

≠U b ] g W X Y f ` G d ] c b ` ] b ` 8 Y i h g W X ` U b X  
Z Y g h [ Y b c a a Y b . ; Y Z U \ f ` Z Ø f ` Ø X ] g W X Y  
9 ] b f ] W X h i b [ Y b °

5 ` ] G " ž Y ] b ` a i h a U » ` ] W X Y f ` G d ] c b ` X Y g ` ≠ U b ž ` k i f X Y ` ] b  
8 Y i h g W X ` U b X ` Z Y g h [ Y b c a a Y b ` i b X ` j Y f X Å W h ] [ h ž ` ] g f U Y ` ] g W X Y  
9 ] b f ] W X h i b [ Y b ` U i g n i g d ] c b ] Y f Y b "



6 Y f ` ] b ž ` 8 Y i h g W X ` U b X ! ` 5 ` ] G " ž Y ] b ` ) ' ! Å \ f ] [ Y f ` X Å b ] g W X Y f  
G h U U h g U b [ Y \ Ø f ] [ Y f ` U Z [ \ U b ] g W X Y f ` < Y f \_ i b Z h ž ` g ] h h i ` ] b ` 8 Y i h g W X ` U b X ` ] b  
l b h Y f g i W X i b [ g \ U Z h " 9 f ` k i f X Y ` U a ` & \* " ` † b ] ` ] a ` X Å b ] g W X Y b ` 5 U f \ i g  
U i Z 5 b h f U [ ` X Y g ; Y b Y f U ` V i b X Y g U b k U ` h g ` Z Y g h [ Y b c a a Y b ` i b X ` ] b ` X Y f  
: c ` [ Y ` b U W X ` 8 Y i h g W X ` U b X ` Ø V Y f g h Y ` ` h " 8 U g ` 6 i b X Y g U a h ` Z Ø f  
J Y f Z U g g i b [ g g W X i h n ` \ U h Y ` ] \ b ` n i j c f ` ] b ` 6 Y f ` ] b ` c V g Y f j ] Y f h ž ` X U ` Y f  
j Y f X Å W h ] [ h ` k ] f X ž ` ] a ` 5 i Z h f U [ ` X Y f ` ] f U b ] g W X Y b ` F Y j c ` i h ] c b g [ U f X Y b  
n i ` g d ] c b ] Y f Y b ž ` k ] Y ` h U [ Y g g W X U i " X Y ` V Y f ] W X h Y h "

G Y ] b Y ` 5 \_ h j ] h Å h Y b ` g ] b X ` U ` U f a ] Y f Y b X . ` 5 ` ] G " ` g c ` ` i b h Y f ` U b X Y f Y a  
] g f U Y ` ] g W X Y ` i b X ` Ø X ] g W X Y ` 9 ] b f ] W X h i b [ Y b ` ] b ` 6 Y f ` ] b ` U i g g d ] c b ] Y f h

\UVYb" 'a : c\_i g'ghUbXYb'XUVY]Y]b'Gi dYfa Uf\_h'gck ]Y'XYf'G]hn  
XYf'8Yi hgW\! =gfUY`]gW\Yb'; YgY`gW\UZh" '5i W\XUg  
6i bXYgZUa ]Y]Yba ]b]ghYf]i a '[ Yf]Yh'bg'J ]g]Yf' 'XYggYb'A ]b]ghYf]b  
? Uf]b'Df]Yb'\Uh'ØX]gW\Y'K i fnY'b"@Ui h'XYb'9fa ]hh'i b[ Yb  
j Yfgi W'h'5`]'G"ni XYa ž'DYfgcbYb'ZØf'a Ò[ `]W\Y'6fUbXUbgW\`À[ Y'ni  
fY\_fi h]YfYb"

## 8 ]Y'9fa ]hh'i b[ Yb'i bX'XYf'? cbhYI h

8 Ug'6i bXYg\_f]a ]bU'Ua h'\Uh'X]Y'9fa ]hh'i b[ Yb'[ Y[ Yb'XYb  
Gd]cbU[ Yj YfX`W\h][ Yb'ØVYfbca a Yb"'8 ]Y'6i bXYgUbK U`hgW\UZh  
Yf\YVh'[ Y[ Yb']\b'XYb'J cfk i fZ[ Y\Y]a X]Ybgh]W\Yf  
5[ Yb'hYb'h`h][ \_Y]hž'Ui W\k Ybb'Y]bY'\_cb\_fYhY'5bgW\`U[ gd`Ubi b[  
V]g`Ub[ `b]W\h'bUW\ [ Yk ]YgYb'k YfXYb'\_cbbhY" `b'gY]bYf'6YfU[ i b[  
j cf'XYa '9fa ]hh'i b[ gf]W\hYf'Ua '6i bXYg[ Yf]W\hg\cZ'gW\k ]Y[ '5`]'G"  
i bX'V`]YV'a ]h'gY]bYb'5i ggU[ Yb'g]W\h]W\`ni fØW\_\`U'hYbX"

`b'Y]bYa 'k Y]hYfYb'Ni gUa a Yb\Ub[ 'k ]fX'Ui ZX]Y'5\_hj] ]h`hYb  
]fUb]gW\Yf'; Y\Y]a X]YbghY' ]b'8Yi hgW\`UbX'\ ]b[ Yk ]YgYbž'X]Y'g]W\  
ni bY\ a YbX'[ Y[ Yb'cddcg]h]cbY`Y'DYfgcbYb'f]W\hYb"'8 ]Y  
6i bXYgfY[ ]Yfi b[ '\Uh'VYgh`h][ hž'XUgg'Yg'gY]h'&\$%, 'bYi b  
9fa ]hh'i b[ gj YfZU\ fYb'[ Y[ Yb'&( 'a i ha U» `]W\Y' ]fUb]gW\Y'5[ Yb'hYb  
]b'8Yi hgW\`UbX'[ UVž'k cVY]'YXcW\`\_Y]bY'8]d`ca UhYb'i bhYf'XYb  
6YgW\i`X][ hYb'g]bX"'Cn]'CnUfž'Y]b'5\_hj] ]ghž'XYf']a 'K ca Yb† '@ZY  
: fYXca '?c`Y\_hj] ]b'6Yf']b'U\_hj] ]ghž'VYf]W\hYhY'j cb'Y]bYa  
9]bVfi W\ ]b'gY]b'K c\bi a ZY'Xž'XYb'Yf'ZØf'Y]bYb  
9]bgW\ØW\hYfi b[ gj Yfgi W\`XYg']fUb]gW\Yb'; Y\Y]a X]YbghYg'\ ]Y'h"  
@Ui h' **hUn"XY** 'ZØ\`h'g]W\`X]Y' ]fUb]gW\Y'cddcg]h]cb' ]a '@UbX  
ni bY\ a YbX'VYXfc\h"

## K UW\ gUa \_Y]h']gh'[ YZfU[ h

`b'5bVYhfUW\h'XYf'k UW\gYbXYb'6YXfc\i b[ 'Xi fW\']fUb]gW\Y  
; Y\Y]a X]YbghY'k Ufbh'XUg'6i bXYgUa h'ZØf'J YfZUggi b[ ggW\i hn  
XYi hgW\Y' l bhYfbY\ a Yb'j cf'a Ò[ `]W\Yb'Gd]cbU[ YUb[ f]ZZYb"  
6YgcbXYfg'i bhYfbY\ a Ybž'X]Y'A ]hUfVY]hYf'a ]h'XcddY'hYf  
GhUUhgUb[ Y\Øf][ \_Y]h'cXYf'J YfV]bXi b[ Yb'ni a '≠Ub'VYgW\`Zh][ Ybž  
gc`hYb']\fY'5b[ YghY`hYb'ØVYf'X]Y'; YZU\ fYb'Y]bYg'5i gZc'fgW\i b[ g!

i bX`5bVU\bi b[ gj Yfgi W\g`]bZcfa ]YfYbž`k ]Y`Yg`Ui Z`gd]Y[ Y`"XY`ni  
`YgYb`]gh"

9]bY`k Y]hYfY`5`Ufa [ `cW\_Y`]gh`X]Y`HUhgUW\Yž`XUgg`XUg`]fUb]gW\Y  
FY[ ]a Y`a Ò[ `]W\Yfk Y]gY`5bgW\`À[ Y`]a`5i g`UbXž`Y]bgW\`]Y»`W\`]b  
8Yi hgW\`UbXž`UbcfXbYb`\_ÒbbhY`" < ]YfVY]`]Y[ h`XYf` : c\_i g`Y]bXYi h][  
Ui Z`Cddcg]h]cbY`Yb`i bX`j Yfa Y]bh]W\Yb`GhUUhgZY]bXYbž`X]Y`]a  
5i g`UbX`Y]b`Yf\Ò\hYg`N]Y`XUfghY`Yb`"8Ua`]h`ghY`Yb`X]Y  
5\_h]j ]h`hYb`j cb`5`]`G`" \_Y]bYb`9]bnY`ZU`XUfž`gcbXYfb`Y]bY  
YfgW\fYW\_YbXY` : cfhgYhni b[ `Y]bYf`ni bY`a YbX`]bhYbg]j Yb  
Gd]cbU[ Y!`i bX`9]bgW\ØW\hYfi b[ g\_Ua`dU[ bYž`X]Y`Ui W\`]b`i bgYfYf  
BUW\VUfgW\UZh`ghUhhZ]bXYh"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "hU[ YggW\Ui "XY</li><li>• k k k "gd]Y[ Y`"XY</li><li>• hUn"XY</li></ul>

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