

# 6Yf`]bYf'; Yf]W h'nk ]b[ h'6i bXYgfY[ ]Yfi b[ ni f'J ]gU!9fhY]'i b[ 'ZØf'5Z[ \ UbYb °

8 Ug'J Yfk U'hi b[ g[ Yf]W h'6Yf`]b`YbhgW ]YXž'XUgg`X]Y 6i bXYgfY[ ]Yfi b[ `Y]bYf'UZ[ \ Ub]gWYb': Ua ]`Y'J ]gU`YfhY]'Yb a i ggž'bUWXYa `VYfY]hg`Ni gU[ Yb'j cf`U[ Yb"



6Yf`]bž'8Yi hgW `UbX`!`#`Y]bYf'k ]W h[ Yb`9bhgWY]Xi b[ `Uh`XUg J Yfk U'hi b[ g[ Yf]W h'6Yf`]b`Yi hY`YbhgW ]YXYbž'XUgg`X]Y`XYi hgWY 6i bXYgfY[ ]Yfi b[ `Y]bYf'5Z[ \ Ub]b'i bX`]\fYb`% : Ua ]`Y]bUb[ Y\Öf][ Yb'J ]gU`ni f'9]bFY]gY`bUW`8Yi hgW `UbX`YfhY]'Yb a i gg`8]Y`F]W hYf`VY[ fØbXYhYb`]\fYb`6YgW`i gg`a ]h`XYa VYghY\YbXYb`fYW h]W Yb`J YfdZ]W hi b[ Yb`XYf`FY[ ]Yfi b[ ž`X]Y`g]W Ui g`b]W h'k ]XYffi ZYbYb`5i ZbU\ a YVYgWY]XYb`Yf[ YVYb`8]YgY 9bhgWY]Xi b[ `Z]Y`]a`F U\ a Yb`Y]bYg`9]j YfZU\ fYbg`ni a 6i bXYgUi ZbU\ a Ydfc[ fUa a `ZØf'[ YZ\ fXYhY`5Z[ \ Ub]bbYb`i bX 5Z[ \ UbYb`8]Y': Ua ]`Y`GU`Y\ž`X]Y`ni fnY]h]b`DU\_]ghUb`YVhž`k UfhYhY j Yf[ YV`]W `Ui Z`X]Y`J ]gU`i bX`ZØfW hYh`bi b`X]Y`5VgWY]YVi b[ `bUW 5Z[ \ Ub]ghUbž`k c`]\f`@YVYb`i bhYf`XYf`HU`]VUb!< YffgW UZh`VYXfc`h ]gh`@Ui h`fVV&( `ZØ\fhY`X]Y`5f[ i a YbhUh]cb`XYf`5bhfU[ ghY`Yfž`XUgg

g]Y`5bgdfi W\`Ui Z`X]Y`J ]gU`\`ÅhYb`i bX`b]W\`h`Åb[ Yf`]b`DU\_]ghUb  
V`Y]VYb`\_`ÒbbhYb`ž`ni`XYf`9bhgW\`Y]Xi b[ `XYg`;`Yf]W\`hg"

8 Ug`6i bXYgUa h`ZØf`A ][ fUh]cb`i bX`:``ØW\`h`b[ Y`\`UhhY`XYf`:`Ua` ]]Y  
]a`C`\_hcVYf`&\$&` `VYfY]hg`Y]bY`5i ZbU\`a`Yni`gU[ Y`YfhY]`h`8Yb`bcW\`  
j`Yfk`Y][ YfhY`X]Y`XYi`hgW\`Y`6chgW\`UZh]b`=g`Ua`UVUX`X]Y`5i`gghY``i`b[  
XYf`[ Yk`ØbgW\`hYb`J ]gU``8 ]YgY`DfcV`Ya`Uh]\_`k`]fZh`Y]b`GW\`U[ `]W\`h  
Ui Z`X]Y`U`\_hi`Y``Yb`<`YfUi`gZc`fXYfi`b[ Yb`i`bX`fYW\`h]W\`Yb  
8 ]Ya`a`UhUž`a`]h`XYbYb`[ YZÅ`\`fXYhY`5Z[ \`UbYb`\_`cbZ`fcbh]Yfh`g]bX`"  
@Ui`h`XYf`HU[ YggW\`Ui` ]gh`X]Y`6i`bXYgfY[ ]Yfi`b[ `j`YfdZ]W\`hYhž`Ui`Z  
XYb`6YgW\`i`gg`XYg`;`Yf]W\`hg`gcZ`cfh`ni`fYU[ ]YfYb`ž`\_`Ubb`Y`XcW\`  
[ Y[ Yb`X]Y`9bhgW\`Y]Xi b[ `6YgW\`k`YfXY`VY]a  
C`VYfj`Yfk`U`hi`b[ g[ Yf]W\`h`6Yf`]b!`6fUbXYbVi`f[ `Y]b`Y[ Yb`ž`k`Ug  
ni`gÅm`]W\`Y`J`Yfn`Ò[ Yfi`b[ Yb`j`Yfi`fgUW\`Yb`\_`ÒbbhY"

## F`Y`W\`hg`U[ Y`i`bX`ni`\_`ØbZh][ Y`DYfgdY`\_h]j`Y`b

8 ]Y`F`]W\`hYf`XYg`6Yf`]bYf`J`Yfk`U`hi`b[ g[ Yf]W\`hg`\`UVYb`\_`Uf  
[ Ya`UW\`hž`XUgg`X]Y`FY[ ]Yfi`b[ `g]W\`fYW\`h]W\`ni`f`5i`ZbU\`a`Y  
j`YfdZ]W\`hYh`\`Uhi`bX`X]Yg`b]W\`h`Y]bZUW\`Ui`Z`ØbX][ Yb`\_`Ubb``8 ]YgY  
6]bXi`b[ `VYghY`\`h`Ui`W\`ž`k`Y]`XYf`9]`UbhfU[ `XYf`:`Ua` ]]Y`]b`YfghYf`  
=bghUb`n`YfZc`[ fY]W\`k`Uf``8 ]Y`6i`bXYgfY[ ]Yfi`b[ `\`Uh`Y`XcW\`Xi`fW\`  
]\`fY`U`\_hi`Y``Yb`dc`]h]gW\`Yb`9bhgW\`Y]Xi b[ Yb`ž`]bgVYgc`bXYfY`]a  
<]bV`]W`\_`Ui`Z`XUg`ZFY]k`]``[ Y`5i`ZbU\`a`Ydfc[ fUa`a`ž`Gd]Y`fUi`a`ž`X]Y  
F`U\`a`YbVYX]b[ i`b[ Yb`ni`ÅbXYfb`cXYf`Ui`W\`XUg`[ YgUa`hY  
J`YfZU`\`fYb`ni`VY`YbXYb`ž`k`]Y`N8:``VYf]W\`hYh"

=a`<`YfVgh`&\$&&`]b]h]]YfhY`X]Y`FY[ ]Yfi`b[ `Y]b`Dfc[ fUa`a`ni`f`  
5i`ZbU\`a`Y`VYgcbXYfg`[ YZÅ`\`fXYhYf`5Z[ \`UbYb`ž`X]Y`g]W\`ZØf  
;`Y]W\`VYfYW\`h][ i`b[ `i`bX`8Ya`c`\_fUh]Y`Y]b[ YgYmh`\`UVYb``8Yb`bcW\`  
gY\`Yb`g]W\`XYfnY]h`Yhk`U`&`(\$`\$`A`YbgW\`Yb`]b`DU\_]ghUb`]b`Y]bYf`  
i`bg]W\`YfYb`@[ Y`i`bX`k`UfhYb`Ui`Z`J ]gU``8 ]Y`C`f[ Ub]gUh]cb`?`UVi`  
@`ZhVfØW`\_Y`d`Ubhž`X]Y`:`cfhgYhni`b[ `XYg`5i`ZbU\`a`Ydfc[ fUa`a`g  
↑`f]gh]gW\`Xi`fW\`ni`gYhmYb``A`ca`YbhUb``]Y[ Yb`XYa`;`Yf]W\`h`fi`bX`(\$  
k`Y]hYfY`9]`UbhfÅ[ Y`i`bX`?`U[ Yb`j`cfž`X]Y`nY][ Yb`ž`k`]Y`XfÅb[ Yb`X`X]Y  
G]hi`Uh]cb`ZØf`j`]Y`Y`X]YgYf`A`YbgW\`Yb`]gh"

8 ]Y`9bhgW\`Y]Xi b[ `XYg`J`Yfk`U`hi`b[ g[ Yf]W\`hg`]gh`Y]b`VYXYi`hYbXYf`

GWf]hž'UVYf'X]Y'I bg]WYf\Y]h'VYnØ[ `]W'XYf'k Y]hYfYb  
 Jcf[ Y\Ybgk Y]gY'XYf'6i bXYgfY[ ]Yfi b[ 'V`Y]Vh'VYghY\Yb" `K Y`WY  
 5i gk ]f\_i b[ Yb`X]YgY'9bhgWY]Xi b[ 'Ui Z'X]Y`Ui ZYbXYb`J YfZU\ fYb  
 i bX`Ui Z'X]Y'I bhYfghØhni b[ 'UbXYfYf'5Z[ \Ub]bbYb`i bX'5Z[ \UbYb`]b  
 Å\b`]WYb`G]hi Uh]cbYb`\UVYb`k ]fXž'V`Y]Vh'UVni k UfhYb"

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fVV&amp;("XY</li> <li>• k k k "hU[ YggWUi "XY</li> <li>• k k k "nXZ\Yi hY"XY</li> </ul>

6Ygi WYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh