

# 6Øf[ Yfa Y]ghYf`Ui g`<Ua Vi f[ `i bX`NØf]Wk VYY]bXfi W\_Yb`]b`?`]b]\_ : `cf]XgXcfZ

5a`%&"\$\*"`&\$&)`VYgi WkhYb`X]Y`6Øf[ Yfa Y]ghYf`Ui g`<Ua Vi f[  
i bX`NØf]Wk`X]Y`?`]b]\_ : `cf]XgXcfZ`i a` ; Ygi bX`Y]hgghfUHY[ ]Yb  
ni`X]g\_i h]YfYb"



: `cf]XgXcfZ`K ]Yb`ž`2 ghYffY]Wk`!`5a`8cbbYfghU[ ž`XYa`%&"'† b]  
&\$&) ž`k UfYb`X]Y`6Øf[ Yfa Y]ghYf`j cb`<Ua Vi f[ ž`DYhYf  
HgW`YbHgW`Yfž`i bX`j cb`NØf]Wk`ž`7cf]bY`A Ui Wk`ž`ni`6Ygi Wk`]b`XYf  
?`]b]\_ : `cf]XgXcfZ`]b`K ]Yb`"8]YgYf`5i ghUi gW`ZUbX`]a`F U`a Yb  
Y]bYf`Gh`XhYdUfhbYfgW`UZh`ghUhhž`X]Y`XYb` : c\_i g`Ui ZX]Y  
VYgha`Ø[ `]W`Y ; Ygi bX`Y]hgj Yfgcf[ i b[ `Y[ h`5i Wk`Y]bY  
6Yg]Wk`h[ i b[ `XYf`VYY]bXfi W\_YbXYb ; fc»k`Àfa Ydi a dY`]b  
G]a a Yf]b[ `ghUbX`Ui ZXYa`Dfc[ fUa a "`K ]Y`a`Y]bVYn]f\_`"Uh  
VYf]Wk`hYhž`k i fXY`X]Y`?`]b]\_ : `cf]XgXcfZYfgh`&\$%-`Yf`ØZbYhi bX  
V]YhYh`D`Uhn`ZØf`+%,`6YhhYb`"G]Y`]gh`HY]`XYg`K ]YbYf  
; Ygi bX`Y]hgj YfVi bXgž`XYf`g]Wk`i a`X]Y`a`YX]n]b]gW`Y`6YhfYi i b[  
XYf`6Yj`Ø`\_Yfi b[ `Øa a Yfh"

≠`XYb`YfghYb`A`cbUhYb`XYg`>U\fyg`\_cbbhY`X]Y`B`chZU`Ua`Vi`Ub`n`  
XYf`?`]b]\_`VYfY]hg`fi`bX`&(`"\$\$\$`DUh]YbhYb`j`Yfgcf[`Yb`i`gck`c`\`  
Xi`fW`iGY`VghUba`Y`Xi`b[`Yb`U`g`Ui`W`Xi`fW`iFY`hi`b[`gX]YbhY`"8`Ug`  
gdf]W`h`Z0f`X]Y`\c\Y`5`\_nYdhUb`ni`bX`XUg`J`YfhfUi`Yb`ž`XUg`X]Y`  
K`]YbYf`6Yj`0`\_Yfi`b[`]b`]fY`a`YX]n]b]gW`Y`J`Yfgcf[`i`b[`]gY`hnh`  
8`U\Yf`]gh`Yg`b]W`h`j`Yfk`i`bXYf`]W`ž`XUgg`X]Y`60f[`Yfa`Y]ghYf`Ui`g`  
<Ua`Vi`f[`]i`bX`N0f]W`VYgcbXYfg[`YgdUbbh`Ui`Z`X]Y`Ghfi`\_hi`f`XYg`  
K`]YbYf`;`Ygi`bX\Y]hggmghYa`g`k`UfYb`"60f[`Yfa`Y]ghYf`@`Xk`][`\cV`  
\Yfj`cfž`k`]Y`k`]W`h][`Yg`]ghž`X]Y`6i`X[`Yhgž`≠ZfUghfi`\_hi`fYb`i`bX`XUg`  
DYfgcbU`XYb`gh`ÀbX][`k`UW`gYbXYb`5bZcfXYfi`b[`Yb`XYf`  
;`YgY`gW`UZh`Ubni`dUggYb`"

## 9]bV`]W\_Y`]b`X]Y`a`cXYfbYb`9]b f]W`hi`b[`Yb`

K`À\fybX`]fYg`Fi`bX[`Ub[`g`Xi`fW`X]Y`?`]b]\_`\UhYb`X]Y`;`ÀghY`X]Y`  
;`Y`Y[`Yb\Y]hž`j`YfgW`]YXYbY`GhUh]cbYb`ni`VYg]W`h][`Yb`"6YgcbXYfg`  
[`Yk`0fX][`h`k`i`fXYb`X]Y`5i`gV`]Xi`b[`gf`Ài`a`Y`Z0f`Ub[`Y\YbXY`  
A`YX]n]bYf`gck`]Y`Y]b`G]a`i`Uh]cbg!G`W`c`W`fUi`a`"9]b`]bbcj`Uh]j`Yg`  
Ui`hca`Uh]gW`Yg`Hf`Ub`gdc`f`hgmghYa`Z0f`K`ÀgW`Y`i`bX`A`UhYf]U`k`i`fXY`  
df`ÀgYb]h]Yfhž`XUg`X]Y`5fVY]hg`\_fUZh`XYg`?`]b]\_dYfgcbU`g`Yf\YV`]W`  
Yb`h`UghY`h`Ni`XYb`dfU\_h]gW`Yb`5gdY`\_hYb`XYf`?`]b]\_UfVY]h[`Y\0fhY`  
Ui`W`Y]b`5\_i`hdUh]Yb`hž`XYf`k`À\fybX`XYg`6Ygi`W`g`]b`XYf`  
B`chUi`ZbU\`a`Y`VY\UbXY`h`k`i`fXY`"

8]Y`60f[`Yfa`Y]ghYf]b`j`cb`N0f]W`ž`7cf]bY`A`Ui`W`ž`nY][`hY`g]W`  
VYY]bXfi`W`\_h]j`cb`XYf`a`cXYfbYb`5i`gghUhi`b[`]XYf`9]b f]W`hi`b[`]i`bX`  
XYa`YZY`\_h]j`Yb`Ui`hca`Uh]gW`Yb`Gi`ddc`fhž`XYf`]b`XYf`?`]b]\_ni`a`  
9]bgUhn`\_ca`a`h`<Ua`Vi`f[`]g`60f[`Yfa`Y]ghYfž`DYhYf`HgW`Yb`hgW`Yfž`  
`cVhY`X]Y`\_`UfY`;`Ygi`bX\Y]hggfUhY[`]Y`XYf`GhUX`h`K`]Yb`i`bX`j`Yf[`]W`  
g]Y`dcg]h]j`a`]h`XYb`;`Y[`YVYb\Y]hYb`]b`<Ua`Vi`f[`]i`bX`8Yi`hgW`UbX`"

## 8]Y`Ni`\_i`bZh`XYf`;`Ygi`bX\Y]hgj`Yfgcf[`i`b[`]b` K`]Yb`

8]Y`K`]YbYf`GhUXhfY[`]Yfi`b[`]VY`\_Ybb`h`g]W`\_`Uf`ni`Y]bYa`  
0ZYb`h]W`Yb`i`bX`gc`XUf]gW`Z]bUb`n]YfhYb`;`Ygi`bX\Y]hgk`YgYb`Z0f`  
U`Y`60f[`Yf]`]bbYbž`i`bUV`Àb`][`]j`cb`5`hYfž`<Yf`\_i`bZhž`;`YgW`Y`W`hž`

