFU[Y`bUWÅ`_]`fYb
DfcXi`_`hYb`gc`ghUf`_[YghY][Yfhž`XUgg`g]Y`VU`X`_]`fY`; Yfh][i`b[`Ui`g
XYf`K`c`b`i`b[`j`Yf`U[Yfb`a`ØggYbž`k]Y`X]Y`**8]Y`DfYggY`VYf]WÅ`hYh`
DUi`B`ck`U`ž`Y]b`Y]XYbgWÅ`UZh]WÅ`Yg`A`]h[`]YX`XYg`HYUa`gž`VYa`Yf`h
gWÅ`a`i`bnY`b`Xž`XUgg`]b`_]`fYf`?`ØWÅ`Y`Y`Yf`gY`hYb`[Y`cWÅ`h`k]fX`_`XYf
j`cf`Ub`XYbY`H`Yfa`ca`]l`_`Uh`bcWÅ`b]WÅ`h`k]f`_]WÅ`j]Y`Y`9]bgÅ`hnY
[YgY`Yb`"**

8Yf; fc»hY]'\fYf'5fVY]h[YgW]Y\hXUb_`a cXYfbYf'HYWb]_`J]Yf
' 8!8fi W_Yf'nUi VYfb`_Y]bY'fchY'?ÀghWYbžX]Y`b`K]Yb`cW`ja
?i fg'ghY\Yb"8cW`k À\fYbX`X]Y; YfÀhY`]\fYf'?fYUhj]]hÀh'ZfY]Yb
@Ui Z`UggYbž`[`Y]W`h`X]Y`K`c`bg]hi Uh]cb`Y]bYa`W`Uch]gW`Yb`@U[Yf"
A Ub`a`i`gg`gW`cb`Y]b`[`i`hYg`<`ÀbXW`Yb`UVYbž`i`a`g]W`X`i`fW`X]Y
?]ghYb`i`bX`?Ufhcbg]ja`K`c`bn]a`a`Yf`ni`bUj] []YfYb`žYf`_`Àfh
Bck U_ž`k`À`fYbX`Yf`nk]gW`Yb`XYb`8fi W_Yfb`i`bX`XYa`Hi`a`i`i`g
j`cb`A`UhYf]U`]Yb`]\bXi`fW`[Y`h"

' 8!8fi W`a]h`B`Ubc!Df`Àn]g]cb

8]Y`ghi`X]YfYbXYb`ϕbcj`UhcfYb`gYhnYb`Ui`Z`X]Y`bYi`YghYb
HYW`bc`c`[]Yb"i`@Ui`h`Y]bYa`6Yf]W`hj`cb`HI`K`]Yb`nY][`hig]W`X`Ug
HYUa`VYgcbXYfg`VY[Y]ghYfhj`cb`XYf`B`Ubc!Df`Àn]g]cb`]\fYf`' 8!
8fi W_Yf"8]YgY; YfÀhY`Yfa`Ò[`]W`Yb`Ygž`cW`XYhU]`]\YfhY`i`bX
df`Àn]gY`DfcXi`_hY`Ubni`ZYfh][`Ybž`X]Y`b]W`h`bi`f`XYb`c`Yb
5bZcfXYfi`b[Yb`XYg`A`Uf`_hYg`[YfYW`h`k`YfXYbž`gcbXYfb`Ui`W`XYb
_fYUhj] Yb`J]g]cbYb`XYf`Ghi`X]YfYbXYb`Yb`hgd`fYW`Yb"

8]Y`VYY]bXfi`W_YbXY`9b`hk]W`i`b[`]\fYf'5fVY]hYb`_ca`a`h`b]W`h`bi`f
Xi`fW`X`Yb`hYW`b]gW`Yb`:`c`fhgW`f]hž`gcbXYfb`Ui`W`X`i`fW`X]Y
Ni`gUa`a`YbUfVY]h]a`HYUa`"ϕ`XYb`j`Yf[Ub[YbYb`A`cbUhYb`UVYb
X]Y`Ghi`X]YfYbXYb`]\fY`:`À`]\[_Y]hYb`]b`XYb`6YfY]W`Yb`8Yg][`b`i`bX
DfcXi`_h]cb`_cb]h]bi`]Yf`W`k`Y]hYf`Ui`g[YVUi`hž`k`Ug`g]W`X]fY`_h]b
XYf`ni`bY`a`YbXYb`B`UW`ZfU[Y`b]YXYfgW`À[h"

9]b`GhØW`K]Yb`ZØf`ni` \Ui`gY

8]Y`^`ZZ]!5bnY][`Ybž`X]Y`]\Yf`Yf[YghY`h`k`YfXYbž`Vf]b[Yb`Y]b`GhØW`
K]Yb`X]fY`_h]bg`K`c`bn]a`a`Yf`CV`U`g`8Y`_cfUh]cb`cXYf`dfU`_h]gW`Yf
<]bk`Y]g.`X`XYf`g]Y`h]b`X]YgYb`_ØbghYf]gW`Yb`?ca`V]bUh]cbYb`Y]bY
A`Ò[`]W`_Y]hž`Yhk`Ug`GhUXh`i`h`i`f`]b`X]Y`Y][`YbYb`j`]Yf`K`ÀbXY`ni
Vf]b[Yb"8Ug`<Y]a`k`Yf`!Dfc`Y`_h`U`h`b]W`h`bi`f`X]Y`<YfnYb`j`cb
9]b`Y]ja`]gW`Yb`YfcVYfhž`gcbXYfb`_ØbbhY`VU`X`Ui`W`XYb`Gdfi`b[]b
X]Y`_ca`a`Yfn]Y`Y`K`Y`higW`UZZYb"

9]b`gdUbbYbXYg`6Y]gd]Y`XUZØfž`k]Y`ϕbcj`Uh]cb`i`bX`gh`Xh]gW`Y
?i`h`i`f`<UbX`]b`<UbX`[Y`Yb`_ØbbYb"CV`X]Y`GnYbY`VU`X`ja

F YghUi fUbh'g]mhž'i a ']\fY'9fZc`[Y'ni 'ZY]Yfbž'cXYf'cV'g]Y'k Y]hYf\]b
]b'XYf'_`Y]bYb'K c\bi b['V`Y]Vhž'k YfXYb'X]Y'bÀWghYb'A cbUHY
 nY][Yb"9]bYg']gh'YXcW'g]WXYf.'<]Yf'k]fX'a]hj]Y`@Y]XYbgWUZh
 i bX'fYUh]j]hAh'[YUfVY]hYhž'i bX'XUg'g]Y\h'a Ub'Ui W'XYb
 9f[YVb]ggYb'Ub°

8 YhU]`g	
C fh	K]Yb'εgYZghUXhž'2 ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "X]YdfYggY"WŁa • k k k "hi k]Yb"Uh

6Ygi W'Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh