

GWfUVV`Y. `8 Ug`K c fhgd]Y`VY[ Y]ghYfh  
; YbYfUh]cbYb` `Gc`gd]Y`gh`Xi`°

9bhXYW\_Yb`G]Y`X]Y`FY[ Y`b`i bX`GhfUhY[ ]Yb`XYg`VY`]YVhYb  
K c fhgd]Y`g`GWfUVV`Yž`XUg`gY]h`%-`' , ; YbYfUh]cbYb  
VY[ Y]ghYfh"



8 Yi hgWx`UbX`!`GWfUVV`Yž`XUg`VY`\_UbbhY`K c fhgd]Y`Z0f`nk Y]`V]g  
j ]Yf`Gd]Y`Yfž`VY[ Y]ghYfh`gY]h`gY]bYf`9fZ]bXi`b[ `]a`>Uf`%-`' , j cb  
5`ZfYX`A cg`Yf`6i`hng`X]Y`A YbgWxYb`k`Y`hk`Y]h`8 Ug`Gd]Y`U`Uh]g]Wx  
ØVYf`X]Y`>Uf`Y]bYb`B`Ua`Yb`[`Ya`UW`hi`bX`]gh]b`ØVYf`%&\$  
@`ÀbXYfb`gck`]Y`]b`a`Y`f`U`g`'`\$`GdfUW`Yb`Yf`À`h]Wx`"9fgha`U`g`U`g  
`@YI`[\_c`[\_c`bn]d]Yf`hž`Yb`hk`]W`Y`hY`6i`hng`Yg`i`fgdf0b[ `]W`a`]h`XYa  
N]Y`ž`6i`Wx`ghUVYb`Ài`Z[[\_Y]hYb`ni`UbU`mg]YfYb`i`bX`ZU]fY  
Di`b`\_hk`YfhY`ni`VYgh]a`a`Yb`">Ja`Yg`6fi`bchž`XYf`XUg`Gd]Y`  
\_ca`a`Yfn]U`]g]YfhYž`[UV`]\a`XYb`Y]b[`Àb[ ]Yb`B`Ua`Yb`GWfUVV`Yž  
k`Ug`ni`f`[`c`VU`Yb`6Y`]YVh`Y]h`XYg`Gd]Y`g`VY]hfi`[`Øh`cb`]bY`XYQ  
Q`fY`h]gd]Y`Y`XYQ`

8 Ug`N]Y`j`cb`GWfUVV`Y`VYghY`h`XUf]bž`Ui`g`[`Ync[`YbYb`6i`Wx`ghUVYb

g]bbj c`Y`K ÒfhYf`ni `V]`XYb`i bX`Ui ZXYa`%)`³`%)`:`Y`XYf  
i a ZUggYbXYb`Gd]Y`VfYhh`UVni`Y[ Yb`"X`XYf`XYf`%\$\$  
6i W ghUVYbghY]bY`U`h`Y]bYb`VYgh]a`a`hYb`Di`b`\_hk`Yfhž`i`bX`nk`Y]  
gdYn]Y`Y`6`Ub`\_c`ghY]bY`X]YbYb`U`g`æ`\_Yfž`i`a`VY`]YV][`Y  
6i W ghUVYb`ni`YfgYhnYb`"8]Y`Gd]Y`Yf`Y[ Yb`UVk`YW`gY`bX`K`ÒfhYf  
Ui`ZXUg`6fYhhž`k`cVY]`X]Y`Di`b`\_hY`Ui`g`XYb`K`cfhk`YfhYb`i`bX`XYb  
[`Y`Y[`hYb`6i`W`ghUVYb`VYfYW`bYh`k`YfXYb`"8]Y`Di`b`\_hY`\_ÒbbYb  
Xi`fW`XUg`6YgYhnYb`j`cb`6`cbi`gZY`XYfb`k`]Y`XcddY`hYb`c`XYf  
XfY]ZUW`Yb`K`cfhk`YfhYb`gck`]Y`XcddY`hYb`c`XYf`XfY]ZUW`Yb  
6i W ghUVYb`k`YfhYb`Yf`YV`]W`[`YghY][`Yfh`k`YfXYb`On`cb`]bY`XYQ  
Qk`\_]dYX]U`cf[`Q

## Gd]Y`fY[ Y`b`i`bX`5V`Ui`Z

8Yf`Gd]Y`UV`Ui`ZVY[ ]bbh`a`]h`XYa`N]Y`Yb`j`cb`g]YVYb`6i`W`ghUVYb  
Ui`g`Y]bYa`6Yi`hY`"8Yf`Gd]Y`Yf`a`]h`XYa`N`ÒW`ghYb`GhY]bk`Yfh  
VY[ ]bbh`XUg`Gd]Y`ž`i`bX`XYf`YfghY`Ni`[`a`i`gg`Y]b`K`cfh`a`]h  
a`]bXYghYbg`nk`Y]`6i`W`ghUVYb`]b`XYf`A`]hhY`XYg`Gd]Y`ZY`Xg`UV`Y[ Yb`"  
;`Y`Y[`hY`K`ÒfhYf`g]bX`bi`f`XUbb`[`Ø`h][`ž`k`Ybb`g]Y`j`cb`^]b`\_g`bUW  
fYW`hg`c`XYf`j`cb`cVYb`bUW`i`bhYb`YgVUf`g]bX`i`bX`a`ØggYb`Ui`g  
ni`Àgg][`Yb`6i`W`ghUVYb`\_ca`V]bUh]cbYb`VYghY`Yb`"BUW`Y`XYa  
Ni`[`n]Y`h`XYf`Gd]Y`Yf`YfbYi`h`6i`W`ghUVYb`Ui`g`XYa`6Yi`hY`ž`gc`XUgg  
ghY`hg`g]YVYb`GhY]bY`Ui`ZXYa`5V`U[ YV`Ab`\_W`Yb`V`Y]VYb`ØfYh!  
gd]Y`Y`XYQ