F Y][ ]cb'cXYf'9]b\_ca a Yb"8Yf'K ]YbYf'; Ygi bX\Y]hgj YfVi bX  
gd]Y'hXUVY]'Y]bY'nYbhfU`Y`F c`Y`i bX`\Uh'g]W\XYa`N]Y`  
j YfgWf]YVYbž'X]Y'; Ygi bX\Y]hgj Yfgcf[ i b[ 'ni`j YfVYggYfb`i bX`ZØf  
U`Y`ni [ Åb[ `]W\`ni`a UWXYb"8UZØf'k YfXYb`]bbcj Uh]j Y`5bgÅhnY`k ]Y  
GcW]U`DfYgWf]V]b[ `j YfZc`[ hi bX`Ub`XYb`gdYn]Y`Yb`6YXØfZb]ggYb  
XYf'j YfgW]YXYbYb`6Yj Ò`\_Yfi b[ g[ fi ddYb`[ YUfVY]hYh"

8]Y`ghYh][ Y`j YfVYggYfi b[ `XYf'; Ygi bX\Y]hgX]YbghY`[ Ya Y]bgUa  
a ]h`Y]bYa`ghUf`\_Yb` : c\_i g`Ui Z`DfÅj Ybh]cbž; Ygi bX\Y]hgZØfXYfi b[  
i bX`XYf`5i gVUi`ghfi`\_hi f]YfhYf`j Yfgcf[ i b[ gUb[ YVchY`g]bX  
k Y]hYfY`Df]cf]hÅhYb"Ni XYa`k ]fX`Y]b`nYbhfU`Yg`K ]YbYf  
; Ygi bX\Y]hgdcfhU`ž` K ]Yb`[ Ygi bX`žYbhk ]W`Y`hž`i a`XYb  
6Øf[ Yfi]bbYb`i a ZUggYbXY`bZcfa Uh]cbYb`i bX`5b[ YVchY`ni f  
j YfZØ[ i b[ `ni`ghY`Yb"8]Y`8][ ]hU`g]Yfi b[ `k ]fX`U`g`GW`ØggY`ni f  
9Z]n]YbnghY][ Yfi b[ `]a` ; Ygi bX\Y]hgk YgYb`Ub[ YgY\Ybž`k Ug`X]Y  
9bhk ]W`i b[ `bYi Yf`HYW\bc`c ]Yb`i bX`Dfc[ fUa a Y`VYhf]Zh"

⊕`XYb`\_ca a YbXYb`j\`fYb`g]bX`Ui » YfXYa`nU`\fY]WY  
⊕j Ygh]h]cbYb`]b`X]Y`a YX]n]b]gWY`⊕ZfUghfi`\_hi f`[ Yd`Ubhž`k cVY]  
XYf`B UW\`U`h][ `\_Y]h`Y]b`VYgcbXYfYg`5i [ Yba Yf`\_ni`\_ca a h"  
; Ygi bX\Y]hgZc fgW\i b[ `gc`K ]Yb`U`g`ZØ`fYbXYb`GhUbXcfh]b  
9i fcdU`dcg]h]cb]YfYbž`i bX`X]Y`j YfVYggYfi b[ `XYf  
DUh]Ybh`]bbYbj Yfgcf[ i b[ `gck ]Y`X]Y`GhÅf`\_i b[ `]\`fYf`F YW`hY`ghY\Yb  
[ UbncVYb`Ui ZXYf`5[ YbXU`XYf`K ]YbYf`GhUXhfY[ ]Yfi b[ "`8]Y  
9bhk ]W`i b[ Yb`]b`XYf`?`]b]\_ : `cf]XgXcfZ`ghY\Yb`gca ]h`b]W`h`bi f`ZØf  
`c\_U`Y : cfhgWf]hYž`gcbXYfb`Ui W`ZØf`Y]b`ni`\_i bZhgcf]Ybh]YfhYg`i bX  
[ YfYW`hYg ; Ygi bX\Y]hggmghYa "

K Y]hYfY`⊕Zcfa Uh]cbYb`ni f`?`]b]\_ : `cf]XgXcfZ`Z]bXYb`G]Y`Ui ZXYf  
cZ]n]Y`Yb`GY]hY`XYf`?`]b]\_ : `cf]XgXcfZ"

8YhU]`g	
C fh	: `cf]XgXcfZ`K ]Ybž`2 ghYffY]W\
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Y]bVYn]f`_`Uh</li> <li>• _`]b]_!Z`cf]XgXcfZ"[ Ygi bX\Y]hgj Yf Vi bX"Uh</li> <li>• k k k "k ]Yb"[ j "Uh</li> </ul>

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