

K Yb][ Yf': `Ø[ Yž` \ Ò\ YfY`DfY]gY.  
8 Yi hgW\ `UbXg`@c k !7cgh!A Uf\_h`]a  
K UbXY`°

8Yf`bYi Y`8@F`A C B ≠HC F`UbU`mg]Yfh`X]Y`9bhk ]W\_`i b[ `XYg`@ck !  
7cgh!@ Zhj Yf\_Y`f`g`]b`8Yi hgW\ `UbX`i bX`9i fcdU`]a `ŷ\`f`&\$&)"



8 Yi hgW\ `UbX`!`8]Y`K Y`h`XYg`:`]Y[ Ybg`j Yf`AbXYfh`g]W\`ž`i bX`XUg  
b]W\`h`bi`f`]b`i`i Zhj[ Yb`< Ò\`Yb`" `@Ui`h`XYa` `bYi`Yb` `8@F`A C B ≠HC F  
@ Zhj Yf\_Y`f`i bX`@ck !7cgh` \`Uh`g]W\`XYf`@ck !7cgh!GY`hcf`]b  
8 Yi hgW\ `UbX`i bX`9i fcdU`k Y]hYfYbhk ]W\_Y`h`i bX`nY][ h`Y]b][ Y  
]bhYfYggUbhY`HfYbXg`"?bUdd`Y]b`8f]hhY`XYf`Ub[ YVchYbYb`:`Ø[ Y`]b  
9i fcdU`YbhZ`Ä`h`Ui Z`@ck !7cgh!7Uff]Yfž`k cVY]`8 Yi hgW\ `UbX`]a  
Yi fcd`Ä]gW\`Yb`J Yf[ `Y]W\`bi`f`Y]bYb`[ Ygi b\_YbYb`A Uf\_hUbhY]`j cb  
&%ž( `DfcnYbh`Ui Zk Y]gh`8Ua ]h`]Y[ h`8Yi hgW\ `UbX`\]bhYf`@ÄbXYfb  
k ]Y`GdUb]Ybž; fc» Vf]hUbb]Ybž`ŷU`Yb`i bX`:`fUb\_fY]W\`ni fØW\_ž`i bX  
nY][ hž`XUgg`\]Yf`Y]b`[ Yk ]ggYf`B UW\`c`VYXUfZ`VYghY`h`

K ]Y`X]Y`8@F`VYf]W\`hYhž`k i fXYb`]b`Y]bYf`FYZYfYbnk cW\`Y`]a`ŷ`bi`Uf

&\$&) `]b`9i fcdU`ØVYf` , "\$\$\$`@ck !7cgh!:`Ø[ Y`a ]h`%\*`U\_h]j Yb  
: `i [ [ YgY`gW UZhYb`fY[ ]ghf]Yfh`8Yi hgW`UbX`fUb[ ]Yfh`XUVY]`Ui Z  
D`Um`ZØbZi bX`V]YhYh`a ]h`&"` %\*`k ØW`Ybh]W`Yb`GhUfhg`j cb`%)`@ck !  
7cgh!:`i [ [ YgY`gW UZhYb`Y]b`D`i`g`j`cb`%\$`DfcYbh]a`J`Yf[ `Y]W  
ni`a`J`cf`U`f`z`Y`X`c`W`[ `À`b`n`h`X`Y`G`h`U`h`g`h`\_`b]W`h`ž`X`U`Y`g`]a`a`Y`f`b`c`W  
Y]b`Yb`F`Ø`W`\_`[`Ub[ `j`cb`)`\*`DfcYbh`g`Y]h`&\$`%-`[ `]Vh`

## A Uf\_hUb hY]`Y`]a` `]b hYfb Uh]c b U`Yb`J`Yf[ `Y]W

8 Ug`@ck !7cgh!GY[ a`Ybh]gh]bhYfbUh]cbU`cW`]a`?`i`fg`"K`Y`hk`Y]h  
Zc[ Yb`]a` `š`U`f`&\$`&(`Y`hk`U`(`ž`+`A`])`UfXYb`DUggU[ ]YfYž`Y]b`5bgh]Y[  
j`cb`&`DfcYbh[ Y[ YbØVYf`XYa`J`cf!7cfcU!š`U`f`&\$`%-`"5`Y`f`X]b[ g  
gUb`\_`X]Y`;`YgUa`mU`X`Y`f`:`Ø[ Y`i`a`)`DfcYbh`Ui`Z`\*`ž`A`])`cbYbž  
k`cj`cb`%`A`])`cbYb`Ui`ZXUg`@ck !7cgh!GY[ a`Ybh`YbhZU`Yb`" `đ  
9i fcdU`U`h`X`U`g`@ck !7cgh!GY[ a`Ybh`Y]b`Yb`A`Uf\_hUb hY]`j`cb`" ` %  
DfcYbh`ž`k`À`f`Y`b`X`X]Y`5g]Yb!DUn]Z`\_`!F`Y[ ]cb`gc[ Uf`)`DfcYbh  
YffY]W`h`8Yi hgW`UbX`a`i`gg`g]W`X`Y`a`b`U`W`Y`b][ Yg`Y]b`ZU`Yb  
`UggYbž`X`Y`b`b`X`Y`f`]b`b`Y`f`X`Y`i`hgW`Y`@ck !7cgh!J`Yf`\_`Y`f`]gh`Ui`Z  
`Y`X][ `]W`%)`DfcYbh[ YgW`fi`a`d`ž`"

