

6]c \ cZ'K U`n. 'HfUX]h]cb 'hf]ZZh'i f\_fUZh' '9]b  
6`]W\_`Ui Z'bUW\ \U`h][ Yb '5bVUi °

9bhXYW\_Yb'G]Y`XYb'6]c \ cZ'K U`n']b'XYf'C VYfdZU`n. 'HfUX]h]cbž  
6]cX]j Yfg]h`h'i bX`i f[ YhfY]XYUbVUi 'ZØf'bUW\ \U`h][ Yb  
Hci f]ga i g"



5a VYf[ !GW`ÄZ`c \ Yž'8Yi hgW\ `UbX`!`b`XYf'C VYfdZU`nž[ YbUi Yf  
[ YgU[ h]b'5a VYf[ !GW`ÄZ`c \ Yž'ZØ\ fYb'5bXfYUg'i bX`A ]W\UY`U`K U`n  
gY]h'&\$\$\$`Y]bYb`W\Ufa UbhYb'6]c \ cZ'`Äf'6Yhf]YV`]gh'ØVYf`nk Y]  
; YbYfUh]cbYb`[ Yk UW\gYb`i bX`\Uh'g]W\`Ui ZXYb'5bVUi `j cb  
fcVi ghYb`i f[ YhfY]XYgc fhYb`gdYn]U`]g]Yfh`'8]YgY`Gc fhYb`g]bX`b]W\h  
bi f`k ]XYfghUbXgZÄ\ ][ `Y[ Yb`?fUb\_\`Y]hYbž'gcbXYfb`hfU[ Yb`Ui W\  
XUg'6UmYf]gW\Y'6]c!G]Y[ Y`ž'XUg'ZØf`\ØW\ghY`E i U`]h`ÄhgghUbXUfXg  
ghY`h`BYVYb'6]c[ YhfY]XY`dfcXi n]Yfh'XYf`<cZ'K U`n`Ui W\`9]Yfž  
; YZØ[ Y`i bX`F]bXZY]gW\ž'k cXi fW\`Y]bY`j ]Y`ZÄ`h][ Y`DfcXi `hdU`YhhY  
YbhghY`h"

8Yf'6]c \ cZ'K U`n`nY]W\ bYhig]W\`Xi fW\`Y]bY`\_`Y]bhY`][ Y`: Y`Xghfi `hi f  
Ui gž'a ]h`Xi fW\gW\b]h`]W\`Y]bYa`<Y`hUf`[ fc»Yb`: `ÄW\Ybž'X]Y`j cb

6`Ø\ghfY]ZYb`i a [ YVYb`g]bX" `8]YgY`GhfUHy [ ]Yb`ZØfXYfb`X]Y  
6]cX]j Yfg]hÀhi bX`VYk U\fyb`X]Y`@YVYbgfÀi a Y`ZØf`nU\`fY]WXY`H]Yf!  
i bX`DZUbnybUfhYb" `9]b`VYgcbXYfYg`A Yf\_a U`XYg`6Yhf]YVg`]gh`XYf  
J Yfn]W`h`Ui Z`A i `W`ž`DYgh]n]XYž`A ]bYfU`XØb[ Yf`i bX` ; Ø`Yž`i a `X]Y  
BUhi f`]b`]\`fYf`F`Y]b`Y]h`ni `gW`Ø`h`n`Y`b" `8 Yf`<`c`Z`g`Y`h`h`ni XYa `Y]b`Y`b  
Y][ Yb`Y`b`A`À`X`f`Y`g`W`Y`f`Y]b`ž`i a `W`Ya ]g`W`Y`F`Ø`W`gh`À`b`X`Y`i b`X  
J Yfi b`f`Y]b][ i b[ Yb`Xi f`W`\_`c`b] Yb]cb`Y`Y`g`GUUh[ i h`ni `j`Y`fa`Y]XYb"

## J ]Y`ZU`h`]a `5bVUi

8 Yf`<`c`Z`K`U`n`\_`i`h]j ]Yfh`Y`X`Y`g`]U`f`V]g`ni `( , `j`Y`fg`W`]Y`X`Y`b`Y  
@UbXgc`fh`Y`b`ž`k`U`g`]`b`ni`Y]b`Ya`J`c`ff`Y]h`Y`f`]a`6`Y`f`Y]W`X`Y`f  
bUW`U`h`][ Yb`@Ub`X`k`]f`h`g`W`U`Z`h`a`U`W`h`i`b`h`Y`f`X`Y`b`5`b`V`U`i`a`Y`h`c`X`Y`b  
Z]b`X`Y`b`g]W`U`i`W`g`Y`h`Y`b`Y`f`Y` ; Y`h`f`Y]X`Y`U`f`h`Y`b`U`i`g`Y][ Yb`Y`b  
J`Y`f`g`i`W`Y`b`ž`k`]Y`8]b`\_`Y`ž`9]b`\_`c`f`b`ž`9`a`a`Y`f`ž`<`U`f`h`k`Y]n`Y`b`ž`F`c`[ [ Yb  
i bX`<`U`Z`Y`f" `6`Y`g`c`b`X`Y`f`g`]\`Y`f`j`c`f`n`i`Y`V`Y`b`g]b`X`7`U`a`d`U[ b`Y`f`f`c`[ [ Yb  
i bX`K`U`n`Y`f`?`Ø`b][ g`k`Y]n`Y`b`ž`X]Y`ZØf`]\`f`Y`V`Y`g`c`b`X`Y`f`Y`b`9][ Yb`g`W`U`Z`h`Y`b  
V`Y`\_`U`b`b`h`g]b`X"

