

8 Yf`NUi VYfVYf[ . '@Y\_hØfY`nk ]gWk Yb  
@Ub[ Yk Y]`Y`i bX`h]YZYa `G]bb3

8Yf`5fh]\_Y`VY`Yi Wk hYh`X]Y`nY]h`cgY`FY`Yj Ubn`j cb`H\ca Ug  
A Ubbg` 8Yf`NUi VYfVYf[ `i bX`fYZY\_h]Yfh`[ YgY`gWk UZh`]Wk Y  
<YfUi gZcfXYfi b[ Yb"



8 Uj cg`Gk Y]n`!`5a ` , " ' & b ] & \$ & ) `Yf]bbYfh`X]Y`hYfUf]gWk Y`K Y`h  
Ub`H\ca Ug`A Ubb`i bX`gY]b`A Y]ghYfk Yf\_` 8Yf`NUi VYfVYf[ `ž  
k Y`Wk Yg`j cf`%\$ \$ ` \ fYb`j Yf`ÖZYbh`]Wk h`k i fXY`"A Ubb`ž[ YVcfYb`Ua  
\* " ' & b ] % , + ) ž n`À`h`ni `XYb`VYXYi hYbXghYb`XYi hgWk Yb  
Gk f]ZhghY`Yfb`"GY]b`K Yf`\_gd]Y[ Y`h`b]Wk h`bi f`X]Y`6fØWk Y`gY]bYf  
NY]h`k ]XYf`ž`gcbXYfb`V`Y]Vh`Ui Wk `]b`XYf`a cXYfbYb`K Y`h`j cb  
nY]h`cgYf`6YXYi hi b[ " `8Yf`Fca Ub`ž`XYf`]b`Y]bYa `GUbUhc]fi a `]b  
8 Uj cg`gd]Y`h`ž`VY`UbXY`h`H`Ya Yb`k ]Y`?`fUb`\_`Y]h`ž`gc`Uh]cb`i bX  
G]bbgi Wk Y`ž`X]Y`Ui Wk `Yi hY`fY`Yj Ubh`g]bX"

8 Ug`@YgYb`j cb` 8Yf`NUi VYfVYf[ ` \_Ub`b`Y]bY`<YfUi gZcfXYfi b[  
gY]b`"9]b`Yi h[ Yf`@YgYf`VYf]Wk hYh`j cb`gY]bYf`9fZU`fi b[ `a`]h`XYa  
6i Wk `9f`bU`a `X]Y`?`]bX`Y!5dd`ni f`<UbX`ž`X]Y`UbnY][ hY`ž`XUgg`bcWk

&+ 'Ghi bXYb'i bX'(' 'A ]bi hYb '@YgYnY]h'j YfV`]YVYb" '8 Yf '@YgYfz'XYf  
XUg'6i W`\_i fn'bUW`XYa '5V]hi f'Ui ZgW`i [ ž'k Uf`YXcW`Zf' ghf]Yfh  
j cb`XYb`Ui gi ZYfbXYb`6YgW`fY]Vi b[ Yb`i bX`XYb`d`]\`cgcd`gW`Yb  
8YVUhhYb" '9g'gW`Ybž`U`g`k ØfXY`b]Y`f]W`h][ `Yhk Ug`dUgg]YfYb ž  
VYgW`fY]Vh`Yf`gY]bY`@Y`hØfYfZU`fi b[ ž`X]Y`Xi fW`Y]bYb  
\_ca`d`YhhYb`ZfUbnØg]gW`Yb`5VgW`b]hh`a`? UfbYj`U`g`Ud]hY`Ui ZY]bY  
`UfhY`DfcVY`[ YghY`h`k`i`fXY"

## 9]b`Gd]Y[ Y`XYf` ; YgY`gW`UZh

8Yf`Nui VYfVYf[ `YbhghUbX`]b`Y]bYf`NY]h`fUX]\_U`Yf`i`a`k`À`ni`b[ Yb  
ni`6Y[ ]bb`XYg`&\$" `š`U`f`i`b`XYfhg" `8]Y`b`Xi`ghf]U`g]Yfi`b[ `i`bX  
]XYc`c[ ]gW`Y`6Yk`Y[ i`b[ Yb`k`]Y`B`Uh]cbU`]ga`i`gi`bX`Gcn]U`]ga`i`g  
dfÀ[ hYb`XUg`8Yb`\_Yb`XYf`A`YbgW`Yb" `Ni`XYa`nY][ h`XYf`F`ca`Ub`X]Y  
GY`bgi`W`h`b`UW`9bhgW`Yi`b][ i`b[ `i`bX`C`f]Ybh]Yfi`b[ `]b`Y]bYf`g]W`  
gW`bY`j`Yf`À`b`XYfb`XYb`K`Y`h`8Yf`5i`ZYb`h`U`h`]a`G`Ub`U`hc`f]i`a`  
gma`Vc`]g]Yfh`g`c`Uh]cb`i`bX`F`YZYI`]cbž`k`À`f`Yb`X`Hi`VYf`\_i`cgY`U`g`  
A`Yh`Ud`Yf`ZØf`XYb`J`Yf`ZU`h`f`UX]h]cbY`Yf`K`YfhY`ghY`h"

8Yf`DfchU[ cb]gh`<`Ubg`7`Ughcfd`Z`b[ ]Yfh`U`g`Gi`W`Yb`XYfž`XYf`a`]h  
XYb`]XYc`c[ ]gW`Yb`?`cbZ]\_hYb`gY]bYf`NY]h`i`bX`XYb`:] [ i`fYb  
GY`hhYa`Vf]b]i`bX`B`Ud`h`U`\_cb`Z`f`cbh]Yfh`k`]fX" `8]YgY`:] [ i`fYb  
fYdf`À`gYbh]YfYb`X]Y`Gd`Ubbi`b[ Yb`nk`]gW`Yb`5i`Z`À`fi`b[ `i`bX  
B`]\`]ga`i`g`gck`]Y`nk`]gW`Yb`F`Uh]cbU`]h`À`h`i`bX`D`cdi`]ga`i`gž`X]Y`Ui`W`  
`Yi`hY`]b`XYf` ; YgY`gW`UZh`g]W`h`V`Uf`g]bX"

## F`Y`Yj`Ubn`i`bX`F`YZ`YI`]cb

8]Y`H`Ya`Yb`j`cb`8Yf`Nui`VYfVYf[ `U`XYb`ni`f`GY`V`ghf`YZYI`]cb`Y]b"  
8Yf`@YgYf`j`cb`Yi`hY`\_Ubb`DUfU`Y`Yb`ni`gY]bYb`Y][ YbYb  
@YVYbgZfU[ Yb`i`bX`XYf`Yi`h][ Yb`NY]h`n]Y`Yb" `8]Y`@Ub[ Yk`Y]Yž`X]Y  
]a`G`Ub`U`hc`f]i`a`Y`f`fgW`hž`k`]XYfgd]Y[ Y`h`X]Y`]bbYfY`@YfY`i`bX  
C`f]Ybh]Yfi`b[ g`cg][ \_Y]h`j`]Y`Yf`A`YbgW`Yb`]b`XYf`a`c`XYfb`Ybž  
`Y`\_h]gW`Yb`K`Y`h`A`Ub`\_Ø`bbhY`ZUgh`gU[ Ybž`XUgg`A`Ubbg`K`Yf`\_Y]bY  
9]b`UXi`b[ `ni`f`F`YZYI`]cb`]b`XYf`X][ ]hU`Yb`Y`fU`XUfghY`hž`]b`XYf`X]Y  
<`YfUi`gZc`f`XYfi`b[ Yb`j`cb`g`c`Uh]cb`i`bX`G]bbZ]bXi`b[ `U`\_hi`Y`Yf`XYbb  
Y`YfgW`Y]bYb"

5`X]YgY`5gdY\_hY`a UW\Yb` 8Yf`NUi VYfVYf[ `ni`Y]bYa`nY]h`cgYb  
?`Ugg]\_Yf``H\ca Ug`A Ubbg`9b[ U[ Ya`Ybh[ Y[ Yb`XYb  
BUh]cbU`gcn]U`]ga`i`g`i`bX`gY]bY`9I`]`U\`fY`dfA[ hYb`gY]b  
`]hYfUf]gW\Yg`GW\UZZYb``BUW`gY]bYf`F`ØW\_\_Y\`f`bUW`9i`fcdU`]a  
`U\`f`%`-` )`&`gW\`f]YV`Yf`V]g`ni`gY]bYa`HcX`Ua``%&``5i`[`i`gh`%`-` )` )  
nU\`fY]W\Y`VYXYi`hYbXY`K`Yf`\_Y`` 8Yf`NUi VYfVYf[ `V`Y]Vh`YXcW\  
Y]bYg`gY]bYf`VY`\_UbbhYghYb`i`bX`j`]Y``Y]W\h`Ui`W`Ua  
h]YZ[ fØbX][ ghYb`X]g\_i`h]YfhYb`K`Yf`\_Y"

ϑ`XYf`Gi`a`a`Y`V`Y]Vh`X]Y`@Y`\_hØfY`j`cb` 8Yf`NUi VYfVYf[ `ZØf`j`]Y`Y  
Ui`W`Y`i`hY`Y]bY`K`]`Y`bgdfcVY`i`bX`Y]b`5VYbhYi`Yf`]b`XUg`ϑbYfY  
XYf`a`YbgW\`]W\Yb`9I`]ghYbn``K`]Y`X]Y`U`\_hi`Y``Y`8]g\_i`gg]cb`fi`bX`i`a  
%\$`\$`U\`fY`H\ca Ug`A Ubb`nY][ hz`V`Y]Vh`gY]b`K`Yf`\_b]W\h`bi`f`Y]b  
`]hYfUf]gW\Yf`DZY]Yfz`gcbXYfb`Ui`W`Y]b`bchk`YbX][ Yf`6Y[ `Y]hYf`]b  
YfUi`gZcfXYfbXYb`NY]hYb"

: Øf`Y]bY`h]YZfY`5i`gY]bUbXYfgYhni`b[ `a`]h`H\ca Ug`A Ubb`i`bX` 8Yf  
NUi VYfVYf[ `Ya`dZY`\`hg]W\X]Y`@Y`\_hØfY`XYf`5fh]\_Y`j`cb`F`D  
Cb`]bYz`@YgYf]b[ `i`bX`ϑ\`U`hgUb[ UVY`XY"

8YhU]`g	
C`fh	8Uj`cgz`GW\k`Y]n
E`i`Y``Yb	<ul style="list-style-type: none"><li>• fd!cb`]bY`XY</li><li>• k`k`k`"YgYf]b[ `XY</li><li>• k`k`k`"]b\`U`hgUb[ UVY`XY</li></ul>

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