

≈gfUY`g`5b[ f]ZZY. `fUb`Ub`5hca Vca VY`i a  
‡U\ fY `[ Y\ ]bXYfh°

≈gfUY``\Uh`XYb`]fUb]gW`Yb`5hca dfc[ fUa a `Xi fW`@ ZhUb[ f]ZZY  
i a `‡U\ fY`j YfnÒ[ Yfh" `5i » Yba ]b]ghYf"; ]XYcb`GUUF`Yf`Ài hYfh  
X]Y`< ]bhYf[ fØbXY"



9f`Ub[ Ybž`8Yi hgW`UbX`!`8]Y`GdUbbi b[ Yb`nk ]gW`Yb`≈gfUY``i bX  
XYa `fUb`bY\ a Yb`]b`Y]bYa `VYgcf[ b]gYffY[ YbXYb`HYa dc`ni ž  
k À\ fYbX`≈gfUY``gY]bY`a ]`hÀf]gW`Yb`A U» bU\ a Yb`ni f`J YfnÒ[ Yfi b[  
XYg`]fUb]gW`Yb`5hca dfc[ fUa a g`ZcfhgYhnh" `≈gfUY`g`5i » Yba ]b]ghYf  
; ]XYcb`GUUF`\Uh`Øb[ gh`]b`Y]bYa `‡bhYfj ]Yk`a ]h`XYf`6]X`!NY]hi b[  
Yf`\_`Àfhž`XUgg`X]Y`[ Yn]Y`hYb`5b[ f]ZZY`XYg`@JbXYg`X]Y`9btk ]W`\_i b[  
Y]bYf`]fUb]gW`Yb`5hca Vca VY`i a `a ]bXYghYbg`nk Y]`V]g`XfY]  
‡U\ fY `ni fØW\_[ Yk cfZYb`\UVYb" `8]YgY`5i ggU[ Y`i bhYfa Ui Yfh`X]Y  
9]bgW`Àhni b[ ž`XUgg`X]Y`]gfUY`]gW`Yb`A U» bU\ a Yb`Yf\YV`]W`XUni  
VY][ YhfU[ Yb`\UVYbž`X]Y`A Ò[ `]W`\_Y]h`ZØf`XYb`fUb`ž`bi `\_YUf  
VYk UZZbYh`ni `k YfXYbž`ni `j Yfa ]bXYfbž`i bX`nY][ h`X]Y  
9bhgW`cgYb\Y]h`≈gfUY`gž`X]Y`6YXfc\i b[ `Xi fW`HY\YfUb`k Y]hYf`ni  
VY`\_`Àa dZYb" `Q\_U!bYk gQVYf]W`hYhž`XUgg`GUUF`X]Y`9`a ]b]Yfi b[ `j`cb

GWX`ØggY`dYfgcbYb`ja`Bi`\_`YUfdfc[ fUa`a`XYg`≠Ub`U`g`YggYbn]Y`  
VYhfUWX`hYh`

≠Y]bYa`k`Y]hYfYb` ; YgdfÅWX`a`]h`XYa``UdUb]gWX`Yb  
: YfbgY`gYbXYf`B`<?`a`UWX`hY`GUUf`i`ba`]ggj`YfghÅbX`]WX`\_`Ufž`XUgg  
≠gfUY`X]Y`5a`V]h]cbYb`XYg`≠Ubž`Y]b`Å`b`]WX`bi`\_`YUfYg`FY[ ]a`Y`k`]Y  
B`c`f`X`\_`c`f`Y`U`ni`Y`ff]WX`hYbž`b]WX`h`\\]bbY`a`Yb`k`]fX`"8]Yg`j`YfXYi`h]WX`h  
X]Y`6Ygc`f[ b]g`≠gfUY`g`ØVYf`X]Y`G]WX`Yf`Y]h]a`B`U`Y`b`C`ghY`bž  
]bgVYgc`bXYfY`X]Y`d`chY`bn]Y`Y`6YXfc`\\i`b[ `Xi`f`WX`XUg`]fUb]gWX`Y  
5hca`dfc[ fUa`a`"5i`ZX]Y` : fU[ Y`b`UWX`Y]bYf`X]d`ca`Uh]gWX`Yb  
@Øgi`b[ `nY][ hY`g]WX`GUUf`g`\_Ydh]gWX`i`b`X`Åi`»YfhYž`XUgg`X]Y  
]fUb]gWX`Y` : Ø`fi`b[ `b]WX`h`Ub`hUhgÅWX`]WX`Yb`J`Yf`U`b`X`i`b[ Yb  
]bhYfYgg]Yfh`gY]"5i`WX`X]Y`a`ca`Yb`h`Ub`Y`G]hi`Uh]cbž`]b`XYf`≠Ub`a`]h  
XYf`≠hYfbUh]cb`U`Yb`5hca`YbYf[ ]YVY`\\ØfXY`fH595k`b]WX`h`\_`c`c`d`Yf]Yfhž  
gdf]WX`h`6Åb`XY`ØVYf`XYb`a`Ub[ Y`b`XYb` : c`f`hg`WX`f]h]b`XYb  
J`Yf`U`b`X`i`b[ Yb`"ØghYfbQ`\\YVh`\\Yfj`c`fž`XUgg`V]g`Yf`\_Y]b  
UbYf`\_Y`bb`Y`bgk`YfhYf`J`c`fg`WX`U[ `gY]hYbg`≠Ub`g[ Y`\_`ca`a`Yb`gY]ž`i`a  
Ui`Z]bhYfbUh]cb`U`Y`6YXYb`\_Yb`Y]bni`[ Y`\\Yb`"

## ≠gfUY`g`A` ]`]hÅf]gWX`Y`A`U»`b`U`a`Y`b`

8]Y`Y`h`h`Y`b`a` ]`]hÅf]gWX`Yb`5b[ f]ZZY`Ui`Z]fUb]gWX`Y`N]Y`Y`ž`i`bhYf  
UbXYfYa`X]Y`5hca`Ub`U[ Y`]b`B`Uh`Ub`gž`k`i`fXYb`U`g`VY]gd]Y`c`g  
VYgWX`f]YVYb`"@Ui`h`Y]bYa`6Yf]WX`h`j`c`b`Øn`X`Z`Y`i`hY`Q`\\U`h`X]Y  
]gfUY`]gWX`Y`FY[ ]Yfi`b[ `X]YgY`A`U»`b`U`a`Yb`X`Ua`]h`VY[ fØb`XYhž`XUgg  
XYf`≠Ub`\_i`fn`X`Uj`c`f`ghY`\\Y`ž`gY]bY`Uhca`UfYb` : Å`\\[ \_Y]hYb`Ui`Z`Y]b  
VYgc`f[ b]gYffY[ YbXYg`B]j`Y`Ui`ni`Vf]b[ Ybž`XUg`U`g`XYf`Dc]bh`c`Z`B`c  
F`Y`hi`fb`VY`nY]WX`b`Y`h`k`]fX`"; Y`\\Y]a`X]Y`b`ghY]bV`]W`\_Y`Y`[ Yb`b`U`Y`ž  
XUgg`XYf`≠Ub`\\Y]a`]WX`Ub`XYf`<YfghY`i`b[ `Y]bYf`5hca`Vca`VY  
UfVY]hYhž`k`Ug`]bhYfbUh]cb`U`Y`6Ygc`f[ b]g`Y`ffY[ h`"

8]Y`h`Y`WX`b]gWX`Y`9]bgWX`Å`h`ni`b[ `]gh`U`U`fa`]YfYbX.`9i`d`Y`fhY`b  
Uf[ i`a`Yb`h]YfYbž`XUgg`XYf`≠Ub`Xi`f`WX`Ui`g`]b`XYf`@U[ Y`gY]ž  
[ YbØ[ YbX`\\c`WX`Ub[ YfY]WX`Y`fhY`g`i`f`Ub`ZØf`Y]bY`Yf`\\YV`]WX`Y  
Bi`\_`Y`U`fk`UZZY`b!Dfc`Xi`\_h]cb`VYfY]h`ni`ghY`Y`b`"8]Y  
<YfUi`g`Zc`f`XYfi`b[ Yb`]Y[ Yb`Y`X`c`WX`]b`XYf`9b`hk`]W`\_i`b[ `Y]bYg  
Ž`b`\_h]cb`g`Z`Å`\\[ Yb`GdfYb[ \_cd`Z`Y`g`i`b`X`Y]bYg`HfÅ[ Yf`gm`gh`Y`a`g`"æ  
; fi`b`XY`[ Yb`ca`a`Yb`k`]fX`[ Yg`WX`Å`h`hž`XUgg`XYf`≠Ub`ž`gc`h`Y`Yf`g]WX`

YbhgWXY]XYbž`Y]bY`Uhca UfY`K UZZY`ni`VUi Ybž`bcW`a`]bXYghYbg`Y]b  
V]g`nk Y]`X\`fY`XUj cb`YbhZYfbh]`gh`8YbbcW`V`]W\_h`X]Y  
]bhYfbUh]cbU`Y` ; Ya Y]bgW`UZh`a`]h`5f[ k c`b`Ui Z`X]Y`9bhk ]W`i b[ Yb  
i bX`X]Y`ni bY`a YbXY`FØghi b[ ž`]bgVYgcbXYfY`i bhYf`XYa  
dc`]h]gWXYb`8fi W`\_XYg[ `cVU`Yb`A UW`hgd]Y`g"

## =bhYfbUh]cbU`Y`F YU\_h]cbYb`i bX`5i gV`]W\_

K `A`fYbX`X]Y`I G5`]bhYfb`VYfY]hg`A U» bU`a Yb`ni f`I bhYfghØhni b[  
=gfUY`g[ Y[ Yb`]fUb]gWXY` ; Y[ YbgW`A[ Y`Yf[ fY]ZYbž`\_ØbbhY`g]W`X]Y  
@U[ Y`Ui Z[ fi bX`dchYbn]Y`Yf`F YU\_h]cbYb`dfc]fUb]gWYf`A` ]`nYb  
gW`bY`ni gd]hnYb`"9g`k i fXYb`6YXYb`\_Yb`ni a`5i gXfi W`\_[ YVfUW`hž  
XUgg`a` ]`hÅf]gWXY`5b[ f]ZZYž`cV`k c`l`g]Y`\_i fnZf]gh][ `K ]f`\_i b[ `nY][ Ybž  
`Ynh]W`bi f`XUg]fUb]gWXY`5hca`dfc[ fUa`a`j YfnØ[ Yfb`\_ØbbhYbž  
c`bY`Yg`Ub[ Zf]gh][ `ni`ghcddYb`"8]Y` ; YZU`f`Y]bYf`fY[ ]cbU`Yb`?f]gY  
ghY`h]a`F`Ui a`ž`k Ybb`X]Y`5W`gY`XYg`K ]XYfghUbXg`ž`Y]b  
BYhmk Yf`\_dfc]fUb]gWYf`A` ]`nYbž`U\_h]j`k ]fXž`i a`XYb`?cbZ`\_h  
k Y]hYf`Ubni`Y]nYb`"OnXZ`Yi hYQVYgW`fY]Vh`X]Y`I bg]WXYf`Y]hYb`i bX  
k Ufbh]j`cf`Y]bYf`a`Ø[ `]WXYb`9g`\_U`Uh]cbž`X]Y`Ui W`X]Y`I G5  
]bj`c`j ]YfYb`\_ØbbhY"

8]Y`G]hi Uh]cb`fi bX`i a`XUg]fUb]gWXY`5hca`dfc[ fUa`a`V`Y]Vh  
Ub[ YgdUbbhž`i bX`Yg`k ]fX`ni bY`a YbX`XYi h]W`ž`XUgg`X]Y  
`ca`a`YbXY`NY]h`YbhgWXY]XYbX`XUZØf`gY]b`k ]fXž`k ]Y`g]W`X]Y  
[ Ycdc`]h]gWXYb`J`Yf`A`hb]ggY`[ YghU`hYb`"9]bg`]gh`\_Uf.`8]Y  
]bhYfbUh]cbU`Y` ; Ya Y]bgW`UZh`k ]fX`X]Y`9bhk ]W`i b[ Yb  
Ui Za Yf`\_gUa`VYcVUW`hYb`a`ØggYbž`i a`a`Ø[ `]WXY`F]g]\_Yb`i bX  
; YZU`fYb`fYW`hnY]h][ `ni`Yf`\_Yb`bYb`i bX`Ybhgd`fYWXYbX`ni`UbXY`b"

8YhU]`g	
C fh	9f`Ub[ Ybž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_U!bYk g"XY</li> <li>• k k k "ghYfb"XY</li> <li>• k k k "nXZ`Yi hY"XY</li> </ul>

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