

6 Y f ` ] b Y f ] b ` [ ` Ä b n h ` V Y ] ` < m f c l !  
K Y ` h a Y ] g h Y f g W X U Z h ` ] b ` 7 \ ] W U [ c °

@ c i ] g U ` G h U k W h m b g \_ ] ž ` Y ] b Y ` 6 Y f ` ] b Y f ] b ž ` V Y Y ] b X f i W \_ h Y ` V Y ] ` X Y f  
< m f c l ! K A ` ] b ` 7 \ ] W U [ c ` & \$ & ) ` i b X ` d ` U b h ` k Y ] h Y f Y  
< Y f U i g Z c f X Y f i b [ Y b ` ] a ` G d c f h "



7 \ ] W U [ c ž ` i G 5 ` ! ` @ c i ] g U ` G h U k W h m b g \_ ] ž ` Y ] b Y ` & , ! Ä \ f ] [ Y ` G d c f h ` Y f ] b  
U i g ` 6 Y f ` ] b ž ` \ U h ` g ] W X ` U ` g ` H Y ] ` ` X Y f ` < m f c l ! K Y ` h a Y ] g h Y f g W X U Z h ` ] b  
7 \ ] W U [ c ` Y ] b Y b ` B U a Y b ` [ Y a U W X h ` ` 8 ] Y g Y ` J Y f U b g h U ` h i b [ ž ` X ] Y ` Ø V Y f  
j ] Y f ` H U [ Y ` g h U h z U b X ` i b X ` % \$ " \$ \$ \$ ` H Y ] ` b Y \ a Y f ] b b Y b ` i b X ` H Y ] ` b Y \ a Y f  
U b n c [ ž ` [ ] ` h ` U ` g ` Y ] b ` < ] [ \ ` ] [ \ h ` ] a ` < m f c l ! ? U ` Y b X Y f " < m f c l ž ` Y ] b  
K Y h h V Y k Y f v ž ` X Y f ` & \$ % + ` j c b ` A c f ] h n ` : Ø f g h Y ` i b X ` Ø f [ ` 7 \ f ] g h ] U b  
H c Y h n \_ Y ` ] b g ` @ Y V Y b ` [ Y f i Z Y b ` k i f X Y ž ` j Y f Y ] b h ` ? f U Z h i b X ` 5 i g X U i Y f ` ] b  
Y ] b Y f ` Y ] b n ] [ U f h ] [ Y b ` J Y f U b g h U ` h i b [ ž ` X ] Y ` g c k c \ ` ` 5 b Z Ä b [ Y f ` U ` g ` U i W X  
Y f Z U \ f Y b Y ` G d c f h Y f ` U b n ] Y \ h ` ` 8 ] Y ` 5 h \ ` Y h Y b ` a Ø g g Y b ` Ø V Y f ` Y ] b Y  
8 ] g h U b n ` j c b ` , ` ? ` ] ` c a Y h Y f b ` j Y f g W X ] Y X Y b Y ` : ] h b Y g g Ø V i b [ Y b  
U V g c ` j ] Y f Y b ž ` X U f i b h Y f ` G \_ ] ! 9 f [ c a Y h Y f ž ` 6 i f d Y Y ! G d f Ø b [ Y ` i b X  
G W X ` ] h h Y b ` g W X ] Y V Y b "

GhUk Wmbg\_]`Uhi]b`XYb`YhnhYb`nk Y]`>\fYb`Ub`&(`< mfcI !FYbbYb  
hY][ Ybca a Yb`i bX`hfU]b]Yfh`a ]bXYghYbg`nk Y]a U`hÀ[ `]W`" `&f  
9b[ U[ Ya Ybh`ZØf`XYb`Gdcfh]`gh`VYa Yf`\_Ybgk Yfh`G]Y`U`h]b`Y]bYb  
dfcZYgg]cbY`Yb`HfU]b]b[ gd`Ub`]bj Ygh]Yfhž`XYf`a`cbUh]W`&`-`9i fc  
\_cghYh`A ]hY]bYf`NY]hj`cb`%`%(`.&`%Gh`bXYb`VY`Y[ hY`g]Y`VY]`XYf  
K Y`ha Y]ghYfgW`UZh`XYb`&(`" `D`Uhn`j`cb`+`%`HY]`bY`a`YbXYb`" `&fY  
E i U`Z]\_Uh]cb`ZØf`X]YgYg`9j Ybh`[ Y`Ub[ `]`f`Xi`fW`X`Yb`nk Y]hYb`D`Uhn  
]b`]`fYf`5`hYfg[ fi`ddY`VY]`Y]bYa`K`Yhh`VYk`YfV`]b`?`Uf`gfi` \Y`  
5bZYi`Yfi`b[ Yb`j`cb`A ]hghfY]hYfb`i`bX`X]Y`i`bhYfghØhnYbXY  
5ha`cgd`ÀfY`VY]`XYb`K`Yhh`\_A`a`dZYb`g]bX`]`f`VYgcbXYfg]b  
9f]bbYfi`b[ `]`[ YV`]YVYb`"

## 9]bV`]W\_`]b`X]Y`J`YfUbghU`hi`b`[

8]Y`< mfcI !K`Y`ha`Y]ghYfgW`UZh]b`7`]\WU[ c`V]YhYh`b]W`h`bi`f`Y]bY  
D`UhhZcfa`ZØf`gdcfh]W`Y`<`ØW`ghY]ghi`b[ Ybž`gcbXYfb`Ui`W`Y]b  
i`a`ZUggYbXYg`9f`YVb]g`ZØf`X]Y`HY]`bY`a`Yf`"Gdcfhc[ fUŽ`XYf  
cZ]n]Y`Y`:`chcdUfhbYf`XYg`9j Ybhgž`Xc`\_i`a`Ybh]Yfh`X]Y`F`YbbYb`a`]h  
\cW`Ybhk`]W`Y`hYf`:`Yg]W`hgYf`\_Ybbi`b[ ghYW`bc`c[ ]Y`"HY]`bY`a`Yf  
\UVYb`X]Y`A`Ø[ `]W`\_Y]hž`\fY`X][ ]hU`Yb`:`chc!DU`\_YhY`bUW`X`Ya  
9j Ybh`\Yfi`bhYfni`UXYb`cXYf`j`cfUV`ni`\_`Ui`ZYbž`gcXUgg`X]Y  
9f]bbYfi`b[ Yb`Ub`X]YgY`Y]ba`U][ Y`9fZU`fi`b[ `]b`6]XYfb  
ZYgh[ Y`U`hYb`k`YfXYb`\_`ØbbYb`"8]Y`Y]bZUW`Yb`G`W`f]hY`ni`f  
9]b`Øgi`b[ `XYf`:`chc!DU`\_YhY`Yfa`Ø[ `]W`Yb`Yg`XYb`5h`Y`hYbž`\fY  
@Y]ghi`b[ Yb`]bbYf`U`V`\_i`fnYf`NY]h`ni`VYhfUW`hYb`i`bX`ni`VYk`YfhYb`"

; fØbXYf`A`cf]h`i`:`ØfghYž`XYf`gY`Vgh`Y]b`YfZc`[ fY]W`Yf`GdcfhYf`]ghž  
\Uh`a`]h`< mfcI `Y]bY`D`UhhZcfa`[ YgW`UZZYbž`X]Y`XYb  
; Ya`Y]bgW`UZhg[ YXUb`\_Yb`ZØfXYfh`"8]Y`HY]`bY`a`Yf`\_ca`a`Yb`Ui`g  
j`YfgW`]YXYbYb`GdcfhVYfY]W`Ybž`j`ca`:`]hbYggbYi``]b[ `V]g`ni`a  
DfcZ]gdcfhYf`"8]Y`&gd]fUh]cbž`X]Y`g]Y`Xi`fW`X]Y`9fZU`fi`b[ Yb  
UbXYfYf`Yf`U`hYbž`]gh`Y]b`nYbhfU`Yf`5gdY`\_h`X]YgYf  
J`YfUbghU`hi`b[ Yb`"K`À`fYbX`X]Y`9`]hY!`?`UhY[ cf]Y`j`cb`@]bXU`A`Y]Yf  
i`bX`H]a`K`Yb]gW`X`ca`]b]Yfh`k`i`fXYž`]gh`Yg`VYa`Yf`\_Ybgk`Yfhž`XUgg  
]b`X]YgYa`i`a`ZY`X`Ui`W`A`YbgW`Yb`k`]Y`A`UfW`g`9`k`Y`ž`XYf`bUW  
Y]bYf`gW`k`]Yf][ Yb`[ Ygi`bX`Y]h]W`Yb`D`UgY`ni`fØW`\_]bg`@YVYb  
ZUbXž`hY]`bY`a`Yb`\_cbbhYb`"6Y]`gY]bYa`YfghYb`< mfcI !9j Ybh]b  
6]fa`]b[ \Ua`i`ja`>\f`&\$&&ZUbX`Yf`b]W`h`bi`f`Y]bY

<YfUi gZcfXYfi b[ ž'gcbXYfb`Ui W`Y]bY`bYi Y`@Y]XYbgWUZh`i bX`Y]bY  
; Ya`Y]bgWUZhž`X]Y`]\b`i bhYfghØhnhY"

GhUk Wmbg\_]`d`Ubhž`Ui W`]\b`Ni`\_] bZi`Ub`k Y]hYfYb`<mfcl`!9j Ybhg  
hY]`ni bY`a Yb`i bX`Uhg]W`VYfY]hg`ZØf`Y]bYb`l`hfU!HfU]!@Ui Z`ja  
GYdhYa VYf`ei U`]Z]n]Yfhž`XYf`\* &`?]`ca YhYf`i bX`) "" \$\$`<Ø`Yba YhYf  
i a ZUggh`8]YgY`?ca V]bUh]cb`Ui g`5i gXUi Yfž`?fUZh`i bX  
; Ya`Y]bgWUZh`\_ØbbhY`b]W`h`bi f`]\fY`Y][ YbY`:]hbYggž`gcbXYfb  
Ui W`X]Y`XYf`[ YgUa hYb`<mfcl`!; Ya`Y]bgWUZh`k Y]hYf`ghY][ Yfb`"

: Øf`X]Y`Yb][ Ybž`X]Y`g]W`ZØf`<mfcl`]bhYfYgg]YfYbž`]gh`Yg`a Y`f`U`g  
bi f`Y]b`K Yh`\_Ua dZ`Yg`]gh`Y]bY`A Ø`]\W`\_Y]hž`X]Y`Y][ YbY`:]hbYgg  
Ui Z`X]Y`b`ÅW`ghY`Ghi ZY`ni`Y`VYb`i bX`[ `Y]W`nY]h][ `HY]`Y]bYf  
i bhYfghØhnhYbXYb`; Ya`Y]bgWUZh`ni`k YfXYb`"K ]Y`A UfW`g`9`k Y`ž  
XYf`g]W`gY`Vgh`k ]YXYf`ni`Ui ZYb`Y`fhY`i bX`XUa ]h`Y]b`6Y]gd]Y`ZØf  
U`Y`[ Yk`cfXYb`]ghž`nY][ hž`\_Ubb`<mfcl`ZØf`]Y`Y`A YbgW`Yb`ni`Y]bYf  
E i Y`Y`XYf`ϕgd]fUh]cb`i bX`?fUZh`k YfXYb`"

A Y`f`ϕZcfa Uh]cbYb`ni f`K Y`ha Y]ghYfgWUZh`i bX`XYb`\_ca a YbXYb  
9j Ybhg`Z]bXYb`G]Y`Ui Z`<mfcl`7`]\WU[ c`i bX`Yf`YVYb`G]Yž`k ]Y  
gdcfh]W`Y`<YfUi gZcfXYfi b[ Yb`A YbgW`Yb`ni gUa a YbVf]b[ Yb`"

8YhU]`g`ni a`?cbnYdh`i bX`ni f`5i gZØ`fi b[ `XYg`Gdcfhg`Z]bXYb`G]Y  
Ui ZXYf`cZ]n]Y`Yb`K YVgY]hY`j cb`<mfcl`i bhYf`<mfcl`"

: Øf`k Y]hYfY`ϕZcfa Uh]cbYb`ØVYf`@ci ]gU`GhUk Wmbg\_]`i bX`]\fY  
9fZU`fi b[ Yb`Zc`[ Yb`G]Y`XYa`5fh]\_Y`Ui Z`F`66&(`"

8YhU]`g`	
C fh	7`]\WU[ cž`l G5
E i Y`Y`b	<ul style="list-style-type: none"><li>• k k k "fVV&amp;("XY</li><li>• \mfcl`"W`a</li><li>• \mfcl`"W`a</li></ul>

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