

8 mbUa c '8 fYgXYb 'ZY]Yfh'gYbgUh]cbY`Yb  
5i Zgh]Y[ ' ]b 'X]Y '&' '6i bXYg`][ U°

8 mbUa c '8 fYgXYb ' \_Y\fh'bUW\ 'XfY] ' †\fYb ' ]b 'X]Y '&'  
6i bXYg`][ U'ni fØW\_ " : Y]Yfb 'G]Y 'XYb '5i Zgh]Y[ 'a ]h'XYb ' : Ubg°



HYffUggYbi ZYfž '\$%\$ \* + '8 fYgXYb ž'8 Yi hgW\ `UbX '! '8 mbUa c  
8 fYgXYb 'ZY]Yfh'Y]bYb 'VYa Yf\_Ybgk YfhYb 'K ]YXYfUi Zgh]Y[ . 'BUW  
XfY] ' †\fYb ' ]b 'XYf '8 f]h\_ 'Ugg][ \_Y]h'\_Y\fh'X]Y 'G; '8 mbUa c '8 fYgXYb  
]b 'X]Y '&' '6i bXYg`][ U'ni fØW\_ " '8 Yf '5i Zgh]Y[ 'k i fXY ' ]a 'A U] '\$&)' 'a ]h  
fi bX %) "\$\$\$ '† VY 'bXYb ' : Ubg 'Ua 'HYffUggYbi ZYf ' ]b '8 fYgXYb  
[ YZY]Yfhž 'Ui W\ 'k Ybb 'X]Y 'A UbbgW\ UZh ' \f 'YhnhYg 'Gd]Y ' [ Y[ Yb  
K U'X\cZA Ubb \Y]a 'a ]h '\$. %j Yf 'cf" '5 'YfX]b [ g'dfcZ]h]YfhY 'XUg  
HYUa ' j cb 'DUhYfb 'XYf ' ?cb\_i ffYbnž'k Ug 'XYb '5i Zgh]Y[ 'g]W\ YfhY "  
8]YgYg '7ca YVUW\_ ' ]gh'Y]b 'k ]W\ h] [ Yf 'GW\ f]h' ZØf 'XYb ' J YfY]b ž'XYf ' ]b  
XYb 'YhnhYb 'VY]XYb 'Gd]Y 'nY]hYb 'X]Y 'D'Àhny 'gYW\ g'i bX 'j ]Yf 'VY 'Y [ hY  
i bX 'gca ]h'Ui ZY]bYb 'YfZc ' [ fY]W\ Yb 'K ]YXYfUi ZVUi ' \ ]bUfVY]hYh"

HfU]bYf'H\ca Ug'GhJa a ' ]gh'a U» [ YV ' ]W\ ' ZØf 'XYb '9fZc '[

j YfUbhk cfh]W"i bhYf'gY]bYf'@Y]hi b[ 'ghY`hY`X]Y`A UbbgWUZh'X]Y  
cZYbg]j ghÅf\_ghY`Hfi ddY`]b`XYf" " '@[ Už'k cVY]'7\ f]ghcd\`8 UZYfbYf  
a ]h'gY]bYb`%, 'HcfYb`U`g`VYghYf`Hc fgWØhnY`XYf`@[ U`[ `ÀbnhY" `Hfc hn  
XYf`hi fVi `YbhYb`Y`hnhYb`J\ fYž]b`XYbYb`8 mbUa c`XfY]a U`]b`X]Y  
8 f]hh`Ugg][ \_Y]h'UVgh]Y[ ž'nY][ h'XYf`J YfY]b`k ]YXYf`Ui ZghY][ YbXY  
HYbXYbnYb"