K ]Y`X]Y`D`U`h`Z`c`f`a`6]c`5`\_`h`i`Y`V`Y`g`W`f`Y]V`h`ž`]gh`X`Y`f`5`b`V`U`i`j`c`b  
; Y`h`f`Y]X`Y`]a`6]c`U`b`X`V`U`i`]b`X`Y`f`F`Y[ Y`Y]b`Z`U`W`Y`f`U`g`X`Y`f`j`c`b`F`U`d`g`ž  
?`U`f`h`c`Z`Y`b`c`X`Y`f`N`i`W`\_`Y`f`f`Ø`V`Y`b" `N`i`X`Y`a`a`U`W`Y`b` ; Y`h`f`Y]X`Y`\_`i`h`i`f`Y`b  
]b`j`]Y`Y`b`6]c`Z`f`i`W`h`Z`c`[ Yb`V]g`ni` ) \$i`X`Y`f`5`b`V`U`i`Z`À`W`Y`U`i`g`  
K`Y]n`Y`b`]gh`X`U`V`Y]`X]Y`Ø`\_`c`b`c`a`]g`W`V`Y`X`Y`i`h`Y`b`X`g`h`Y`?`i`h`i`f`ž`X]Y`À`i`Z][  
U`i`Z`A`U]g`c`X`Y`f`b`U`W`?`i`b`g`h`k`]Y`g`Y`b`Z`c`[ h`ž`i`a`c`Y`D`f`c`h`Y]b`k`Y`f`h`Y`n`i  
[ Y`k`À`f`Y]g`h`Y`b"

## < YfUi gZc fXYfi b [ Yb`i bX`5bVUi dfU\_h]\_Yb

8 ]Y`E`i`U`]h`À`h`g`U`b`Z`c`f`X`Y`f`i`b`[ Yb`g]b`X`ZØf`X`Y`b`K`Y]n`Y`b`]a`6]c`U`b`V`U`i  
\`c`W`" `8`Y`f`D`f`c`h`Y]b`k`Y`f`h`i`g`c`h`Y`b]W`h`i`b`h`Y`f`%`&`i`Y[ Yb`ž`X`U`g`c`b`g`h  
5`V`n`Ø[ Y`X`f`c`\`Y`b" `I`a`X`U`g`F`]g]\_`c`j`c`b` : i`»`\_`f`U`b`\_\`Y]h`Y`b`n`i  
a`]b]a`]Y`f`Y`b`ž`]gh`Y`g`k`]W`h][ ž`]a`5`b`V`U`i`n`m`\_`i`g`F`Ø`W`g`d`f`U`W`Y`b`n`i  
\`U`h`Y`b`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`k`Y`b`b`8]b`\_`Y`c`X`Y`f`H`f]h]W`U`Y`j`Y`f`k`Y`b`X`Y`h  
k`Y`f`X`Y`b" `8]b`\_`Y`ž`Y`b[ `a`]h`K`Y]n`Y`b`j`Y`f`k`U`b`X`h`ž`g`h`Y`h`[ Yf]b[ Yf`Y  
5`b`g`d`f`Ø`W`Y`U`b`X`Y`b`5`b`V`U`i`i`b`X`\_`U`b`b`U`i`W`U`b`k`Y`b][ Yf`[ Y`Y][ b`Y`h`Y`b  
G`h`U`b`X`c`f`h`Y`b`[ Y`g`À`h`k`Y`f`X`Y`b"

8]Y`B UWX ZFU[ Y`bUWX`6fch[ YhfY]XY`V`Y]Vh`Ui ZY]bYa` \c\Yb`B]j YUi ž  
 k Ug`Z0f`6]c\0ZY`k ]Y`K U`n`Y]bY`[ i hY`DYfgdY\_h]j Y`XUfghY``h"  
 BYi i a ghY``Yf`]a`6]cUbVUi`gc``hYb`\]b[ Y[ Yb`j cfg]WX h][`gY]b/g]Y  
 \_0bbYb`6]ca U\`k Y]nYb`b]WX h`Ub`GUa a Y`ghY``Yb`UV[ YVYb`i bX  
 a 0ggYb`]a`J cfUi g`\_`ÅfYbž`k Y`WX Y`5fhYb`j cb`; YhfY]XY`k ]Y  
 ; YfghYž`Hf]h]WU`Y`cXYf`< UZYf`Y]bY`5VbU\`a Y[ UfUbh]Y`\UVYb"

ϕg[ YgUa h`nY][ h`XYf`6]c\cZ`K U`nž`k ]Y`Xi fWX  
 j YfUbhk cfhi b[ gVYk i gghYb`5bVUi`i bX`XYb`9]bgUm`hfUX]h]cbY``Yf  
 GcfhYb`b]WX h`bi f`X]Y`6]cX]j Yfg]hÅh`[ YZ0fXYfh`k YfXYb`\_Ubbž  
 gcbXYfb`Ui WX`Y]bY`bUWX`U`h][ Y`i bX`[ Yk ]bbVf]b[ YbXY  
 @UbXk ]fhgWX UZh`VYhf]YVYb`k YfXYb`\_Ubb``8]Y`i: Ua`j`]Y`K U`n`gYhnh  
 XUa`j]h`Y]b`NY]WX Yb`Z0f`Y]bY`ni`\_i bZhgc f]Yb h]YfhY`@UbXk ]fhgWX UZhž  
 X]Y`gck c\`0\_c`c[ ]gWX Yb`U`g`Ui WX`k ]fhgWX UZh]WX Yb`5bgdf0WX Yb  
 [ YfYWX h`k ]fX"

8YhU]`g	
C fh	5a VYf[ !GWÅZc\Yž8Yi hgWX`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "gi YXXYi hgWX Y"XY</li> <li>• k k k "V]cU_hi Y``"WX</li> </ul>

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