

A ]Ua ]'6YUW\ 'A Ub '5ffYghYX'5[ U]b 'Zcf  
≡`Y[ U`'A UggU[ Y'<i gh`Y°

5'A ]Ua ]'6YUW\ 'a Ub 'k Ug'UffYghYX'Zcf'cZZYf]b[ ']'`Y[ U`'Yfch]W  
a UggU[ Yg'Ua ]X'cb[ c]b[ '\i a Ub 'hfUZZ]W\_]b[ ']'bj Ygh[ Uh]cbg"



: cbhU]bYV`YUi ' < chY`ž'A ]Ua ]'6YUW\ ž: @ž'I G5 '!`b'U'hfci V`]b[  
hi fb'cZ'Yj Ybhgž'A ]Ua ]'6YUW\ 'dc`]W`'\Uj Y'UffYghYX'U') ( !mYUf!c`X  
a Ubž`Ja Yg'6Y`'æ\bgcbž'Zcf'Yb[ U[ ]b[ ']'b]'`Y[ U`'a UggU[ Y  
gYfj ]W'gž'XYgd]hY'U'df]cf'Vi gh'† gh'hk c'a cbh\g'YUf`]Yf"'æ\bgcb  
k Ug'UddfY\YbXYX'Zc`ck ]b[ 'Ub'i bXYfWčj Yf'gh]b[ 'cdYfUh]cb'Uh'h\Y  
: cbhU]bYV`YUi ' < chY`ž'k \YfY'XYhYWh]j Yg'Zfca 'h\Y'<i a Ub  
HfUZZ]W\_]b[ 'I b]h'YI YW hYX'U'd`Ub'ZcW gYX'cb'Wča VUh]b[ ']'`Y[ U`  
UWh]j ]h]Yg'h]YX'hc'a UggU[ Y'dUf'cfg"5WčfX]b[ 'hc'@cWU`'%\$'B Yk gž  
æ\bgcb'k Ug'WUi [ \h'UXj Yfh]g]b[ ' 'i I i fm'a UggU[ Yg'Zcf'k ca Yb  
Uh'U'ghYd'fUhY'cZ` &\$#\$Aci fž'dfca ch]b[ 'Yj Yb'bYk `m]b]h]UhYX  
cZZYfg'gi W\ 'Ug'ZfYY'gYgg]cbg'h\fci [ \gYI i U`migi [ [ Ygh]j Y'gh]W\_Yfg  
Zci bX' ]b'di V`]WgdUW'g"

H\Y`bUhi fY`cZ`æ\bgcb g`cdYfUh]cb`k Ug`bch`† gh`UVci`hidfcj`jX]b[  
]``W]h`gYfj`jWg`Vi`h`fUh\Yf`U`W`bWfb]b[`UgdYWh`cZ`U`VfcUXYf`]ggi`Y"  
<]g`dYfj`]ci`g`W\Uf[`Yg`]bWi`XYX`dfcgh]hi`h]cb!fY`UhYX`cZZYbgYg`UbX  
h\Y`]``Y[`U`X]ghf]Vi`h]cb`cZ`ZmYfgž`]bhfcXi`W]b[`h\Y`XUf`\_`i`bXYfVY``m  
cZ`h\Y`a`UggU[`Y`]bXi`ghfmž`k`YfY``Y[`]h]a`UhY`dfUWh]Wg`WUg\  
XUb[`Yfci`g`m`k`jh\`YI`d`c]hUh]j`Y`cdYfUh]cbg`"H\Y`fYWb`h`Y`Yd\Ub`h`]b  
h\Y`fcca`\_]g`i`a`Ub`hfUZZ]W\_]b[`U`\]XXYb`Yd]XYa`]Wh\Uh`a`Ubm  
a`UggU[`Y`dUf`c`fg`WYj`Yf`m`X]g[`]i`]gY`i`bXYf`h\Y`ZUWUXY`cZ`bcfa`U`Wm"  
5g`dc]bhYX`ci`hVm`A ; ➔ **† fm ]fa** ž`hfUZZ]W\_]Yfg`cZhYb`Ya`d`cm  
XYWdh]j`Y`hUWh]Wg`gi`W\`Ug`W`j`YfYX`k`]bXck`g`UbX`Ub[`]U[`Y  
VUff]Yfgž`a`U\_]b[`]h`X]ZZ]W`h`Zcf`j`]Wh]a`g`hc`W`a`a`i`b]WUhY`h\Y]f  
d`] [\h"