## 9]b`6`]W\_`Ui Z`X]Y`5i Zgh]Y[ g[ YgW]W hY

8 mbUa c`8 fYgXYb`U`h]b`gY]bYf'; YgW]W hY`VYfY]hg`UW`h`8 8 F!  
A Y]ghYfgWUZhYb`i bX`g]YVYb`8 8 F!Dc`U`g]Y[ Y`Yffi b[ Yb" `8 ]Y`Y`hnhY  
GU]gcb`]b`XYf`&"`6i bXYg`][ U`gd]Y`hY`XUg`HYUa` ]b`XYf`GU]gcb  
&\$`%#&`ž`U`g`g]Y`a ]h' &`Di b`hYb`UVgh]Y[ Yb" `8 ]Y`F`ØW`\_`Y`f`]b`X]Y  
nk Y]h\`ØW`ghY`XYi hgW`Y`@[ U`a`Uf\_]Yfh`Y]bYb`bYi Yb`5bZUb[ ž`XYf  
j cb`bcghU`[ ]gW`Yb`9f]bbYfi b[ Yb`Ub`XYb`i 9: 5!Dc`U`!  
<U`VZ]bU`Y]bni [ `%- , , #, -`VY[ `Y]hY`h`k ]fXž`U`g`XYf`J YfY]b`j ca`J Z6  
Ghi hh[ Ufh`Ui g`XYa`K`Y`h`V`Y`k`Y`f`V`Y`]a ]b]Yfh`k`i`f`XY"

8 Yf`J`YfY]b`U`h`Y]bY`VYk`Y[ hY'; YgW]W hY`U`]bhYf`g]W ž`X]Y`j`cb  
<`Ø`Yb`i`b`X`H]YZYb`[ Ydf`Å[ h]gh" `ž`XYb`\_`ca`a`Yb`XYb`Gd]Y`nY]hYb  
\`c`Z`h`8`mbUa`c`ž`XYb`Z`Ø`b`ZhYb`Nk`Y]h][ U!5i Zgh]Y[ `ni`f`Y`U`]g]YfYb" `8 Yf  
F`ØW`Ybk`]b`X`XYf`Y`hnhYb`Gd]Y`Yž]b`XYbYb`g]Y`[ Y[ Yb  
A ]h`cb`\_i`ffYbhYb`k`]Y`GUUfVfØW`Yb`i`b`X`6]Y`YZY`X`[ Yk`UbbYbž`\`Uh  
X]Y`Ni`j`Yfg]W`h]bbYf\`U`V`XYf`A`UbbgWUZh`[ Ygh`Åf`\_h"

## 8]Y`F`c`Y`Y`Ya`U`][ Yf`Gd]Y`Yf

J]Y`Y`Y`Ya`U`][ Y`Gd]Y`Yf`j`cb`8`mbUa`c`\`UVYb`YVYbZU`g  
VYXYi`hYb`XY`9fZc`[ Y`Yfn]Y`h" `F`UbgZcfX!M`V`c`U`\`?`Øb][ gX`Øf`ZYfž`XYf  
nk`]gW`Yb`&\$`%-`i`b`X`&\$`&`&`Z`Øf`8`mbUa`c`U`\_h]j`k`Ufž`k`YW`gY`hY`Z`Øf  
%ž( `A`j`)]cbYb`9i`fc`ni`a`<`Ua`Vi`f[ Yf`GJ`i`b`X`\_`cb`bhY`]b`XYf`Y`hnhYb  
GU]gcb`%( `HcfY`i`b`X`" `J`cf`U[ Yb`VY]ghYi`Yfb" `A`Ufj`]b`GW`k`ÅVY`i`b`X  
D\`]]dd`DYbh`Yž`YVYbZU`g`Y`Ya`U`][ Y`Gd]Y`Yf`XYg`J`YfY]bgž`ghY][ Yb  
a ]h`XYa`" `":`7`?`Øb`]b`X]Y`6i`b`XYg`][ U`Ui`Z`k`Å`f`Yb`X`5`fa`]b]U  
6]Y`YZY`X`U`g`8`f]h][ U!A`Y]ghYf`]b`X]Y`&"`6i`b`XYg`][ U`ni`f`ØW`\_`Y`fh"

→XcW`[ ]Vh`Yg`Ui`W`b`Y[ Uh]j`Y`B`UW`f]W`hYb`]a`?`cbhYi`hY`Ya`U`][ Yf  
8`mbUa`c!`Gd]Y`Yf" `H]a`?`b]dd]b[ `i`b`X`:`cf]Ub`6`U`U`g`g]b`X`a`]h]\`fYb

