

8 f]hhY`Hc ]`YhhY`]b`K ]hhYbVYf[ Y.  
: c fhgWx f]hh`cXYf`5V`Y`bi b[ 3

K ]hhYbVYf[ Y`d`Ubh`]b`\_`i`g]j Y`Hc]`YhhYb`Øgi b[ Yb.  
5i [ YbhU[ Yg`\_]b`\_`YfØZbYh`Xf]hhY`Hc]`YhhY`ZØf`X]j YfgY  
A YbgWxYb"



K ]hhYbVYf[ Yž`8Yi hgWx`UbX`!`b`XYf`5i [ YbhU[ Yg`\_]b`\_`]b  
K ]hhYbVYf[ Y`U`h`Y]b`b`Yi Ygž`ni`\_`i`b`Zhgk Y]gYbXYg`Dfc`Y`h`XUg`@]Wx`h  
XYf`K`Y`h`YfV`]W`h`Y]b`Y`Xf]hhY`Hc]`YhhY`ZØf`X]j YfgY`DYfgcbYb"  
8]YgYg`]b`\_`i`g]j Y`6UXYn]a`a`Yfž`XUg`nk`]gWxYb`XYf`<`YffYb!`i`bX  
8Ua`Ybhc]`YhhY`ni`Z]bXYb`]ghž`V]YhYh`b]Wx`h`bi`f`Y]b`K`7ž`gcbXYfb  
Ui`Wx`Y]b`K`UgWxVYW`Yb"8]Y`;`YghU`hi`b[`XYf`Hc]`YhhY`]gh  
VYa`Yf`Ybgk`Yfž`XYbb`XUg`XUni [ Y`Øf][ Y`D]\_hc[ fUa`a  
gma`Vc`]g]YfhY]bY`DYfgcbž`X]Y`gck`c`a`Àbb`]Wx`Y`U`g`Ui`Wx  
k`Y]V`]Wx`Y`A`Yf`\_`a`U`Y`nY][`h"8Ua`]h`k`]fX`Y]b`ghUf`Yg`NY]WxYb`ZØf  
5\_nYdhUbn`i`bX`J`]Y`ZU`h`[`YgYhnh"@"Ui`h`a`**Un!`c`b`]bY`"XY`nY][`h`  
?`]b`\_`a`UbU[`Yf]b`gUVY`Y`?`Øbb]b[`U`Y`fX]b[`gž`XUgg`b]Wx`h`U`Y  
DUh]YbhYb`c`ZYb`ZØf`X]YgY`B`Yi`Yfi`b[`g]bX`/`Y]b][`Y`k`Y][`Yfb`g]Wx`ž`X]Y  
Xf]hhY`Hc]`YhhY`ni`bi`hnYb"**

J ]j ]Ub`C\`a`gYbž`A ]hcf[ Ub]gUhc`f]b`XYg`7`f]ghcd`Yf`GhfYYh`8`Um]b  
XYf`Df][ b]hnž`i`bhYfghfY]W`h`\]b[ Y[ Yb`X]Y`K ]W`h][ \_Y]h`gc`W`Yf  
Hc]`YhhYbUb[ YVchY`i`bX`gdf]W`h]j`cb`XYf`B`chk`YbX][ \_Y]hž`F`À`i`a`Y`ZØf  
U`Y` ;`YgW`Y`W`hYf`ni`gW`UZZYb`" ?`Òb][ bg`9]bgW`À`hni`b[ ž`XUgg`j`cf  
U`Ya` `Øb[ YfY`A`YbgW`Yb`i`bhYf`&) `↘\fYb`XYf`Xf]hhYb`Hc]`YhhY  
[ Y[ YbØVYf`Ui`Z[ YgW`c`ggYbYf`g]bXž`i`bhYfghØhnh`X]Y`↗YYž`XUgg  
5\_nYdhUb`n`c`Z`h`a` ]h`XYa` `5`hYf`\_`c`ffY`Y`fh`

## 6YXUfZ`Ub`ZUa` ]`YbZfYi`bX`]W`Yb

### 9]bf]W`hi`b[ Yb

9]b`k`Y]hYfYf`J`c`fgW`U[ `j`cb`?`Òb]b[ `]gh`X]Y`9]bZØ\fi`b[ `Y]bYf  
b]YXf][ YfYb`?`]bXYfhc]`YhhY`g`ck` ]Y`Y]bYf`K` ]W`Y`Ui`ZU[ Y`]a  
9fX[ YgW`c`gg`XYf`?`]b]\_ž`XU`Xcfh]j` ]Y`Y`↑`b[ Y`DUh]YbhYb`VY\UbXY`h  
k`YfXYb`"↗`a`a`Yf\]b`k`i`fXYb`gY]h`XYf`9fØZZbi`b[ `]a` `C`\_`hc`VYf`&\$&&  
\_bUdd`-`\$\$`?`]bXYf`]b`XYf`?`]b]\_`VY\UbXY`hž`k`Ug`XYb  
<UbX`i`b[ gVYXUfZ`j`YfXYi`h]W`h`