## I`ba`Ug\_]b[`h\Y`≡`]W]h`C`dYfUh]cbg

8i`f]b[`h\Y`fYWb`h`cdYfUh]cbž`U`ZYa`U`Y`i`bXYfW`j`Yf`cZZ]Wf  
a`UbU[`YX`hc`UffUb[`Y`U`a`YYh]b[`]k`]h\`æ\bgcbž`k`\c`cXX`m  
fYei`YghYX`U`d`c`hc`hc`Uggi`fY`\Yf`]XYbh]hmž`\][`\][`h]b[`h\Y  
gi`gd]W]ci`g`Ybj`]fcb`a`Ybh`gi`ffci`bX]b[`h\Y`gY`YbW`ci`bhYfg`"5`h\ci`[`\  
\Y`Uff]j`YX`Uh`h\Y`\chY`k`]h\`U`a`UggU[`Y`hUV`Yž`æ\bgcb`gYYa`YX`hc  
dUb]WUbX`ZYX`h\Y`UfYUž`cb`m`hc`VY`ghc`ddYX`UhYf`V`m`dc`]W`"  
:`c`ck`]b[`\]g`UffYghž`\Y`UXa`]hhYX`hc`h\Y`]``Y[`U`a`UggU[`Y`UWh]j`]h]Yg  
UZhYf`VY]b[`]fYUX`\]g`f][`hgž`Ya`d\Ug]n]b[`h\Y`VfUnYb`bUhi`fY`cZ  
h\Y`gY`cdYfUh]cbg`]b`h\Y`W`a`a`i`b]hm"

H\Y`]a`d`]WUh]cbg`cZ`æ\bgcb`g`UWh]cbg`YI`hYbX`ZUf`VYmc`bX`Ub  
]bX]j`]Xi`U`]bW]XYb`h`h\Y`m`fYgcbUhY`k`]h\`h\Y`ghUh]gh]Wg`h\Uh`fYj`YU`  
h\Y`ghU[`]Yf]b[`]bi`a`VYf`cZ`]``W]h`a`UggU[`Y`Vi`g]bYggYg`cdYfUh]b[`]b  
h\Y`I`"G`"5b`U`Ufa`]b[`]fYdcfh`Vm`**Ci`f`FYgW`Y`gi`[`]Yghg`h\Uh  
VYhk`YYb`+ž)`\$\$`hc`-`ž\$`\$`\$`gi`W\`YghUV`]g\`a`Ybhg`YI`]ghž`a`Ubm  
gYfj`]b[`]Ug`Zfcbhg`Zcf`\i`a`Ub`gYI`hfUZZ]W\_]b[`]M`hž`h\Y`]Yfm  
]bX]j`]Xi`U`g`k`\c`VYW`a`Y`]j`]Wh]a`g`cZhYb`\U`]Zfca`]j`i`bYfUV`Y  
VUW\_]fci`bXgž`W`YfW`X`]bh`k`cf\_]b[`]U[`]bgh`h\Y]f`k`]``**

æ\bgcb`g`]``Y[`U`UWh]j`]h]Yg`k`YfY`bch`]gc`UhYX`h\Y`m`fYZYWh`U  
X]ghi`fV]b[`]dUhYfb`h\Uh`cZhYb`]b\_g`VUW`\_hc`Uf[`Yf`bYhk`cf\_g`cZ  
YI`d`c]hUh]cb`"FYW`fXg`g\ck`h\Uh`h\Y`gY`a`UggU[`Y`dUf`c`fg  
W`b`hf]Vi`hY`g][`b]Z]WUb`h`m`hc`\i`a`Ub`hfUZZ]W\_]b[`]ž[`]YbYfUh]b[`]V`]c`bg

cZ'Xc`Ufg'Ubbi U`mik \]Y`Yl d`c]h]b[ 'a cgh`mZYa U`Y`k cf\_Yfg'Zfca  
WŁi bhf]Yg`\_]Y`7\]bU`UbX`Gci h\`?cfYU`i bXYf'dfYWUf]ci g  
WŁbX]h]cbg"J ]Wh]a g'a UmiZ]bX`h\Ya gY`j Yg`hfUddYX`]b`XYVhžZcfWX  
hc'dfcj ]XY`gYl i U`gYfj ]Wg`i bXYf'h\Y`Xi fYgg`cZ'WŁYfW]cb"

H\Y`7ca a i b]hm g`F c`Y

7ca VUh]b[ 'h\Y`]ggi Y`cZ`]Y[ U`a UggU[ Y`dUf`cfg`UbX`\i a Ub  
hfUZZ]W\_]b[ 'fYei ]fYg`WŁ`YWh]j Y`j ][ ]`UbW`Zfca `WŁa a i b]hm  
a Ya VYfgž`Uk `YbZcfWŁa Ybh`UWh]cbgž`UbX`fY[ i `Uhc fm`U[ YbW]Yg"  
-bX]j ]Xi U`g`UfY`i f[ YX`hc`fYdcfhi gi gd]W]ci g`UWh]j ]h]Ygž`Ug  
WŁa a i b]hm`Uk UfYbYgg`WU b`VY`U`dck YfZi ``hcc`U[ U]bgh`h\YgY  
\]XXYb`W]a Yg" C f[ Ub]nUh]cbg`XYX]WU hYX`hc`fYgW` ]b[ `j ]Wh]a g`UbX  
X]ga Ubh]b[ 'h\YgY`bYhk cf\_g`bYYX`WŁbh]bi U`gi ddcfhž`Vch\  
h\ fci [ \`di V`]WUk UfYbYgg`UbX`XcbUh]cbg"

5g`k Y`fYZYWh`cb`h\Y`UddU``]b[ 'fYU`]h]Yg`cZ`\i a Ub`hfUZZ]W\_]b[  
a Ugei YfUX]b[ `Ug`Y[ ]h]a UhY`Vi g]bYgg`dfUWh]WŁgž`k Y`a i gh`Ug\_  
ci fgY`j Yg` k \Uh`WU b`k Y`Xc3`9j Yfmiga U``YZZcfh`WŁi bhg`]b`h\Y  
Z][ \h`U[ U]bgh`hfUZZ]W\_]b[ "H\Y`]bj c`j Ya Ybh`cZ`h\Y`WŁa a i b]hmž  
WŁi d`YX`k ]h\`YZZYWh]j Y`Uk `YbZcfWŁa Ybh`]b]h]Uh]j Ygž`\Ug`h\Y  
dchYbh]U`hc`hi fb`h\Y`h]XY`U[ U]bgh`h\]g`dfYgg]b[ `]ggi Y"K Y`WU b`bc  
`cb[ Yf`hi fb`U`V`]bX`YmY`/]h]g`h]a Y`hc`Yb[ U[ Y`UbX`UWh"

æ\bgcb`W ffYbh`mZUWŁg`gYf]ci g`WŁ Uf[ Ygž`]bWi X]b[ `dfUWh]W]b[  
dfcZYgg]cbU``\YU`h\`WUfY`k ]h\ci h`U`]WŁbgY`UbX`W]a ]bU`a ]gWŁ]YZ  
fY`UhYX`hc`h\Y`XUa U[ Y`cZ`di V`]WdfcdYfhm`Zfca `\"g`]`)W]h  
UXj Yfh]g]b[ `YZZcfhg" H\Y`cb[ c]b[ `ghfi [ [ `Y`U[ U]bgh`\i a Ub  
hfUZZ]W\_]b[ `k ]h\]b`h\Y`a UggU[ Y`]bXi ghfmi bXYfgWŁfYg`U`dfYgg]b[  
bYYX`Zcf`Uk UfYbYgg`UbX`UWh]cb`]b`Yj Yfm`WŁa a i b]hm"

8YhU]`g	
C fh	: c b h U] b Y V`Y U i ` < c h Y`ž A ] U a ]`6Y U W Ł ž: @ž`I G5
E i Y`Y b	<ul style="list-style-type: none"><li>• k k k "c WU`%\$`WŁa</li><li>• a [ ]b`i fmZ]fa "WŁa</li><li>• ci ffYgW Y"cf[</li></ul>

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