

F YbU]ggUbW`XYf`E i Ub[ `8i W? YfUa ]\_.  
9]b `i `hi fY`Yg`9fVY`V`Ø\h`Ui Z°

9fZU\ fYb`G]Yžk ]Y`X]Y`E i b[ `i W? YfUa ]\_`Xi fW`Y]b  
GYa ]bUf`i bX`Y]bY`5i gghY`i b[ `U`g`h`c`i`f]ga i gZØfXYfbXYg  
9fVY`fYj ]hU`]g]Yfh`k ]fX"



E i b[ `i W`J ]YhbUa `!`b`XYf`j`Yf[ Ub[ YbYb`K cWXY`ZUbX`ja `D\i  
M`b`A i gYi a `Y]bY`VYXYi hYbXY`5i gghY`i b[ `ØVYf`X]Y`E i Ub[ `8i W  
? YfUa ]\_`ghUhrž`X]Y`j`ca `"\$`A U]`V]g`"\$`> `]&\$&) ``Ài Zh`<i bXYfhY  
j`cb`? YfUa ]\_UfhYZU`hYbž`X]Y`Ui g`XYa `[ `Y]W`bUa ][ Yb`8cfZ  
ghUa a Ybž`k i fXYb`d`f`À`g`Y`b`h]Y`fh`8]YgY`i a ZUggYb`Y]bY`J]Y`nU`j`cb  
C`V`Y`\_`hYb`k ]Y`?`U`\_`h`Ø`d`Z`Y`ž`?`f`Ø[ Y`ž`K`Y]b`\_`f`Ø[ Y`ž  
<Ui g`U`h`g[ Y[ Ybgh`À`b`X`Y`ž`K`UggYfVYW`Yb`g`c`k ]Y`@`ch`i`gh`Ø`d`Z`Y`Ui`g  
i b[ `Ug]YfhYf`[ YVfUbb`hYf`?`YfUa ]\_`"6YgcbXYfg`Yfj`c`f`ni` \YVYb`]gh  
X]Y`[ `Ug]YfhY`E i Ub[ `8i W? YfUa ]\_`ž`X]Y`Xi fW`]\`fY`Y]bn][ Ufh][ Yb  
A i gWY`a`Uf\_]Yfi b[ Yb`i`b`X`i` `Ugi fYb`VYgh]W`h`>XYg`GhØW`XUh]Yfh  
Ui g`XYa `NY]hfUi a `XYg`%, "`V]g`&\$`"ϰ\`f`i`b`XYfhg`i`b`X`]gh`X`Ua ]h`Y]b  
l`b]\_`Uh"

9]b`YggYbn]Y`Yf`6YghUbXhY]`XYf`5i gghY`i b[ `g]bX  
Xc\_i a YbhUf]gWXY`6]XYfž`X]Y`XYb`\c\Yb`\_i `hi fY`Yb`K Yfh`XYg  
\_YfUa ]gWXYb`9fVYg`j cb`E i Ub[ `8i Wj YfXYi h]WXYb`"8UfØVYf  
\]bUi g`k i fXY`Y]b`K cf\_g\cd`ni a `H\Ya U` 9f\U`hi b[ `i bX  
: ØfXYfi b[ `XYg`\_i `hi fY`Yb`9fVYg`XYf`E i Ub[ `8i WHØdZYfY] `j ca  
A ]b]ghYf]i a `ZØf`?i `hi fž`Gdcfh`i bX`Hci f]ga i g`cf[ Ub]g]Yfh`"8]Y  
HY]`bY\`a Yfž`XUfi bhYf`: cfgWXYfž`5bh]ei ]h`hYbgUa a `Yf`i bX`↑ b[ Y  
`bhYfYgg]YfhYž`Yf\]Y`hYb`i a ZUggYbXY`9]bV`]W\_Y`]b`X]Y`; YgW]W`hY  
i bX`X]Y`HYW`b]\_Yb`XYf`E i Ub[ `8i W?YfUa ]\_Ybž`k Å\FYbX`g]Y`XUg  
A i gYi a `VYgi W`hYb`"

## 9]b`k Yfhj c`Yg`9fVY

8]Y`E i Ub[ `8i W?YfUa ]\_`\UhY]bY`ØVYf` \$!`Å\ f][ Y`; YgW]W`hYž  
X]Y`]a `8cfZE i Ub[ `8i W]b`XYf`; Ya Y]bXY`5b`H\ W`]a `@UbX`\_fY]g  
Hi m`5b`VY[ ]bbh`<]Yf`k YfXYb`X]Y`F c\`a UhYf]U`]Yb`\Ui dhg`ÅW`]W  
Ui g`XYf`I a [ YVi b[ `VYnc[ Ybž`k]Y`5b`i b`\Hcbž`A i gWXY`b`Ui g  
XYa `° `@Ub`!HY]W`i bX`<c`n`Ui g`XYa `7½!:`i gg`"8]Y`?YfUa ]\_`]gh  
]b`nk Y]`<Ui dh\_UhY[ cf]Yb`i bhYfhY]`h`[ `Ug]Yfh`i bX`i b[ `Ug]Yfhž`k cVY]  
VY]XY`J Uf]UbhYb`Xi fW`Y]bY`J]Y`nU\`j cb`A i ghYfb`[ Y`\_YbbnY]W`bYh  
g]bX`"J cb`Yhk U`XYa `%+"`V]g`ni a `&\$`"Å\ f\i bXYfh`k Uf`E i Ub[ `8i W  
?YfUa ]\_`b]W`h`bi f]b`D\i `M`bž`gcbXYfb`Ui W`]b`NYbhfU`]YhbUa ž  
H³m`B [ i m`B`i bX`XYa `GØXYb`k Y]h]YfVfY]hYh`"

5`YfX]b[ g`VY[ Ubb`]b`XYf`A ]hY`XYg`&\$`"Å\ f\i bXYfhg`XYf`J YfZU`  
XYg`8cfZYg`E i Ub[ `8i Wž`k Ug`ni f`J Yf`i gh] ]Y`Yf`\_YfUa ]gWXYf  
HYW`b]\_Yb`ZØ\fhY`"6fYbbØZYb`i bX`HØdZYf`k i fXYb`fUfž`k Ug`X]Y  
9f\U`hi b[ `X]YgYg`k Yfhj c`Yb`\_i `hi fY`Yb`9fVYg`i a gc`k ]W`h][ Yf  
a UW`h`"a `FU\`a Yb`Y]bYg`GYa ]bUfg`Ua `i \$"`A U]`k i fXY`ØVYf`X]Y  
9f\U`hi b[ `i bX`: ØfXYfi b[ `XYf`E i Ub[ `8i W?YfUa ]\_`X]g`\_i h]Yfhž`Ub  
XYa `K ]ggYbgW`UZhYf`i bX`?YfUa ]\_gdYn]U`]ghYb`Ui g[ ]Ub`n`J]YhbUa  
hY]`bU\`a Yb`"

## J c f g W `À [ Y `ni f `K ] Y X Y f V Y `Y V i b [

`a `GYa ]bUf`k i fXYb`j YfgW]YXYbY`5bg`ÅhY`YfØfhYfhž`i a `XYb`K Yfh  
XYg`E i Ub[ `8i W9fVYg`ni `VYk YfhYb`i bX`A U» bU\`a Yb`ni `gY]bYf  
9f\U`hi b[ `ni `Yb`k ]W\_Y`b`"Hf`b`H\Ub`\`< b[ ž`Df`Åg]XYbh`XYg

I B 9G7C!7`i Vg`Z0f`X]Y`9fZc`fgW`i b[ `i bX`9f`U`hi b[ `j cb  
5bh]ei ]h`hYb`]b`D`i` `M`bž`VYhcbhY`X]Y`B`chk`YbX][`\_Y]hž`E`i`Ub[ `8`i`W  
b]W`h`U`g`fY]bYg`<`UbXk`Yf`\_`ni` `gY`Ybž`XUg`Ui`Z`XYa` `A`Uf`\_`h  
\_cb`\_i`ff]YfYb`a`Øgg`hY`"9f`gW`i` [ `j`cfž`XUg`8cfZ`U`g`h`ci`f]gh]gW`Yg  
N]Y`ni` `Y`bhk` ]W`\_Y`bž`k`c`X]Y`Y]bn][`Ufh][`Y`?`YfUa` ]\_hY`W`b]\_`  
j`cf[`YZ0`h`k`YfXYb`\_`Ubb`"