8Ug`A`UhW`YbXYhž`k`Ybb`\_Y]bY`6i`W`ghUVYb`a`Y`f`]a`6Yi`hY`g]bX  
i`bX`Y]b`Gd]Y`Yf`U`Y`gY]bY`6i`W`ghUVYb`[`Y`Y[`h`U`h`8Yf`Gd]Y`Yf`a`]h  
XYf`N`ÒW`ghYb`Di`b`\_hU`U`^`[`Yk`]bbh`XUg`Gd]Y`"Di`b`\_hY`ZØ`f`X]Y  
Y]bnY`bYb`6i`W`ghUVYb`j`Uf]]YfYbž`gc`Yf`U`hYb`VY]gd]Y`gk`Y]gY`X]Y  
6i`W`ghUVYb`5ž`9`i`bX`=bi`f`%Di`b`\_hž`k`À`fYbX`6i`W`ghUVYb`k`]Y`E  
cXYf`N`%\$Di`b`\_hY`Y]bVf]b[ Yb`\_ÒbbYb`On`cb`]bY`XYQ  
Qk`\_]dYX]U`cf[`Q

## GhfUhY[ ]Yb`i`bX`K`YhhVYk`YfVY

:`Øf`GhfUhY[ ]Y!`hYfYgg]YfhY`V]YhYh`GWfUVV`Y`nU`fY]W`Y`5bg`ÀhnYž  
i`a`X]Y`G]Y[ W`UbW`b`ni`Yf`U`Yb`"5b`Z`Ab[ Yf`gc`hYb`g]W`Ui`Z  
`Ài`Z][`Yž`\_i`fnY`K`ÒfhYf`\_cbnYbhf]YfYb`gck`]Y`X]Y`6cbi`gZY`XYf

bi hmYb`i bX`X]Y`6i W\ghUVYbk YfhY`\_YbbYb": Øf`YfZU\fybY`Gd]Y`Yf  
 Ya dZ]Y`\`hig]W`Y]bY`XYZYbg]j Y`i bX`cZZYbg]j Y`Gd]Y`k Y]gY`i bX`X]Y  
 5bU`mgY`XYf`6i W\ghUVYb`XYg`; Y[ bYfg"8][ ]hU`Y`FYggci fW`b`k ]Y  
 5ddg`\Y`ZYb`ni XYa ž`X]Y`Y][ YbY`Gd]Y`k Y]gY`ni `cdh]a ]Yfyb`ØfYhh!  
 gd]Y`Y"XYQ

GWfUVV`Y`\Uh`b]W`h`bi f`Y]bYb`D`Um`]a `Y]a ]gW`Yb`Gd]Y`n]a a Yfž  
 gcbXYfb`Ui W`Ui Z`Hi fb]Yfyb`]b`fY[ ]cbU`Yb`i bX`]bhYfbUh]cbU`Yb  
 K YhhVYk YfVYb"8]Y`Cf[ Ub]gUh]cbYb`GWfUVV`Y`8Yi hgW`\UbX`Y"J "  
 i bX`X]Y`K cf`X`9b[ `]g\`@Ub[ i U[ Y`GWfUVV`Y`D`UmYfg`5ggcW]Uh]cb  
 fK 9GD5Ł:g]bX`j YfUbhk cfh]W`ZØf`X]Y`8i fW`ZØ\fi b[ `cZZ]n]Y`Yf  
 A Y]ghYfgW`UZhYb`Ck ]\_]dYX]U"cf[ Q

9]b`VYUW`h]W`Yf`9fZc`[ `XYg`Gd]Y`g`nY][`hig]W`b]W`h`bi f`]b`XYb  
 J Yf`\_Ui ZgnU`\Ybž`X]Y`ØVYf`%\$\$`A ]``cbYb`k Y`hk Y]h`VYhfU[ Yb`i bX  
 `Å\`f`]W`a Y`\`f`U`g`Y]bY`A ]``cb`9]b`Y]hYb`]b`BcfXUa Yf]\_U`VYhfU[ Ybž  
 gcbXYfb`Ui W`]b`XYf`J ]Y`nU`\`Ub`J Uf]Uh]cbYb`i bX`5i g[ UVYb`XYg  
 Gd]Y`gž`XUfi bhYf`Gi dYf`GWfUVV`Y`i bX`GWfUVV`Y`6`]hm  
 Ck ]\_]dYX]U"cf[ Q

8YhU]`g	
Cfh	8Yi hgW`\UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "h!c b`]bY"XY</li> <li>• k k k "VfYhh!gd]Y`Y"XY</li> <li>• XY"k ]_]dYX]U"cf[</li> </ul>

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