

? f]gY`]a` < Yi VYf[ . : ]fa Yb` [ fY]ZYb`YfbYi h  
ni f`? i fnUfVY]h°

I bhYfbY\ a Yb`]a` @UbX\_fY]g`Hi h`]b[ Yb`a Y`XYb`?i fnUfVY]h  
Ui Z[ fi bX`gW`YW`hYf`5i ZhfU[ g`U[ Y`"BYi Y`FY[ Y`i b[ Yb`UV  
&\$&) `j Yf`Àb[ Yfb`6Yni [ gXUi Yf"

6i Vg\Y]a` ž`8Yi hgW`UbX`!`8]Y`U\_hi Y`Y`k` ]fhgW`UZh`]W`Y`@U[ Y`]a`  
@UbX\_fY]g`Hi h`]b[ Yb`]gh`U`Y`g`UbXYfY`U`g`ghUV]`" F U`Z`F U]gYfž`  
; YgW`ÀZhgz0`fYf`XYg`K` ]fhgW`UZh`g` YfVUbXg`< Yi VYf[ ž`VYgW`fY]Vh`  
X]Y`G]hi Uh]cb`]b`j` ]Y`Yb`6Yhf]YVYb`U`g`Ub[ YgdUbbh`" ? i fnUfVY]h`]gh`]b`  
nU`fY]W`Yb`i` bhYfbY\ a Yb`gY]h`a` Y`fYfYb`A`cbUhYb`Y]b`H\Ya`Už`  
k`cVY]`Y]b][ Y`6Yhf]YVY`VYfY]hg`? i fnUfVY]h`Y]b[ YZ0`fh`\UVYbž`  
k`À`fYbX`UbXYfY`X]Yg`]b`bU`Yf`Ni`\_i`bZ`id`UbYb`"8]Y`U\_hi Y`Y`b`  
NU`Yb`nY][ Ybž`XUgg`X]Y`? i fnUfVY]h`]b`XYb`a`Y]ghYb`:`À`Y`b`  
nk`]gW`Yb`%\$`i`bX`&)`DfcnYbh`XYf`5fVY]hgnY]h`Ui`ga`UW`hž`U`YfX]b[ g`  
[ ]Vh`Yg`Ui`W`6Yhf]YVYž`]b`XYbYb`X]Y`F`YXi`n]Yfi`b[ `XYf`5fVY]hgnY]h`  
XYi`h`]W`Yf`Ui`gZ`"h"

Fi bX`(\$`DfcnYbh`XYf`VYhfc`ZYbYb`i`bhYfbY\ a Yb`g]bX`gY]h`g]YVYb`  
V]g`nk`0`ZA`cbUhYb`]b`? i fnUfVY]h`"J`]Y`Y`X]YgYf`: ]fa Yb`Yfk`UfhYbž`  
XUgg`X]Y`? i fnUfVY]h`Àb[ Yf`U`g`gYW`g`A`cbUhY`UbXUi`Yfb`k`]fX`" ð`  
X]YgYa`Ni`gUa`a`Yb\Ub[ `VYf]W`hYh`X]Y`UfVY]hgU[ Ybhi f`"XY`j`cb`  
Y]bYf`k`]W`h][ Yb`Y`bXYfi`b[ .`5V`XYa`%" \Jbi Uf'&\$&) `k`]fX`X]Y`  
6Yni [ gXUi Yf`Z0f`? i fnUfVY]hYf[ Y`X`Ui`Z`V]g`ni`&(`A`cbUhY`Yf`\0`hž`  
[ 0]h][ `V]g`ni`a`" %`8YnYa`VYf`&\$&)"`8]YgY`A`U`bU`a`Y`\_ca`a`h`  
VYhf]YV`]W`Yb`G]hi Uh]cbYb`Ybh[ Y[ Ybž`]b`XYbYb`5fVY]hg!`i`bX`  
9bh[ Y`hUi`gZ`"Y`"Àb[ Yf`U`g`%&`A`cbUhY`VYghY\Yb"

5\_hi Y`Y`A`Y`Xi`b[ Yb`ni`f`? i fnUfVY]h

ð`XYf`FY[ ]cb`k`i`fXYb`]a`8YnYa`VYf`&\$&(`]bg[ YgUa`h`&`6Yhf]YVY

ZØf'' +' `DYfgcbYb`?i fnUfVY]h`Ub[ YnY][ h" `a `J Yf[ `Y]W`XUni `k UfYb  
Yg`ja `Bcj Ya VYf`(\$`5bnY)[ Yb`ZØf`%\$` \* `DYfgcbYb`"8]Y`F ]W`UfX  
A cgYf`?; `]b`6i Vg\Y]a `U`h`gY]h`U`bi Uf`?i fnUfVY]h`ZØf`fi bX`%&\$  
A ]hUfVY]hYf`fYU`]g]Yfh"; YgW`À`ZhgzØ\`fYf]b`GUbXfU`A`cgYf`VYf]W`hYh  
j`cb`Y]bYa `XYi`h]W`Yb`9]bVfi`W`XYf`5i`ZhFU[`gY]b[`Àb[`Y`[`Y[`Yb  
9bXY`XYg`j`Yf[`Ub[`YbYb`U\`fYg`"8]YgY`9bhk`]W`\_i`b[`nY][`hž`k`]Y  
\_f]h]gW`X]Y`@U[`Y`ZØf`j`]Y`Y`i`bhYfbY\`a`Yb`]gh`"9]b[`Y`:]fa`Ybž`gc  
ni`a`6Y]gd]Y`X]Y`?G; `GdfY]hnYf`; `a`V<`ž`\UVYb`]b`XYb  
j`Yf[`Ub[`YbYb`U\`fYb`YX][` `]W`k`À\`fYbX`XYf`7`cfc`bUnY]h`Ui`Z  
?i fnUfVY]h`ni`fØW\_[`Y[`f]ZYbž`a`i`gghYb`YXcW`]a`Y`h`hYb`U\`f`Yhk`U  
UW`h`V]g`bYi`b`A`cbUhY`?i fnUfVY]h`Uba`Y`XYb"

8]Y`<`YfUi`gZcfXYfi`b[`Ybž`X]Y`a`]h`XYf`9]bZØ\`fi`b[`j`cb`?i fnUfVY]h  
Y]b\`Yf[`Y\`Ybž`g]bX`b]W`h`ni`i`bhYfgW`À`h`nYb`"6YfbX`GdfY]hnYf`j`cb  
XYf`?G; `GdfY]hnYf`; `a`V<`a`Y`XYh`j`cb`W`Uch]gW`Yf`i`a`gYhni`b[`XYf  
FY[`Y`i`b[`Yb`ni`6Y[`]bb`"8]Y`5i`ZhFU[`g`U[`Y`VY]`GdfY]hnYf`gY]`XYfnY]h  
fi`\][`ž`gY\`f`fi`\][`"8]YgY`i`bg]W`Yf\`Y]h`nY][`h`g]W`Ui`W`Ui`Z`XYa  
<Yi`VYf[`ž`c`X]Y`5i`gg]W`hYb`ZØf`X]Y`Ni`\_i`bZh`VYgc`f[`b]gYffY[`YbX  
g]bXž`a`]hY]bYf`Yfk`UfhYhYb`J`YfgW`Y`W`hYfi`b[`XYf`5i`ZhFU[`g`U[`Y`  
?i fnUfVY]h`k`]fX`\]Yf`U`g`A`]hY`[`YgY\`Ybž`i`a`\_`cb`↑`b`\_hi`fY`Y`8Y`Yb  
UVni`ZUb[`Ybž`c`\`bY`:]UW`\_f`À`ZhY`Yb`h`UggYb`ni`a`ØggYb`"8Yb`bc`W  
VYh`cb`h`A`cgYfž`XUgg`?i fnUfVY]h`\_Y]bY`8Ui`Yf`Øgi`b[`gY]b`\_Ubbž`XU  
g]Y`a`]h`?`cghYb`j`YfVi`bXYb`]gh"

