

F Y [ ]cbU`Y`@Y]W\ hUh\`YhYb`ZY]Yfb`Hf]i a d\.  
Dca dYhn\_]`[ `Àbnh'a ]h'j ]Yf`H]hY`b`°

5Ufcb`Dca dYhn\_]`[ Yk ]bbhj ]Yf`H]hY`VY]`XYb  
F Y [ ]cbU`a Y]ghYfgW\ UZhYb`]b`6UX`<ca Vi f[ "9fZc`[ FY]W\Y  
@Y]ghi b[ Yb`XYf`K YhYfUi Yf`5h\`YhYb`"



6UX`<ca Vi f[ ž8Yi hgW\`UbX`!`8]Y`FY [ ]cbU`a Y]ghYfgW\ UZhYb`]b  
6UX`<ca Vi f[ `VchYb`Y]b`gdUbbYbXYg`K Yh`Ua dZgnYbUf]cžXUg  
j cb`\YfUi gfU[ YbXYb`@Y]ghi b[ Yb`XYf`5h\`YhYb`[ YdfÀ[ h`k Uf`  
6YgcbXYfg`\Yfj cfni \YVYb`]gh`5Ufcb`Dca dYhn\_]`Ui g`6UX  
Bui \Y]a žXYf`]b`XYf`5`hYfg`\_UggY`A`%( `]bg[ YgUa`h`j ]Yf`9]bnY`h]hY`  
YffUb[ "8]Yg`VY`Y[ h`X]Y`8ca ]bUbn`XYg`↑ b[ Yb`Gdcfh`Yfg`]b`XYb  
8]gn]d`]bYb`%\$\$`A`YhYf`ž`K`Y]hgd fi b[ ž?i [ Y`ghc»Yb`i bX`8]g\_i gk i fZ`  
Dca dYhn\_]g]Y[ hY`ØVYf`%\$\$`A`YhYf`]b`Y]bYf`NY]h`j cb`%&ž`\$  
GY\_i bXYb`i bX`]Y»`gY]bY`?cb\_i ffYbn`i a`VYY]bXfi W\_YbXY`\*`  
NYbh]a`YhYf`\]bhYf`g]W\`" `a`K`Y]hgd fi b[ `Yfn]Y`hY`Yf`Y]bY  
6Ygh]Y]ghi b[ `j cb`) ž+, `A`YhYfb`ž`VY]a`?i [ Y`ghc»Yb`gh]Y»`Yf`X]Y  
?i [ Y`Ui Z`%ž( `\*`A`YhYf`i bX`]a`8]g\_i gk i fZ`UbXYhY`gY]b`K`i fZVY]  
&, ž%- `A`YhYfb`ž`YVYbZU`g`Ui g`XYa`GhUbX`"

9]b`k Y]hYfYf`YfUi gfU[ YbXYf`5h\`Yh`XYf`A Y]ghYfgW\UZhYb`k Uf  
5Xf]Ub`:`YXbYf`Ui g`5`hYbghUXhž`XYf`a ]h`Y]bYf`NY]hj cb`' \*ž) \$  
GY\_i bXYb`Y]bYb`bYi Yb`?fY]gfY`cfX`ØVYf`' \$\$`A YhYf`Ui ZghY`hY`  
:`YXbYf`ei U`]Z]n]YfhY`g]W\`Ui »YfXYa`ZØf`XUg`:]bU`Y`ØVYf`%\$\$  
A YhYf`a ]h`Y]bYf`NY]hj cb`%%ž( ) `GY\_i bXYbž`YbhgW\]YX`g]W\`YXcW\ž  
Ui ZXYb`Gdf]bhini`j Yfn]W\hYb`"8YbbcW\`nY][ hY`Yf`gY]bY`?`UggY`ja  
K Y]hgd fi b[ ž`XYb`Yf`a ]h`\*ž\$+`A YhYfb`ZØf`g]W\`YbhgW\]YXž`gck ]Y`ja  
, \$!A YhYf!<ØfXYb`Ui Žž`k c`Yf`]b`%%ž) ( `GY\_i bXYb`g]Y[ hY`

## 9fZc`[ Y`XYf`K YhhYfUi Yf`@Y]W\hUh\`YhYb

8]Y`K YhhYfUi Yf`@Y]W\hUh\`YhYb`\_cbbhYb`]bg[ YgUa`h`&\$`H]hY`VY]  
XYb`A Y]ghYfgW\UZhYb`[ Yk`]bbYb`"Gck c\`XYf`@G7`6UX`B`Ui` \Y]a`U`g  
Ui W\`XYf`J Z@5`hYbghUXh`Yfn]Y`hYb`Yk`Y]`g`ZØb`Z`9]bnY`h]hY`i bX  
Y]bYb`HYUa`!Hf]i`a`d\`"<]Yfni`hfi`[ Yb`Ui`W\`a`Y`fYfY`k`Y]hYfY  
Gdcfh`Yf`VY]ž`XUfi`bhYf`5a`U`]U`7`Ud]hU]b`fi`%,`Łž`X]Y`ØVYf`%\$\$`A`YhYf`  
i`bX`&\$`\$`A`YhYf`XYb`ZØb`ZhYb`D`Uhn`VY`Y[ hYž`UVYf`a`]h`XYf`GhUZZY`  
f( `³`%\$\$`A`YhYf`Ł`]b`Y]bYf`NY]hj`cb`)`%ž%-`GY\_i`bXYb`hf]i`a`d\]YfhY`  
DUi``A`Uggcb`g]W\YfhY`g]W\`D`Uhn`gYW\g`ØVYf`&\$`\$`A`YhYf`]b`Y]bYf`  
NY]hj`cb`&`ž\$` `GY\_i`bXYb`"

<UbbU\`GW\`bY]XYf`fK`%)`Ł`YffUb[ `VYY]bXfi`W`YbX`X]Y`G]Y[ Y`]b`XYb`  
8]gn]d`]bYb`%\$\$`A`YhYf`<ØfXYb`]b`%'`ž\$`GY\_i`bXYb`gck ]Y`'`\$\$`a`]b`  
(`(`ž+`%GY\_i`bXYb`"@YU`Gcd\]Y`:]fUbcgW\`fi`%,`Ł`k`Uf`YVYb`ZU`g  
YfZc`[ fY]W\ž`[ Yk`Ubb`X]Y`%\$\$`A`YhYf`]b`%'&ž`\*`GY\_i`bXYb`i`bX  
VY`Y[ hY`XYb`nk`Y]hYb`D`Uhn`ØVYf`&\$`\$`A`YhYf`a`]h`&\*`ž( `\$GY\_i`bXYb`  
5i`W\`7YW]U`8YW`Yf`fK`%)`Ł`i`bX`@]UbU`<YbYg`fi`%,`Ł`k`UfYb`  
YfZc`[ fY]W\ž`VY]XY`g]W\YfhYb`g]W\`XYb`Xf]hYb`D`Uhn`ØVYf`',`\$\$  
A`YhYf`"

## K`Y]hYfY`VYa`Yf`\_Yb`gk`YfhY`@Y]ghi`b[`Yb`

8Yf`HGJ`:]f]YXVYf[`!:`Ui`YfVUW\`VfUW\hY`YVYb`ZU`g`Y]b][`Y`H]hY`]ja  
A`]hY`ghfYW`Yb`VYfY]W\`b`UW\`<Ui`gY`"DYf`A`]W\Y`<U[`Yb`g]Y[`hY`]b`  
XYf`i`&\$`ØVYf`',`\$\$`A`YhYf`]b`Y]bYf`NY]hj`cb`&.`\$`ž\$)`A`]bi`hYb`"D\`]"d  
GhU\`[`Yk`Ubb`X]Y`%\$\$`A`YhYf`]b`%'ž+,`GY\_i`bXYb`i`bX`VY`Y[ hY`XYb`  
Xf]hYb`D`Uhn`ØVYf`&\$`\$`A`YhYf`]b`&ž\$)`GY\_i`bXYb`"?YUbi`@`Xk`][  
fA`%)`Ł`hf]i`a`d\]YfhY`]a`GdYYfk`i`fZ`a`]h`Y]bYf`8]ghUbn]j`cb`('`ž&`

A YhYfb'i bX`YffY]W\hY`k Y]hYfY`[ i hY`D`Uhn]Yfi b[ Yb`ja`K Y]hgdfi b[  
gck ]Y`ja`<ØfXYb`Ui Z" `š` ]U`6i b[ ]WfHJ`F YbXY`Ł`nY][ hY`]\fY`GhÅf\_Y  
]a`<cW\gd fi b[ `fP%ž( \$`a Łi bX`ja`GdYYfk i fZ`fl &ž(- `a Ł)`b`XYf  
5`hYfg\_UggY`K %( "`: `cf]Ub`? UbYfh`fHJ`F YbXY`Ł`k i fXY  
FY[ ]cbU`a Y]ghYf`ja`<cW\gd fi b[ `XYf`A`ÀbbYf`a ]h`%ž, \$`A YhYfb"

8]Y`VYY]bXfi W\_YbXYb`@Y]ghi b[ Yb`X]YgYf`5h\`YhYb`gd]Y[ Y`b`XUg  
\c\Y`B]j YUi`XYf`@Y]W\hUh\`Yh]\_ ]b`XYf`FY[ ]cb`k ]XYf`i bX`nY][ Ybž  
k ]Y`k ]W\h][ `gc`W\Y`K Yhh\_Àa dZY`ZØf`X]Y`: ÒfXYfi b[ `† b[ Yf`HU`Yb hY  
g]bX" `8]Y`K Yhh\_Àa dZY`YbXYhYb`ZØf`X]Y`K YhhYfUi Yf`@Y]W\hUh\`YhYb  
a ]hY]bYf`: Ø`Y`Ub`9fZc`[ Yb`i bX`k YfXYb`g]W\Yf`]W`]b`Ni`\_i bZh  
Y]bYb`bUW\`U`h][ Yb`9]bZi gg`Ui Z`X]Y`gdcfh]W\Y`9b h k ]W`i b[ `X]YgYf  
5h\`YhYb`\UVYb"

8 YhU]`g	
C fh	6UX`<ca Vi f[ ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "Zbd"XY</li> <li>• `UXj "XY</li> </ul>

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