

C gW c `U `7 ci b hm' G \ Y f ] Z Z ' 5 f f Y g h Y X . ' 5  
7 c f f i d h ] c b ' G W U b X U ` ' l b j Y ] ` Y X °

C gW c `U `7 ci b hm' G \ Y f ] Z Z ' A U f W c g ' @ c d Y n ' U f f Y g h Y X ` Z c f  
f U W \_ Y h Y Y f ] b [ ' ] b ' U ' a U g g ] j Y ' ] ` Y [ U ` [ U a V ` ] b [ ' c d Y f U h ] c b /  
] b j Y g h ] [ U h ] c b ' c b [ c ] b [ "



? ] g g ] a a Y Y ž : ` c f ] X U ž ' l G 5 ' ! C g W c ` U ` 7 c i b h m ' ] g ' k ] h b Y g g ] b [ ' U  
g h c f a ' c Z ` W c b h f c j Y f g m i Z c ` ` c k ] b [ ' h \ Y ' U f f Y g h c Z ` G \ Y f ] Z Z ' A U f W c g  
@ c d Y n ž ' k \ c ' \ U g ' Z c i b X ' \ ] a g Y ` Z ] b ' \ c h ' k U h Y f ' c j Y f ` W \ U f [ Y g ' c Z ] ` Y [ U  
[ U a V ` ] b [ ' U b X ' d i V ` ] W W c f f i d h ] c b " † g ' U ` Z U f ` W f m i Z f c a ' h \ Y ' d f c a ] g Y g  
c Z ] b h Y [ f ] h m i U b X ' g Y f j ] W ` h \ U h ' c b W ` Y W \ c Y X ` h \ f c i [ \ c i h \ ] g  
W W a d U ] [ b " ' 5 W W c f X ] b [ ' h c ' K Y g h ' C f ' U b X c ' B Y k g ž h \ Y ' : ` c f ] X U  
; c j Y f b c f ' F c b ' 8 Y G U b h ] g ' X ] X ' b c h \ Y g ] h U h Y ' h c ' g i g d Y b X ' @ c d Y n ' U b X  
U d d c ] b h ' 7 \ f ] g h c d \ Y f ' 5 " ' 6 ` U W \_ a c b ' U g ' h \ Y ' b Y k ' g \ Y f ] Z Z ' g ] [ b ] Z m ] b [ h \ Y ' [ f U j ] h m i c Z h \ Y ' g ] h i U h ] c b "

H \ Y ` W \ U f [ Y g ' U [ U ] b g h ' @ c d Y n ' g h Y a ' Z f c a ' U ` Y [ U h ] c b g ' h \ U h \ Y  
g d Y U f \ Y U X Y X ' U ' a U g g ] j Y ' [ U a V ` ] b [ ' c d Y f U h ] c b ' h \ U h i f U \_ Y X ' ] b ' c j Y f  
~ & % " \* ' a ] ` ] c b ' ] b ' ] ` ] W h ' d f c Z ] h g ž ' d f ] a U f ] ' m i c d Y f U h ] b [ ' k ] h \ ] b ' @ U \_ Y ' U b X

CgWc`U`7ci bh]Yg"H\Y`cdYfUh]cbg`fYdcfhYX`mVY[ Ub`Ug`YUf`mUg  
&\$%-`Vi`hYgWU`UhYX`g][ b]Z]WUbh`mUZhYf`@cdYn`k Ug`Y`YWHYX`g\Yf]ZZ  
]b`Bcj Ya VYf`&\$&\$"K` \]Y`]b`cZ]Wž` \Y`]g`UWW gYX`cZi`g]b[ ``\]g  
dcg]h]cb`hc`dfchYWh`h\Y`[ Ua`V`]b[ `YbhYfdf]gY`Zfca`Uk  
YbZcfW`a Ybh`gWfi`h]bm`UbX`Wcbh]bi`YX`hc`fYW`j] Y`U`W`h`cZ`h\Y  
cdYfUh]cbg`dfcZ]hgž`Ug`XYhU]`YX`Vm: `cf]XU`HcXUm"

## 5`7cbhfc``YX`CdYfUh]cb

@cdYn`a UbU[ YX`h\Y`]`Y[ U`UWh]j`h]Yg`U`cb[ g]XY`Zci`f`UggcW]UhYgž  
cj`YfgYY]b[ `j`Ybi`Yg``\_Y`h\Y`: i`g]cb`GcW]U`7`i`V`UbX`9W]dgY`GcW]U`  
7`i`V`]b`?`]gg]a`a`YYž`k` \]W`ZUW`]hUhYX`]`Y[ U`[ Ua`V`]b[ ``5Wh]j`h]Yg  
]bWi`XYX`dYfgcbU``chYf]Yg`UbX`g`ch`a UW`]bYg`Vch`dfc` \]V]hYX  
i`bXYf`: `cf]XU`Uk`"H\Y`WfUW`Xck`b`k Ug`h\Y`fYgi`h`cZ`U`a`i`h!  
U[ YbWm]bj`Ygh][ Uh]cb`YX`Vm<ca`Y`UbX`GYW`f]hm`b]Ygh][ Uh]cbg  
fk`G`U`UbX`h\Y`: `cf]XU`8YdUfha`Ybh`cZ`@Uk`9bZcfW`a Ybh`fi`8`@9Łž`U  
W`a`dfY` \Ybg]j`Y`UddfcUW`h\Uh]bX]WUhYg`†`gh` \ck`ZUf`h\]g`U`Y[ YX  
W]a`]bU`bYhk`cf`\_YI`hYbXYX`"

FYgdcbgYg`hc`@cdYn`g`UffYgh` \Uj`Y`VYYb`gk`]Zhž`k`]h\`W`a`a`i`b]hm  
a`Ya`VYfg`YI`dfYgg]b[ `g` \cW`UbX`X]gUddc]bha`Ybh`A`UbmiUfY`bck  
WU``]b[ `Zcf`UW`Wci`bhUV`]hm`UbX`[ fYUhYf`hfUbgdUfYbWm`k`]h\]b`h\Y  
g\Yf]ZZ`g`cZ]W``<G=GdYW]U`5[ Ybh`æ` \b`7cbXcb`bchYX`h`Uh`bc  
cbY`]g`UVcj`Y`h\Y`Uk`ž`i`bXYfgWcf]b[ `h\Y`cb[ c]b[ `W`a`a`]ha`Ybh`hc  
W`a`VUh]b[ `W`ffi`dh]cb`]b`Uk`YbZcfW`a Ybh`5ZhYf`gi`W`gYf]ci`g  
UWW`gUh]cbgž`h\Y`dfcgdYWh`cZ`fYZcfa`k`]h\]b`h\Y`dc`]W`ZcfW`]g  
]bWfYUg]b[ `micb`h\Y`hUV`Yž`gi`[ [ Ygh]b[ `h\Uh`di`V`]Whfi`gh` \Ug`hU`Yb  
U`g][ b]Z]WUbh` \]h"

## 7ci bh`cb`h\Y`@Y[ U`DfcW`gg

7i`ffYbh`mž`@cdYnž`U[ YX`)`\*ž`]g`VY]b[ ` \Y`X`k`]h\ci`h`VU`]`]b`@\_Y  
7ci`bh`mž`Uk`U]h]b[ `U`Wci`fh`UddYUfUbW`cb`ž`bY``\$ž`&\$&`": UW]b[  
W`Uf[ Yg`cZ`fUW`YhYYf]b[ `UbX`Wcbgd]fUWh`hc`W`a`a`]h  
fUW`YhYYf]b[ `Vch`WUgg]Z]YX`Ug`gYWcbX!XY[ fYY  
ZY`cb]Yg`@cdYn`g`Z`hi`fY`bck` \Ub[ g]b`h\Y`VU`UbW``ž`Zci`bX  
[ i`]hmž` \Y`Wci`X`ZUW`gYj`YfY`dYb`U`h]Ygž`]bWi`X]b[ `gi`VghUbh]U`Z]bYg  
UbX`dchYbh]U`df]gcb`h]a`Y`"H\Y`dfcgyW`h]cb`k`]`VY`YX`VmGYb]cf

5gg]ghUbh'GhUHyk ]XY`DfcgYW`hc'fg'7c`YYb`A cbfcY`UbX`DUbU[ ]chU  
DUdU\_cg`Ug`dUfh'cZ':`cf]XU`g': ]Zh\`ž`X]W]U`7]fW ]hžYbgi`f]b[ `h\Uh  
h\]g`WUgY`]g`hfYUHyX`k`]h\`h\Y`gYf]ci`gbYgg`]h`XYgYfj`Yg"

5a ]Xgh'gk`f`]b[ `UWW`gUh]cbgž'h\Y`]bW]XYbh`U`gc`Vf]b[`g`hc`][`h  
j`Uf]ci`g`dUgh`W`bhf`c`j`Yfg]Yg`]bj`c`j`]b[ `@cdYn":`fca`UWW`gUh]cbg`cZ  
dc`]W`a`]gW`bXi`W`hc`d`fYj`]ci`g`gW`bXU`gž'h\]g`UffYgh'a`Uf\_g`U  
W`bh]bi`Uh]cb`cZ`hfci`V`]b[ `hi`fVi`YbW`]b`\]g`WUfYYf"B`chUV`mž'h\Y  
g\Yf]ZZ`\UX`d`fYj`]ci`g`m`VYYb`W`f]h]W`nYX`Zcf`\]g`UW`h]cbg`]bj`c`j`]b[ `Ub  
cZZ]W`f!]bj`c`j`YX`g\`c`ch]b[ `UbX`]bUddfcdf]UhY`W`a`a`Ybhg'a`UXY  
fY[`UfX]b[ `U`ZYa`U`Y`Ya`d`cmYYž`Z`fh\Yf`W`a`d`]WU]b[`\]g`Y[`UWm"

K` \Uh`g`B`YI`h3

H\]g`g]hi`Uh]cb`gYhg`h\Y`ghU[`Y`Zcf`U`dcgg]V`Y`f]dd`Y`YZZYWh  
h\fc`i`[`\`ci`h`h\Y`fY[ ]cbž`k`]h\`YI`dYW`h]cbg`cZ`a`cfY`]bj`Ygh[ ]Uh]cbg  
UbX`d`chYbh]U`m`Z`fh\Yf`W`Uf[`Yg`U[ ]U]bghj`Uf]ci`g`]bX]j`]X]U`g  
W`bbYW`YX`hc`h\Y[ ]Ua`V`]b[ `cdYfUh]cb"5g`bchYX`Vm`7ci`bhm  
@c`WU`B`Yk`gž'h\Y`VfcUXYf`]a`d`]WU]cbg`cZ`h\]g`WUgY`]bWi`XY  
cb[`c]b[ `X]gW`gg]cbg`UVci`h`h\Y`bYYX`Zcf`fY`Zcfa`UbX`Yb\UbW`X  
cj`Yfg][`\`h`k`]h\]b`c`WU`Uk`YbZcfW`a`Ybh`U[`YbW]Yg"

5g`h\Y`W`a`a`i`b]hm[`fUdd`Yg`k`]h\`h\YgY`XYj`Y`cda`Ybhgž`cbY`WUb`h  
\`Y`d`Vi`h`k`cbXYf`k`\Uh'a`YUgi`fYg`k`]V`Y`di`h`]b`d`UW`hc`fYghc`fY  
di`V`]Whfi`gh`UbX`Ybgi`fY`UW`W`i`b`hUV`]hm`H\Y`YmYg`cZ`C`gW`c`U  
7ci`bhm`UfY`gi`fY`hc`fYa`U]b`Z]YX`cb`h\Y`W`i`fh\ci`gY`h\]g`ž`bYž  
k`U]h]b[ `hc`gYY`\`ck`h\]g`hU`Y`cZ`W`ffi`dh]cb`W`bh]bi`Yg`hc`i`bZc`X"

8YhU]`g	
Cfh	?]gg]a`a`YYž':`cf]XUž]G5
Ei`Y`Yb	<ul style="list-style-type: none"><li>• k`Yghcf`UbX`cbYk`g`W`a</li><li>• k`k`k`"Z`cf]XUhcXUm"W`a</li><li>• W`i`bhm`c`WU`bYk`g`W`a</li></ul>

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