

F i gg`UbXg`@i ZhUb[ f]ZZY`]b hYbg]j ]YfYb  
g]W\ . ' l \_fU]bY`k Y\fh`g]W\ `a i h][ °

F i gg`UbX`ZØ\fh`YfbYi hY`@i ZhUb[ f]ZZY`Ui ZX]Y`l \_fU]bY`Xi fW\ "  
9]b` ; YZUb[ YbYbUi ghUi gW\ `nk ]gW\Yb`VY]XYb`@ÀbXYfb`Z]bXYh  
ghUhh"



8 b]d fcdYhfck g\_ž`l \_fU]bY`!`8]Y`Fi gg`UbX!! \_fU]bY!`?cbZ]\_h  
Yg\_U]Yfh`YfbYi hž`bUW\XYa`Ua` , " ' ě b ] ' & \$ & ) `a Ugg]j Y  
8fc`bYbUb[ f]ZZY`Ui ZX]Y`l \_fU]bY`j YfØVh`k i fXYb"8]YgY`5b[ f]ZZY  
g]bX`X]Y`[ fØ»hYb`gY]h`6Y[ ]bb`XYf` : Y]bXgY`][ \_Y]hYb`i bX`k i fXYb`]b  
a Y\fyfYb`i \_fU]b]gW\Yb`FY[ ]cbYbž`XUfi bhYf`? ]Yk ž`Gi a mi bX  
7\Uf\_]k ž`VYcVUW\hYh"l \_fU]b]gW\Y`@i ZhUVk Y\f\_f`ÄZhY`\_cbbhYb`&++  
XYf` ( +- `UV[ YgW\cggYbYb`8fc`bYb`gck ]Y`%-`j cb`&\$`FU`\_YhYb  
UVZUb[ Ybž`YXcW\ [ UV`Yg`XYbbcW`GW`ÄXYb`i bX`a` ]bXYghYbg`Y]b  
HcXYgcdZYf`]b`8b]d fcdYhfck g\_"8]Y`i \_fU]b]gW\Y`FY[ ]Yfi b[ `k Ufbh  
XUj cfž`XUgg`k `UX]a` ]f`Di h]b`Ub`Y]bYf`hc`hU`Yb`B]YXYf`U[ Y`XYf`  
l \_fU]bY`]bhYfYgg]Yfh`]ghi bX`\_Y]bYb`K UZZYbgh]`ghUbX`UbghfYVhž`k ]Y  
**A 8 F`VYf]W\hYh"**

⊖a ]hYb`X]YgYf`Ub[ YgdUbbhYb`G]hi Uh]cb` \Uh`X]Y`i`\_fU]bY`Y]bYb  
; YZUb[ YbYbUi ghUi gW`a` ]h`Fi gg`UbX`Xi fW [ YZØ\fh"BUWXYa`XYf  
5i ghUi gW`a` Y\fa`U`g`j YfgW`cVYb`k`i`fXYž`\_cbbhYb`bi`b  
?f]Y[ g[ YZUb[ YbY`ØVYf`X]Y` ; fYbnY`[ YVfUW`h`k`YfXYb`"@Ui`h  
cZ]n]Y`Yb`E`i`Y`Yb`g]bX`i`bhYf`XYb`ni`fØW`\_Y`fYbXYb`Gc`XUHyb  
Ui`W`GW`k`Yfj`Yf`YhnhYž`X]Y`a`Y`f`U`g`XfY]`⋈\fY`]b` ; YZUb[ YbgW`UZh  
k`UfYb`"8Yf`i`\_fU]b]gW`Y`Df`Åg]XYbh`K`c`cXma`mf`GY`Ybg`m^  
VYgh`Åh][ hY`XYb`5i`ghUi`gW`i`bX`nY][ hY`6]`XYf`XYf`<Y]a`\_Y`fYf`"8Ug  
fi`gg]gW`Y`J`YfhY]X][ i`b[ ga`]b]ghYf]i`a`i`[ ]Vh`Ubž`XUgg`X]Y  
ni`fØW`\_Y[ Y[ YVYbYb`Gc`XUHyb`a`Y]ghi`bhYf`&)`⋈\fY`U`hig]bXž`i`bX  
VYf]W`hYh`j`cb`a`YX]n]b]gW`Yf`<]`ZYž`X]Y`X]YgY`]b`6Y`Ufi`g  
Yf`U`hYb`"HU[ YggW`Ui`VYf]W`hYhž`XUgg`XYf`5i`ghUi`gW`j`cb`VY]XYb  
GY]hYb`a`Y`f`U`g`%"\$\$\$`DYfgcbYb`VYhfYZZYb`\_ØbbhY`"

## A ]`]hÅf]gW`Y`C`ZZYbg]j`Y`i`bX`J`c`fk`ØfZY

DUFU`Y`ni`XYb`8fc`bYbUb[ f]ZZYb` \Uh`Fi`gg`UbX`Y]bY`C`ZZYbg]j`Y`]b  
XYf`ghfUhY[ ]gW`k`]W`h][ Yb`FY[ ]cb`8b]dfcdYhfck`g`\_Y`ghUfhYh`8cfh  
\Uh`XUg`fi`gg]gW`Y`J`YfhY]X][ i`b[ ga`]b]ghYf]i`a`j`Yf`ØbXYhž`XUgg`]`fY  
?f`ÅZhY`]b`X]Y`FY[ ]cb`Y]b[ YXfi`b[ Yb`gY]Ybž`k`Ug`YXcW`j`cb  
i`\_fU]b]gW`Yb`A`]`hÅfg`Yb`hgW`]YXYb`U`g`ZU`gW`ni`fØW`\_Yk`]YgYb  
k`]fX`"8Yf`i`\_fU]b]gW`Y` ; YbYfU`ghUV`VYf]W`hYh`j`cb`%)`-  
?Ua`dZ`UbX`i`b[ Yb`i`bX`]bgVYgcbXYfY`j`cb`(+`fi`gg]gW`Yb  
5b[ f]ZZYb`Ub`XYf`Dc`\_fck`g`!`:`fcbh]b`XYb`YhnhYb`J`cfZ`Å`Yb`"  
5i`»`YfXYa`i`[ UV`Yg`6Yf]W`hY`ØVYf`X]Y`NYfghØfi`b[ `nk`Y]Yf`fi`gg]gW`Yf  
?Ua`dZZi`[ nYi`[ Y`i`bX`ØVYf`5b[ f]ZZY`Ui`Z`fi`gg]gW`Y`7`Y`a`]YUb`U[ Yb  
a`]h`i`\_fU]b]gW`Yb`8fc`bYbž`k`]Y`cd!cb`]bY`VYf]W`hYh`"

5b[ Yg]W`hg`XYf`ghY][ YbXYb`a`]`hÅf]gW`Yb`GdUbbi`b[ Yb`ZcfXYfh  
B5HC!; YbYfU`gY`\_fYhÅf`A`Uf`\_F`i`hY`Y]bY`a`Ugg]j`Y`5i`ZfØghi`b[ `XYf  
@`Zh`j`YfhY]X][ i`b[ "8]Yg`k`]fX`U`g`FYU`\_h]cb`Ui`ZX]Y`\_cbh]bi`]Yf`]W`Yb  
fi`gg]gW`Yb`@`ZhUb[ f]ZZY`[ YgY`Ybž`X]Y`X]Y`i`\_fU]b]gW`Y  
⊖ZfUghfi`\_hi`f`Yf`YV`]W`gW`ÅX][ Yb`i`bX`Ui`W`n]j`]Y`J`Yf`i`ghY`a`]h  
g]W`Vf]b[ Yb`"8]Y`i`\_fU]bY` \Uh`ni`XYa`Y]bY`VYhf`ÅW`h]W`Y`NU` \`Ub  
fi`gg]gW`Yb`Gc`XUHyb`j`Yf`cfYbž`a`]h`a`]bXYghYbg`%"%&\$`[ YZU`YbYb  
cXYf`j`Yfk`i`bXYhYb`Gc`XUHyb`]b`&( `Gh`bXYbž`k`Ug`X]Y`k`UW`gYbXYb  
J`Yf`i`ghY`ZØf`Fi`gg`UbX`]a`i`\_fU]bY`!`?`cbZ`\_h`j`YfXYi`h]W`h`"8Yf`?`f]Y[  
n]Y`h`Ui`W`ØVYffY[ ]cbU`Y`FYU`\_h]cbYb`i`bX`D`ÅbY`bUW`g]W`ž`XU`XYf`"

?fYa ``VYUVg]W.h[ hž'gY]b'9b[ U[ Ya Ybh]b'5Zf]\_U'k ]fhgWUZh]W' i bX  
a ]]hÅf]gW'ni ' ]bhYbg]j ]YfYbž'k Å\fybX' [ `Y]W nY]h][ `X]Y  
GÒXbYf[ fi ddY`K U[ bYf'`\fyb`F ØW\_ni [ `Ui g`A U`]'Ub[ Y\_ØbX][ h'\Uh"  
8]Yg'g][ bU`]g]Yfh`Y]bY`9fk Y]hYfi b [ `XYf`a ]]hÅf]gWYb`GhfUhY [ ]Y  
Fi gg`UbXg`ØVYf`X]Y`i \_fU]bY`\]bUi g"

8YhU]`g	
J c f ZU``	@i ZhUb[ f]Z
C fh	8 b]dfcdYhfck g_ž'i _fU]bY
J Yf`Y hnhY	&
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "cd!cb`]bY"XY</li> <li>• k k k "hU[ YggWU i "XY</li> <li>• k k k "a Xf"XY</li> </ul>

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