8]Y`9]bZØ\fi`b[ `XYf`Xf]hhYb`C`dh]cb` `X]j`Yfg` `YfZc`[`hY`]a` `↘\f`&\$%,`ž  
bUW`XYa` `XUg`6`i`bXYgj`YfZUggi`b[ g[ Yf]W`h]b`Y]bYa  
k`Y[ k`Y]gYbXYb`i`fhY]`Y]bYf`]bhYfł`DYfgcb`fYW`h[ Y[ YVYb` `U`h`"8` ]Yg  
\`Uh`b]W`h`bi`f`↑`f]gh]gW`Yž`gcbXYfb`Ui`W`gcn]U`Y`?`cbgYei`YbnYb`  
XYf`J`YfY]b`HfUbg`↔`hYfE`i`YYf`gYhnh`g]W`VY]gd]Y`gk`Y]gY`U`\_`h]j` `ZØf`X]Y  
X]g`\_`]a` ]b]Yfi`b[ gZfY]Y`Hc]`YhhYb`bi`hni`b[ `Y]b`"5`i`Z`\fYf`K`YVg]hY`  
**hfUb]g]bhYfei`YYf`cf[ `Z]bXYb`g]W`k`Y]hYfY`↔`Zcfa`Uh]cbYb`ni  
X]YgYa` `k` ]W`h][ Yb`H\Ya`U`**

8]Y`B`chk`YbX][ \_Y]hž`[ YgW`Y`W`hYf[ YfYW`hY`Hc]`YhhYb`]b  
ØZZYb`h]W`Yb`9]bf]W`hi`b[ Yb`Ubni`V]YhYbž`]gh`Ui`W`Ub`XYf  
l`b]j`Yfg]h`À`h`<`Ua`Vi`f[ `ni`gdØfYbž`k`c`Y]b`?`cbnYdh`ZØf`5`"!` ;`YbXYf!  
Hc]`YhhYb`Yb`hk` ]W`Y`h`k` ]fX`"8` ]YgY`gc`Yb`Y]b`X]g`\_`]a` ]b]Yfi`b[ gZfY]Yg  
Ghi`X]Yb!`i`bX`5fVY]hgi`a`ZY`X`Yfa`Ò[ `]W`Yb`"HfUbgł`i`bX`]bhYfł  
DYfgcbYb`a`ØggYb`c`Z`h`X]g`\_`]a` ]b]YfYbXY`9fZU\fi`b[ Yb`VY]a  
Hc]`YhhYb[ Ub[ `a`UW`Ybž`k`Ug`Y]b[ `fc`»`Yg`Dfc`V`Ya` `XUfghY`"h`<` ]Yf  
k` ]fX`Y]b`Z`À`W`YbXYW`YbXYg`5b[ YVch`Zc`fW]Yf`hž`XUg`VYfY]hg`]b`j` ]Y`Yb  
9]bf]W`hi`b[ Yb`]b` :`cfa` `j`cb`5`"!` ;`YbXYf!Hc]`YhhYb`Yl` ]gh]Yfh`"8` ]YgY  
ZØfXYfb`b]W`h`bi`f`XYb`Ni` [ Ub[ `i`bX`X]Y` ;` `Y]W`VYfYW`h][ i`b[ ž  
gcbXYfb`g]bX`Ui`W`j`c`fhY]`\`U`Z`h`ZØf`j`YfgW`]YXYbY`B`i`h`Yf[ fi`ddYbž

k ]Y`J`ÄhYf`a ]h`K ]W`Y`\_]bXYf`cXYf`A YbgW`Yb`a ]h`6Y`\\bXYfi b[ Yb`  
8YhU]`g`XUni`Z]bXYh`a Ub`i bhYf`i b]!`\\Ua Vi f[ "XY"

9g`V`Y]Vh`UVni k UfhYb`ž`k ]Y`g]W`X]Y`5`\_nYdhUn`gc`W`Yf`5b[ YVchY  
fY[ ]cbU`k Y]hYfYbhk ]W`Y`b`k ]fXž`UVYf`XUg`9b[ U[ Ya Ybh`XYf  
5i [ YbhU[ Yg`\_]b`\_`K ]hhYbVYf[ Y`]ghY]b`k ]W`h][ Yf`GW`f]hh`b`X]Y  
f]W`h][ Y`F ]W`hi b[ "i a`Y]b`[ `Y]W`VYfYW`h][ hYg`A ]hY]bUbXYf`ni  
ZÖfXYfb`ž`]gh`Yg`YbhgW`Y]XYbX`ž`XUgg`X]Y` ; YgY`g`W`UZh`g]W`ghYh][  
k Y]hYfYbhk ]W`Y`h`i bX`U`Y`A YbgW`Yb`UbYf`\_Ybb`h`i bX`fYgdY`\_h]Yfh  
k YfXYb`ž`Y[ U`k Y`W`Ya` ; YgW`Y`W`hig]Y`Ub[ Y`\\ÖfYb`"

8YhU]`g	
C fh	K ]hhYbVYf[ Yž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "a Un!cb`]bY"XY</li><li>• k k k "hfUbg]bhYfei YYf"cf[</li><li>• k k k "i b]!`\\Ua Vi f[ "XY</li></ul>

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