Yk Y)] [ Yb`HYUa g]b`X]Y`j ]YfhY`@[ U`UV[ Ygh]Y[ Yb``6YgcbXYfg  
 V]hhYf`]gh`Yg`Z0f`5bh\cbmi@c]g]`Už`XYf`a ]h`XYa` J Z@6cW i a`UVgh]Y [  
 i bX`gY]bY`? Uff]YfY`VYYbXYhzi a`ZcfhUb`]a`HfU]bYfhYUa`h`h] [ `ni  
 gY]b`"

## 8]Y`Ni`\_i`bZh`j`cb`8mbUa`c`8fYgXYb`

8]Y`bYi`Y`GU]gcb`j`Yfgdf]W`h`gdUbbYbXY`<YfUi`gZcfXYfi`b[ Yb`"  
 8mbUa`c`8fYgXYb`k`]fX`a` ]h`Y]bYa`Gd]hnYbgd]Y``[ Y[ Yb`DfYi`»Yb`  
 A`0bghYf`]b`XYb`GU]gcbYbXgdi`fh`ghUfhYb`"i`bhYf`HfU]bYf`A`Uf`\_i`g`  
 5bZUb[ `ghfYVh`XUg`HYUa`Ub`ž]g]W`]b`XYf`&``6i`bXYg`][ U`ni  
 YhUV`]YfYb`ž`i`bX`X]Y`:`Ubg`g]bX`cdh]a` ]gh]gW`ž`XUgg`XUg`HYUa`X]Y`  
 f]W`h][ Yb`GW`f]hY`i`bhYfb]a`a`hzi`a`]b`XYf`HUVY`Y`k`Y]hYf`bUW`  
 cVYb`ni`\_`Y`hhYfb`"8Yf`[ Y[ Ybk`Àfh][ Y`9fZc`[ `0bbhY`XYf`5i`ZhU`h`  
 Y]bYf`bYi`Yb`YfU`Z0f`8mbUa`c`gY]bž`X]Y`j`cb`GhUV`]h`h`i`bX`  
 K`Yhh`\_Ua`dZ[ Y]gh[ Ydf`À[ h]gh`"

8Ug`U`Yg`nY][ hž`k`]Y`XmbUa` ]gW`i`bX`i`bj`cf`YfgY`VUf`XYf`:`i`»VU`  
 gY]b`\_Ubbž`i`bX`X]Y`Y`]XYbgW`UZh`]W`Yb`:`Ubg`j`cb`8mbUa`c`k`UfhYb`  
 [ YgdUbbh`Ui`ZX]Y`\_ca`a`YbXYb`Gd]Y`Y`i`bX`X]Y`7`UbW`bž`X]Y`X]Y`&`  
 6i`bXYg`][ U`V]YhYb`k`]fX`"K`À`fYbX`XYf`J`YfY]b`U`gc`]b`bYi`Y`<0`Yb`  
 Ui`ZghY][ hž`k`YfXYb`j`]Y`Y`5i`[ Yb`Ui`ZX]Y`Y`Ya`U][ Yb`Gd]Y`Yf`  
 [ Yf]W`hYh`gY]bž`X]Y`]b`X]YgYf`GU]gcb`]\fYb`Y][ YbYb`K`Y[ `j`YfZc`[ Yb`"

: 0f`k`Y]hYfY`9]bV`]W`\_Y`]b`X]Y`:`YgW`]W`hY`i`bX`U`hi`Y`Y`  
 9bhk`]W`\_i`b[ Yb`j`cb`8mbUa`c`8fYgXYbž`g]Y`Y`G`À`W`g]gW`Y`ž`  
 6i`bXYg`][ U`i`bX`G`À`W`g]gW`Y`"

8YhU]`g`	
J`c`f`ZU```	Gcbgh][ Yg`
C`f`h`	HYffUggYbi`ZYfž`\$%\$*`+`8fYgXYbž`8Yi`hgW`UbX`
E`i`Y`Y`Yb`	<ul style="list-style-type: none"> <li>• k k k "gUYW`g]gW`Y`"XY`</li> <li>• k k k "Vi`bXYg`][ U`W`ca`</li> <li>• k k k "gUYW`g]gW`Y`"XY`</li> </ul>

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