: c`[`Yb`i`bX`DYfgdY`\_h]j`Yb`XYf`?i fnUfVY]h

8]Y`Bi`hni`b[`j`cb`?i fnUfVY]h`\`Uh`Y]bY`Ub[`Y`:]YgW]W`hY`]b  
8Yi`hgW`UbX`i`bX`k`i`fXY`VYgcbXYfg`k`À\`fYbX`?f]gYb`k`]Y`XYf  
:]bUbn\_f]gY`&\$\$`-`i`bX`XYf`7`cj`]X!%-`!DUbXYa`]Y`]bhYbg]j`[`Ybi`hnh`  
**=56!:** cfi a `VYf]W`hYhž`XUgg`]a`:]fØ\`U\`f`&\$\$&\$`gYW`g`A`]`cbYb  
6YgW`À`Zh][`hY`]b`\*`\$`\$`\$`\$`6Yhf]YVYb`]b`?i fnUfVY]h`k`UfYbž`a`]hY]bYf  
Xi`fW`gW`b]h`]W`Yb`?i fnUfVY]h`j`cb`V]g`ni`i`\$`Dfc`nYb`h`XYf  
5fVY]hgnY]h`"8]Yg`nY][`hž`k`]Y`Yb`hgW`Y]XYbX`?i fnUfVY]h]ghž`i`a  
6YgW`À`Zh][`i`b[`]b`?f]gYbnY]hYb`ni`g]W`Yfb"

8]Y`U`\_hi`Y`Yb`9bhk`]W`\_i`b[`Yb`k`À\`fYbX`XYf`DUbXYa`]Y`\`UVYb`Ui`W`  
XUni`[`YZØ\`fhž`XUgg`X]Y`6Yni`[`gXUi`Yf`XYg`?i fnUfVY]hYf[`Y`XYg  
j`c`fØVYf[`Y\`YbX`Ui`ZV]g`ni`&`,`A`cbUhY`j`Yf`Àb[`Yfh`k`i`fXY`"8]YgY

9fk Y]hYfi b[ 'gh'ZØf'j ]Y`Y`6Yhf]YVY`i bX`5fVY]hbY\`a Yf'j cb`[ fc»Yf  
 6YXYi hi b[ ž'XU`g]Y`ni gÄhn`]WXY`G]WXYf\`Y]h'i bX`GhUV`]hÄh`V]YhYh"  
 8]Y`6i bXYgfY[ ]Yfi b[ 'gh'VYghfYVhž`X]Y`k ]fhgWUZh`]WXY`G]hi Uh]cb`ni  
 ghUV`]g]YfYb`i bX`ni`fY[ Y`bž`XUgg`Y]b`8f]hhY`XYf`6YgWÄZh][ hYb  
 j cb`Y]bYa`9bh[ Y`hUi gZU``VYhfcZYb`gY]b`a i ggž`i a  
 ?i fnUfVY]hYf[ Y`X`ni`VYUbbhfU[ Yb"

⊖g[ YgUa`h'ghY\`h`X]Y`FY[ ]cb`Hi`h`i]b[ Yb`j cf`[ fc»Yb  
 <YfUi gZcfXYfi b[ Yb``8]Y`@U[ Y`]gh`Ub[ YgdUbbhž`i bX`X]Y  
 VYhfcZYbYb`i bhYfbY\`a Yb`a ØggYb`g]WU`Ui Z`Äb[ YfY`D\UgYb`XYf  
 ?i fnUfVY]h`Y]bghY`Ybž`k Ä\`fYbX`X]Y`5i gg]W`hYb`Ui ZY]bY`VU`X][ Y  
 JYfVYggYfi b[ `XYf`5i ZhfU[ g`U[ Y`gW`k ]bXYb"

8YhU]`g	
J cfZU``	?i fnUfVY]h
C fh	6i Vg\`Y]a ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "gW`k UYV]gW`Y"XY</li> <li>• k k k "UfVY]hgU[ Yb`hi f"XY</li> <li>• k k k "]UV!Zc`fi a "XY</li> </ul>

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U[ "XY