9a]`]U`GhYdUbcj]ã`ni fØW\_°` : Ua]`]Y`Uha Yh
Ui Z`bUWÅ`Gcf[Yb`i a` j`Yfa ]gghY`9b_Y`]b

9a]`]U`GhYdUbcj]ãž`X]Y`j`Yfa ]gghY`9b_Y`]b`XYf
HfU]bYf`Y[ YbXYž`k`i`fXY`bUWÅ`j`fYa`J`YfgWÅ`k`]bXYb`]b
5`fYbgVi`f[`]`YŽ`bXYb"

8]Y`XfUa`Uh]gWÅ`Y`Gi`WÅ`Y`U`h`Y]b`[`ØW\_`]WÅ`Y`g`9bXY`[YŽ`bXYb.
9a]`]U`GhYdUbcj]ã`f%,`Łž`X]Y`9b_Y`]b`XYf` : i`»`VU`hfU]bYf`Y[YbXY
8fU[cg`Uj`GhYdUbcj]ãž`]gh`k`c`VY`U`h`Yb`ni`fØW\_[ Y\_Y`f`h`5a
B]_c`Ui`ghU[ž`XYa`"8YnYa`VYf`&\$&(`ž`j`YfgWÅ`k`UbX`X]Y`↑`b[Y` : fUi
Ui`g`XYf`K`c`bi`b[`]`fYf`9`h`Yfb`]b`6Yf`]b!7`Uf`ch`YbVi`f[" `≠`f
J`YfgWÅ`k`]bXYb`gcf[h`Y`Ž`f[ fc`»`Y`6Ygcf[b]g`]bbYf`U`V`XYf` : Ua ]`]Y
i`bX`]b`XYf`²`ZY`bh`]WÅ`_Y]hž`bUWÅ`XYa`X]Y`Dc`nY]Y]bY` : U`bXi`b[`a`]h
6]XYfb`j`cb`9a ]`]U`ghUfhYhY"@Ui`h`5b[ UVYb`XYf`Dc`nY]Y`XYh
9a]`]U`Ub`Y]bYf`[Y]gh[Yb`F`YhUfX]Yfi`b[ `i`bX`U`h`XYb`[Y]gh[Yb
GhUbX`Y]bYg`UWÅ`h`V]g`nY`b`Å`f][Yb`?]bXYg`"8]Yg`a`UWÅ`h`Y`X]Y
Gi`WÅ`Y`VYgcbXYfg`Xf]b[YbX`i`bX`\_ca`d`n]Yfhž`XU`g]Y`U`g
]bhfcj`Yfh]Yfh`i`bX`Y]gY`[ `]`h`i`bX`bi`f`Ui`Z`5bgdfUWÅ`Y`]fYb`BUa`Yb
bYbbYb`_Ubb"

8]Y`d`cg]h]j`Y`B`UWÅ`f]WÅ`h`_Ua`X]fY`_h`Ui`g`5`fYbgVi`f[ ž`Y]bYa`C`fh
bU`Y`<`Ua`Vi`f[ ž`k`c`9a]`]U`[Yg]WÅ`h`Y`h`k`i`fXY`"≠`f`J`UhYfž`J`UX]a`]f
GhYdUbcj]ãž`Yf`_`À`fhY`ž`X`Ugg`Yg`XYf`%,`!`Å`f][ Yb`[`i`h`[ Y`Y`i`bX`g]Y
bi`b`k`]YXYf`]b`XYf`C`V`i`h`]fYf` : Ua ]`]Y`gY]"8]Y`<`]bhYf[ fØbXY`]fYg
J`YfgWÅ`k`]bXYb`g`g]bX`bcWÅ`i`b`\_Ufž`Y`X`c`WÅ`]gh`X]Y`9`f`Y]WÅ`h`Yfi`b[ `]b
XYf` : Ua ]`]Y`GhYdUbcj ]ã`i`bYfa`Ygg`]WÅ`"8fU[cg`Uj`GhYdUbcj]ãž
VY`\_Ubb`h`Ui`g`gY]bYf`NY]h`VY]9]bhfUWÅ`h` : fUb`_Z`f`h`i`bX`6UmYf
@j`Yf`_i`gYbž`U`h`Y`g]WÅ`]b`XYf`DfYggY`VYgcf[ h`i`a`gY]bY`9b\_Y`]b
[Y`Ä`i`»`Yfh`GY]bY` : Ua]`]Y`_Ubb`bi`b`Ui`Z`Uha`Ybž`k`]Y`Ui`WÅ`F`H`@`XY
VYf]WÅ`h`Y`hY"

9]b`dYfgÒb`]WYg`8fUa U`YbXYh`d cg]h]j

8Yf': U`Yf\]Y`h`5i Za Yf\_gUa \_Y]h]b`XYb`gcn]U`Yb`A YX]Ybž`U`g`X]Y
: Ua]`Y`ÒZYbh]WY`i a`<]ZY`VUH`8UVY]`k`i fXY`]a`a Yf`k`]YXYf
VYhcbhž`XUgg`9a`]U`U`g`gY`f`fi` \][`i`bX`ni`fØW`_`U`hYbX
k`U`f`[`Ybca`a`Yb`k`]fX`"`≠`f`gdYn]Z]gWYf"; Ub[ž`XYf`Xi`fW`Y]b`ghUf`_
bUW`j`cfb`[`YVYi`[`hYf`C`VYf`\_`ÒfdYf`[`YdfÀ[`h]ghž`Z]Y`YVYbZU`g`Ui`Z`
8]YgY`XYhU]`]YfhYb`≠Zcfa`Uh]cbYb`g]bX`k`]WYh][`ž`i`a`]\fY
6YgWYfY]Vi`b`[`ZØf`X]Y`²`ZYbh]WY`\_Y]h`_`Uf`ni`a`UWYb`"9g]gh`Y]b
YWYhYf`@]WYhV`]W_ž`XUgg`g]Y`bUW`HU[`Yb`XYf`I`b`[`Yk`]gg`Y]h
k`]YXYf`[`YŽ`bXYb`k`i`fXYž`k`Ug`Yf`YV`]WY`ni`f`gYY`]gWYb`9bh`Ugh`b`[
XYf': Ua]`Y`VY]hfÀ[`h`

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "Vn!VYf`]b"XY</li><li>• k k k "fh`"XY

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