5fW` ]hY`\_h`@`E`E`i`Ub[ `H` \ `b` \ `gW` `c`gg`g]W`X]YgYf`J` ]g]cb`Ub`i`bX`k` ]Yg  
XUfUi`Z` \ ]bž`XUgg`Y]b`9fVY`!`H`ci`f]ga`i`ga`cXY`"Y]bY`Y`ZY`\_h]j`Y  
A`Y`h`c`XY`ni`f`9f`U`hi`b[ `XYf`?`i` `hi`f`i`bX`ni`f`b`UW` \ `U`h][`Yb  
k` ]fhgW`U`Z`h]W`Yb`9bhk` ]W`\_i`b[ `XUfghY`"Yb`\_`Øbb`hY`"A` ]h`gY]bYf`B`À` \ `Y  
ni` `Ub`XYfYb`h`ci`f]gh]gW`Yb`5`h`f`U`\_h]cb`Yb`]b`D`i` `M`b` \ `U`h`XUg`E`i`Ub[  
8`i`W`8`cfZ`XUg`D`chYbn]U`ž`Y]b`VYXY`i`hYbXYg`\_i` `hi`fY`"Yg`i`bX  
\_fYU`h]j`Yg`F`Y]gYn]Y`" ]b`XYf`NYbhfU`fY[ ]cb`ni`k`YfXYb`"9]b`[`i`h  
cf[`Ub]g]YfhYg`<`UbXk`Yf`\_g!`H`ci`f]ga`i`ga`cXY`" \_`Øbb`hY`ni`XYa` `K`YfhY  
k` ]Y`D`fc`Xi` \_h]cbgVYg]W`h][`i`b[`Ybž`<`YfghY`"i`b[`gYfZU` \ `fi`b[`Ybž  
D`fc`Xi` \_h`\_`À`i`ZY`g`ck` ]Y`?`i`bghUi`Z0` \ `fi`b[`Yb`i`bX`K`cf`\_g` \ `cdg`V]YhYb`"

8]Y`YfZc`[`fY]W`Y`K` ]YXYfVY`YVi`b[ `XYg`?`YfUa` ]\_XcfZYg`i`bX`X]Y  
:`ØfXYfi`b[ `XYg`H`ci`f]ga`i`g`YfZc`fXYfb`Y`XcW`Y]bY`i`a`ZUggYbXY  
gc`n]U`Y`G`hfU`hY[ ]Y`" < ]YfVY]a`ØggYb`ghUU`h]W`Y` `b`ZfUghfi`\_`hi`f`i`bX  
A`Y`W`Ub]ga`Yb`VYfY]h[`YghY`"h`k`YfXYbž`k`À` \ `fYbX`I`bhYfbY` \ `a`Yb`i`bX  
:`cf`gW`i`b[`gY]b`f]W`h`i`b[`Yb`\_fYU`h]j`Y`F`c`"Yb`ØVYfbY` \ `a`Yb`a`ØggYbž  
i`a`XUg`\_i` `hi`fY`"Y`^2`\_cgmghY`a`XYf`F`Y[ ]cb`ni`gh`À`f`\_Yb`"8]Y  
`b]h]U`h]j`Y`ni`f`6Yk`U` \ `fi`b[ `i`bX`:`ØfXYfi`b[ `XYf`E`i`Ub[ `8`i`W`?`YfUa` ]\_`  
V]YhYh`b]W`h`b`i`f`X]Y`A`Ø[ ` `]W`\_Y]hž`Y]bY`fY]W`Y`\_i` `hi`fY`"Y`HfUX]h]cb  
ni`k`ØfX][`Ybž`g`cbXYfb`Ui`W`ž`g]Y`Y]bYf`VfY]hYfYb`^2`ZYbh]W`\_Y]h  
ni`[`À`b[ ` `]W`ni`a`UW`Yb`"

`b]g[`YgUa`h`VYf]W`hYh`J` ]YhbUa`"j`b`j`cb`Y]bYa`Yb[`U[ ]YfhYb  
6YghfYVYbž`X]YgYg`\_i` `hi`fY`"Y`9fVY`ni`VYk`U` \ `fYbž`k`À` \ `fYbX`Hi`c`]  
HfY`X]Y`6YXY`i`hi`b[ `XYf`E`i`Ub[ `8`i`W`?`YfUa` ]\_i`bX`X]Y`U`\_hi`Y`"Yb  
6Ya`Ø` \ `i`b[`Yb`ni`f`9f`U`hi`b[ `i`bhYfghfY]W`h`"

8YhU]`g	
Cfh	Ei`b[ `i` Wž`J]YhbUa

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "j ]YhbUa "j b</li><li>• hi c]hfY"j b</li></ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY