

K UfbghfY]\_ 'VY]'8 Yi hgW\ Yf  
GUUhj YfYX`i b[ . '( ) \$ 'A ]hUfVY]hYf  
j Yf`Ub[ Yb`a Y\ f°

⊕`A Y]» Yb`ghfY]\_Yb`8 GJ!6YgW\ ÀZh][ hY`ZØf` \ Ò\ YfY`@Ò\ bY`i bX  
I f`Ui VghU[ Y`K UfbghfY]\_g`ghUfhYb`Ua`A cbhU[ ž`k YfXYb`j cb  
⇨ `65I`cf[ Ub]g]Yfh"



@Yi hYk ]hnž`8 Yi hgW\ `UbX`!`8 ]Y`6YgW\ ÀZh][ hYb`XYf`8 Yi hgW\ Yb  
GUUhj YfYX`i b[ `5; `fB GJ Ě\ UVYb`YfbYi h`X]Y`5fVY]h`b]YXYf[ Y`Y[ h`  
5b`a Y\ fYfYb`GhUbXcfhYbž`XUfi bhYf`XYf`< Ui dhg]hn`]b`@ddghUXh  
gck ]Y`]b`@Yi hYk ]hnž`? ÀVgW\ ØhnhU`ž`6ØW\_k ]hnž`5gYbXcfZi bX`H\Ø`Yž  
Z]bXYb` \Yi h][ Y`K UfbghfY]\_g`ghUhh`8 ]YgY`5\_h]cbYbž`cf[ Ub]g]Yfh]j cb  
XYf`⊕Xi ghf]Y[ Yk Yf\_gW\ UZh`6Ui Yb!5[ fUf!I a k Y`h`f`≠ `65I ěž`g]bX  
Y]b`NY]W\ Yb`ZØf`XYb`I ba i h`XYf`5fVY]hbY\ a Yf`ØVYf`X]Y`U\_hi Y`Yb  
6YX]b[ i b[ Yb`"8 ]Y`8 GJ!6YgW\ ÀZh][ hYb`ZcfXYfb`b]W\ h`bi f`Y]bY  
a cbUh]W\ Y` ; Y\ U`hgYf\ Ò\ i b[ `j cb`' ) \$ `9i fcž`gcbXYfb`Ui W\ `XfY]  
ni g`Àhn`]W\ Y`I f`Ui VghU[ Y`ZØf` ; Yk Yf\_gW\ UZhga ]h[ `]YXYf`gck ]Y`X]Y  
: YghgW\ fY]Vi b[ `XYf`VYhf]YV`]W\ Yb`@Y]ghi b[ Yb`"8 ]Y`GUW\ gYb

VYf]W hYhž'XUgg'X]Y'I bhYfbY\ a YbgZØ\ fi b[ 'Ui Z'X]YgY': cfXYfi b[ Yb  
b]W h'Y]b[ Y[ Ub[ Yb']ghi bX'gc[ Uf'bUW'Y]bYa 'j cf\Yf][ Yb  
K UfbghfY]\_ ]bX]j ]Xi Y''Y'GW'fY]VYb'j YfgUbXh'\Uhž'X]Y'XUg  
GhfY]\_fYW h']b': fU[ Y'ghY''Yb"

< ]bhYf[ fi bX'XYf'GhfY]\_VYk Y[ i b[ 'g]bX'X]Y'\_cbh]bi ]Yf']WYb  
?Àa dZY'XYf'8GJ!A ]h[ 'YXYf'gY]h'A Àfn'&\$&' ž'X]Y'Y]bgW'Y'Y»' ]W  
Y]bYf'8Ya cbghfUh]cb' ]b'@]ddghUXh'ghUhhZUbXYb''8]Y'8Yi hgW'Y  
GUUhj YfYX'i b[ '5; ž[ Y[ fØbXYh%- &' i bX'a ]h'fi bX'() \$  
6YgW'ÀZh][ hYb']b'8Yi hgW'UbX'f]bg[ YgUa h'Yhk U'+, \$ ]b\_'i g]j Y  
Ui g'ÀbX]gW'Yb'GhUbXcfhYb'ž'nY][ h'g]W' [ Y[ YbØVYf'XYb  
: cfXYfi b[ Yb'i bVYY]bXfi W\_h''Hfchn'Y]bYg'; Yk ]bbg'j cb'%%ž%  
A ]''cbYb'9i fc'j cf'GhYi Yfb'i bX'Y]bYa 'l a gUhn'j cb'&\*) 'A ]''cbYb  
9i fc' ]a ' ; YgW'ÀZhg'U\ f'&\$&' #&\$&( 'V'Y]Vh'X]Y'8GJ!: Ø\ fi b[ ' ]b' ]\fYf  
?ca a i b]\_Uh]cbgdc`h]\_`ghi a a ž'k Ug'XYb' l ba i h'XYf'A ]hUfVY]hYf  
k Y]hYf'Ub\Y]nh"

F YW h' ]W Y ' ; fi bX`U[ Yb`i bX  
GhfY]\_VYfYW h][ i b[

K Ug'gU[ h'XUg'; YgYhn'ni 'XYb'K UfbghfY]\_g3'HUhg'ÀW' ]W'g]bX  
GhfY]\_g]b'8Yi hgW'UbX'b]W'h'bi f'Y]b''Y[ ]h]a Yg'A ]hY'ž'i a  
HUf]ž] Yfhf'À[ Y'ni 'Yf\_Àa dZYbž'g]Y'g]bX' ]a ' ; fi bX[ YgYhn'f'fh]\_Y''-  
5VgUhn'' ž]j YfUb\_Yfhi bX'gW'ØhnYb'X]Y'J YfY]b][ i b[ gZfY]\Y]h'XYf  
5fVY]hbY\ a Yf''@Ui h'8; 6'F YW hggW' i hn' ]gh'Yg'fYW h' ]W'ni 'Àgg][ ž  
Ub'K UfbghfY]\_g'hY]`ni bY\ a Ybž'Ui W'k Ybb'\_Y]bY'YbX[ Ø'h][ Yb  
J Yf\UbX'i b[ Yb'cXYf'l fUVgh]a a i b[ Yb'ni j cf'ghUhh[ YZ] bXYb  
\UVYb''8]YgY'GhfY]\_g'nY][ Yb'X]Y'6YfY]hgW'UZh'XYf'6YgW'ÀZh][ hYbž  
8fi W\_'Ui Z']\fY'5fVY]h[ YVYf'Ui gni ØVYb"

: Øf'X]Y'GhfY]\_YbXYb' [ ]hž'XUgg'g]Y'k À\ fYbX'XYg'GhfY]\_g]j cb  
UfVY]hgj YfhfU[ ' ]W Yb'DZ]W hYb'VYZfY]h'g]bX''5fVY]h[ YVYf'XØfZYb  
\_Y]bY'Ghi bXYb'j ca '5fVY]hgnY]h\_cbh'c'UVn]Y\Ybž'i bX'Ui W'XYf  
9]bgUhn'j cb'@Y]\UfVY]hbY\ a Yfb' ]b'VYghfY]\_hYb'6Yhf]YVYb' ]gh'b]W h  
ni 'Àgg][ "'l bhYfghØhni b[ 'VY\_ca a Yb'X]Y'A ]hUfVY]hYf' ]b' ]\fYf  
F YW ha À»][ \_Y]h'Xi fW'X]Y'8; 6!F YW hggW' i hnž'X]Y'\_`UfghY''hž'XUgg  
6YgW'ÀZh][ hY'b]W'h'k Y[ Yb' ]\fYf'HY]`bU\ a Y'Ub'GhfY]\_g'[ Y\_ØbX][ h  
cXYf'UV[ Ya U\bh'k YfXYb'XØfZYb"

: c`[ Yb`ZØf`X]Y`5fVY]h[ YVYf

GhfY]\_g`V`Y]VYb`b]W`h`c`\bY`5i`gk`]f`\_i`b[ Yb`Ui`Z`X]Y`5fVY]h[ YVYf"  
K`]Y`X]Y`?`Ub`n`Y]`<`Yf`Zi`f`hb`Yf`Ui`g`ZØ`f`]W`Y`f`Ài`h`Yf`h`z`\UVYb  
5fVY]h[ YVYf`a`Y]gh`a`]h`D`f`c`X`i`\_`h]c`b`g`U`i`g`Z`A``Y`b`i`b`X`Y]b`Y`a  
d`c`h`Y`b`n]Y``Y`b`J`Y`f`h`f`U`i`Y`b`g`j`Y`f`i`g`h[ Y[ Yb`Ø`V`Y`f`]\f`Y`b`?`i`b`X`Y`b`i`b`X  
D`U`f`h`b`Y`f`b`ni`\_`\_`A`a`d`Z`Y`b``9`g`[ ]`h`z`g]W`Z`f`Ø`\n`Y]h[ ]`Ui`Z`g`c`W`Y  
G]h`i`U`h]c`b`Y`b`j`c`f`n`i`V`Y`f`Y]h`Y`b`i`b`X`B`c`h`Z`U``d`À`b`Y`ni`Y`b`h`k`]W`\_`Y`b``8`Y  
8`G`J`\_`\_`Ø`b`b`h`Y`ni`\_`\_`Ø`b`Z`h[ ]`[`Y`n`k`i`b[ Yb`g`Y]b`ž`\f`Y  
J`Y`f`\`U`b`X`i`b[ g`g`h`f`U`h`Y[ ]Y`b`U`b`n`i`d`U`g`g`Y`b`ž`i`a`g]W`b`]W`h`k`Y]h`Y`f`Y`b  
G`h`f`Y]\_`a`U`»`b`U`\`a`Y`b`Ui`g[ Y`g`Y`h`h`i`ni`g`Y`\`Y`b"

8]Y`8`G`J`\`U`h`U`g`c`Y]b`Y`b`g`h`Y]b][ Yb`K`Y[ ]`j`c`f`g]W``K`À`\f`Y`b`X`X]Y  
5fVY]h`b`Y`\`a`Y`f`ZØ`f`\f`Y`:`c`f`X`Y`f`i`b[ Yb`Ui`Z`X]Y`G`h`f`U`»`Y`[ Y`Y`b`ž`n`Y][`h  
g]W`X]Y`i`b`h`Y`f`b`Y`\`a`Y`b`g`ZØ`\f`i`b[ `V]g`\Y`f`k`Y`b][`Y`b`h[ Y[ Yb`\_`c`a`a`Y`b`X"  
8]Y`Ui`Z`Y`b`X`Y`b`K`U`f`b`g`h`f`Y]\_`g`\_`\_`Ø`b`b`h`Y`b`ž`k`Y`b`b`g]Y`]b`\`c`\`Y`f  
H`Y]`b`Y`\`a`Y`f`n`U`\`gh`U`h`Z]b`X`Y`b`ž`Y`b`h`g`W`Y]X`Y`b`X`Y`b`8`f`i`W`\_`Ui`Z`X]Y`8`G`J  
U`i`g`Ø`V`Y`b``»`X]Y`g`Y`f`U`b[ Y`g`d`U`b`b`h`Y`b`G]h`i`U`h]c`b`V`Y]V`h`i`ni`\`c`Z`Y`b`ž`X`U`g`g  
Y]b`\_`c`b`g`h`f`i`\_`h]j`Y`f`8]U`c[ `n`k`]g`W`Y`b`X`Y`b`D`U`f`h`Y]Y`b`Y`b`h`g`h`Y`\`h`ž`i`a  
Y]b`Y`b`U`W`\`U`h[ Y`@`Ø`g`i`b[ `ni`Z]b`X`Y`b"

8YhU]`g	
Cfh	@Yi hYk ]hnž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "X]YgUW`gYb"XY</li> <li>• k k k "X[ VfYW`hggW`i`hn"XY</li> <li>• _Ub`n`Y]!\`Yf`Zi`f`hb`Yf"XY</li> </ul>

6Ygi W`Y`b`G]Y`i`b`g`U`i`Z`b`!`U[ "b`Y`h