8]Y`:]b`Ub`n`Y`b`**MU`c`c`**`n`Y][ h`Ui`Z`ž`X`U`g`g`F`m`Ub`U]f`]b`8Yi hgW`UbX  
b`U`W`k`]Y`j`cf`X`Y`f`D`U`m`[`fgW`i`bhYf`X`Y`b`@ck !7cgh!7Uff]Yfb`]ghž  
c`V`g`W`cb`X]Y`5]f`]b`Y`]`f`5`b[ YVch]b`X`Y`b`Y`h`h`Y`b`š`U`f`Y`b`j`cb`&\$`%-  
V]g`&\$`&(`i`a`)`DfcYbh`j`Yff]b[ Yfh`U`h`8YfnY]h]gh`9i fck ]b[ g`a`]h  
ØVYf`-`\$\$`:`Ø[ Yb`d`f`c`K`c`W`Y`X`Y`f`[ fØ»`h`Y`5`b`V]YhYf`]b`8Yi hgW`UbXž  
[ YZc`[ h]cb`F`m`Ub`U]f`a`]h`\*`-`&:`Ø[ Yb`i`b`X`K`]n`n`5]f`a`]h``%+  
:`Ø[ Yb`"

## DfY]gY`i`b`X` ;`Y`g`W`À`Zhga`c`X`Y`Y`Y`

K`U`g`U`V`Y`f`\_`c`g`h`Y`h`X`U`g`:`]Y[ Yb`a`]h`X]YgYb` ;`YgY`g`W`U`Zh`Y`b`3`=a  
: fØ`U`f`&\$`&) `U[ Yb`X]Y`Xi`f`W`g`W`b]h]W`Y`b`6fi`h`c`d`f`Y]gY`ZØf`@ck !  
7cgh!:`Ø[ Y]b`8Yi hgW`UbX`nk`]g`W`Y`b`\*`+`i`b`X`%`\$`9i`f`c`"K`]n`n`5]f  
V]YhYh`a`]h`\*`+`9i`f`c`X]Y`[ Øbgh][ ghYb`:`Ø[ Y`Ubž`[ YZc`[ h]cb`F`m`Ub`U]f  
f]`\$`9i`f`c`i`b`X`Y`U`g`m`š`h`f]`\*`9i`f`c`L`8]Y`H]W`Y`h`d`f`Y]gY`g]b`X`Y`X`c`W  
\_`i`f`n`Z`f]gh][ `c`ž`h`X`Y`i`h]W`U`f`ž`k`U`g`n`Y][ hž`X`U`g`g`[ Yf`U`X`Y`:`f]g`W`i`ž`h  
: Ub`g`a`Ub`W`a`U`Y`h`k`U`g`h]Y`Z`Y`f`]b`X]Y`H`U`g`W`Y`[ fY]Z`Y`b`a`Ø`g`Y`b`"  
B`U`h`Ø`f`]W`g]b`X`U`i`W`:`fØ`U`f`i`W`Y`f`d`f`Y]gY`j`cb`(`(`V]g`-`\$`9i`f`c`

a 0[ `]W"

⊖`XYb`YhnhYb`Δ\ fYb` \ UVYb`@ck !7cgh!7Uff]Yf`ni bY\ a YbX  
\mVf]XY` ; YgW\ÅZnga cXY`Y`Ybhk ]W\_Y`h`K Å\ fYbX`g]Y`Ui Z`Y]bY  
VYgh]a a hY`GhfYW\_Y`Zc\_i gg]Yfh`g]bX`i bX`k Yb][ `9I hfU!GYfj ]W  
V]YhYbžj Yfgi W\Yb`g]Yž`g]W\`XYbbcW\`Ub`XUg`DfY]gb]j YUi `]\fYf  
\_`Ugg]gW\Yb`A ]hVYk YfVYf`Ubni dUggYb"@Ui h`GhUh]ghU`U[ `XYf  
A Uf\_hUbhY]`XYf`@ck !7cgh!7Uff]Yf`]b`8Yi hgW\`UbX`]a `Δbi Uf`&\$&(  
VY]`Yhk U`(\$`DfcnYbh`8]Yg`nY][ hž`XUgg`X]Y`6fUbW\Y`g]W\  
XmbUa ]gW`k Y]hYfYbhk ]W\_Y`hž`Ui W\`k Ybb`X]Y`DfY]gY`Xi fW\`Y]bY  
Yf\0\hY`@ Zhj Yf\_Y`fghYi Yf`ni `Yhnh[ Ygh]Y[ Yb`g]bX"

⊖g[ YgUa h`V`Y]Vh`UVni k UfhYbž`k ]Y`g]W\`XYf`A Uf\_h`]b`8Yi hgW\`UbX  
Ybhk ]W\_Y`b`k ]fX`A ]h`XYa `F 0W\_[ Ub[ `]b`XYb`]bbYfXYi hgW\Yb  
: `0[ Yb`V`Y]Vh`XU`g]W\Yf`]W\`bcW\`XYf`Y]b`cXYf`UbXYfY`GhY]b  
i a [ YXfY\hž`i a `Z0f`X]Y`F`Y]gYbXYb`k ]YXYf`UhhfU\_h]j `ni `k YfXYb"

8YhU]`g	
C fh	8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "X`f"XY</li> <li>• XY"Z]b Ub W "mU\ c c "WŁ a</li> <li>• XY"ghUh]ghU"WŁ a</li> </ul>

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