

# H\i bXYf!5bghi fa ' ]b'XYb': ]bU`g. ; ]`[ Yci g! 5`YI UbXYf'ØVYffU[ h°

8]Y`C\_`U\ca U`7]hmH\i bXYf'[ Yk ]bbYb`Gd]Y`&'XYf`B 65  
: ]bU`g'[ Y[ Yb`X]Y`≠X]UbU`DUWfg'a ]h`%&' .%\$+`i bX`[ `Y]WYb  
X]Y`GYf]Y`Ui g"



≠bX]UbUdc`]gž`I G5`!`8]Y`C\_`U\ca U`7]hmH\i bXYf`\UVYb` ]b`XYb  
B 65!: ]bU`g`Y]b`ghUf\_Yg`7ca YVUW\_ [ YnY][ hi bX`g]W`a ]h`Y]bYa  
%&' .%\$+!G]Y[ ` [ Y[ Yb`X]Y`≠X]UbU`DUWfg`XYb`5i g[ `Y]W` ]b`XYf  
GYf]Y` [ Yg]WYfh`B UW`Y]bYa `FØW\_gW`U[ `]a `YfghYb`Gd]Y`ž`k`c`g]Y  
hfchn`%) `Di b\_hYb`J`c`f`g`d`f`i`b[ `]a `GW`i`ggj`YfhY`j`Yf`c`f`Y`b`\UhYbž  
nY][ hYb`X]Y`H\i bXYf`]a `nk`Y]hYb`Gd]Y`Y]bY`Xca ]bUbhY`@Y]ghi b[ "  
G\U]; ]`[ Yci g!5`YI UbXYfž`XYf`a ]h` ( `Di b\_hYb`XYf`VYghY`K`YfZYf  
XYf`DUfh]Y`k`Ufž`\Uh]b`gY]bYb`YfghYb`nk`Y]: ]bU`g!Gd]Y`Yb  
]bg[ YgUa`h`+&`Di b\_hY`Yfn]Y`hi bX`XUa ]h`XYb`FY`\_cfX`j`cb`5`Yb  
÷`Yfgcb`ØVYfhfc`ZYbž`XYf`ni`j`c`f`VY`]+`%`Di b\_hYb`U[ ""8]Y`GYf]Y`]gh  
]a`6Ygh!cZ!GYj`Yb!: cfa`Uh`i`bX`YfZcfXYfhj`]Yf`G]Y[ Y`ZØf`XYb  
A`Y]ghYfh]hY`"

ϕ·X]YgYf'6Y[ Y[ bi b[ 'k UfYb'Ui W'k Y]hYfY'Gd]Y'Yf'XYf'H\i bXYf  
ghUf\_j YfhfYhYb"5`YI`7Ufi gc'hfi [ '&\$'Di b\_hY'VY]ž'k Å\FYbX'ϕYb  
K ]`Ua g`%- ž5Ufcb'K ][ [ ]bg%, 'i bX'7\Yh'<c`a [ fYb'%) 'Di b\_hY  
Yfn]Y'hYb"5Ufcb'K ][ [ ]bg'VYY]bXfi W\_hY'ni XYa`a ]h'Z0bZ  
j Yfk UbXY'hYb'8fY]Yfb"8]Y'DUWfg'\]b[ Y[ Yb'\_cbbhYb'\_Y]bYb  
Gd]Y'Yf'a ]h'&\$'Di b\_hYb']b'XYb'YfghYb'nk Y]'Gd]Y'Yb'XYf': ]bU'g  
j cfk Y]gYbž'Y]bY'@Y]ghi b[ ž'X]Y'ni `Yhnh'&\$%'`A ]Ua ]'k ]XYfZ` \f"  
HmfYgY'<U`]Vi fhcb'k Uf'a ]h'%'`Di b\_hYb'XYf'VYghY'GW'cfYf'XYf  
DUWfgž[ YZc`[ hij'cb'A mYg'Hi fbYf'a ]h'%'`Di b\_hYb'i bX'DUgWU'  
G]U\_Ua`a ]h'%) 'Di b\_hYb"

## GW`ØggY`ghUh]gh]\_Yb`i bX`HYUa`Y]ghi b[ Yb

8]Y'H\i bXYf'\UhYb']a`nk Y]hYb'J]YfhY`Y]bY'VYY]bXfi W\_YbXY  
%- !&]GYf]Yž'X]Y']\bYb'\U'Zž'XYb'J cfgdfi b[ ]j'cb'gYWX'g'Ui Z'&  
Di b\_hY'Ui gni VUi Yb"ϕf'7cUWX'A Uf'\_8U][ bYUi`h`cVhY'X]Y  
: c\_i gg]Yfi b[ 'i bX'FYU\_h]cb'gY]bYg'HYUa`g'bUWX'XYf'B]YXYf'U[ Y  
]a`YfghYb'Gd]Y"8]Y'H\i bXYf'Yfk ]YgYb'g]WX']b'X]YgYf'GU]gcb'U`g  
Åi »Yfgh'ghUf\_ž'a ]h'Y]bYf'6]`Ubn'j'cb'%, !&'bUWX'B]YXYf'U[ Ybž'k cVY]  
%&'X]YgYf'G]Y[ Y'Xi fWX'nk Y]ghY`][ Y'J cfgdf0b[ Y'Yfn]Y'h'k i fXYb"  
8]Yg'nY][ hž'XUgg'XUg'HYUa`bUWX'F0W\_gWX`Å[ Yb'VYgcbXYfg  
a`chj]Yfhini f'GUWX'Y'[ Y`h"

8]Y'\_ca`a`YbXYb'Gd]Y'Y`Z]bXYb']b'ϕX]UbUdc`]g'ghUhhž'i bX'Z0f'X]Y  
DUWfg']gh'Yg'XUg'YfghY': ]bU'g!<Y]a`gd]Y`']b'&) `ϕ\FYb"7cUWX'F ]W\_  
7Uf`]g`Y`j`Yfk ]Yg'Ui`Z'X]Y'gWX'k UWX'Y'YfghY'<U`VnY]h'U`g  
YbhgWX'Y]XYbXYb': U\_hcf'Z0f'X]Y'B]YXYf'U[ Y"8]Y'H\i bXYf'\UVYb']b  
XYf'V]g\Yf][ Yb'GU]gcb'Y]b][ Y'FY\_cfXY'[ YVfcWX'Yb'i bX'g]bX'Y]bYg  
XYf'0b[ ghYb'HYUa`g]b'XYf'B65!; YgWX]WX'hYž'XUg'gc'gWX'bY`']b'X]Y  
:]bU'g'YffY]WX'Yb'\_cbbhY"ϕ·XYb'D'UmcZZg'&\$&)`\Uh'; ]'[ Yci`g!  
5`YI`UbXYf'V]g\Yf']b'nY\b'Gd]Y'Yb`' \$'cXYf'a`Y`f'Di b\_hY'Yfn]Y'h  
i bX'\_Ubb'VU'X'Y]bYb'k Y]hYfYb'FY\_cfX'Z0f'X]Y'a`Y]ghYb`' \$!Di b\_hYž  
)!5gg]gh!Gd]Y'Y`]b'Y]bYf'D'UmcZZ!GU]gcb'VfYWX'Yb"

8]Y'H\i bXYfž'X]Y'U'g'VYghYg'HYUa`XYf'<Ui`dhfi bXY']bg': ]bU'Y  
[ ]b[ Ybž'\UVYb']\fY'GhÅf'\_Y]b'XYb'D'UmcZZg'Y]bXfi W\_gj`c`  
XYa`cbghf]Yfh'i bX'nY][ Ybž'k Ufi`a`g]Y'U'g': Uj`cf]hYb'[ Y'hYb"8Ug  
bÅWX'ghY'Gd]Y`XYf': ]bU'g']gh'Z0f'A ]h'k`cWX'Ub[ YgYhnhž'i bX'X]Y': Ubg

XØfZYb`g]W\`Ui Z`Y]b`gdUbbYbXYg`8i Y``ZfYi Yb"

8YhU]`g	
JcfZU``	Gdcfh
Cfh	ϕX]UbUdc`]gž`l G5
Ei Y``Yb	<ul style="list-style-type: none"><li>• k k k "hU[ Yggd]Y[ Y``XY</li><li>• k k k "bVU"Wča</li><li>• k k k "bVU"Wča</li></ul>

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