

5fa VUbXi \ f'fYhhYh'A Ubb ]b '@Y\ fhY. 'Gc  
\_Ua 'X]Y': Yi Yfk Y\ f'fYW\ hnY]h][ °

5a `%( " ' ð ` ] ' & \$ & ) `VYf]W\hYhY' / ei ch/<U`c  
B]YXYfgUW\gYb/ ei ch/ØVYf'Y]bYb'Ghi fn']b '@Y\ fhY' i bX  
]bbcj Uh]j Y'5fa VUbXi \ f!HYW\bc`c[ ]Yb'ni f'Ghi fnYf\_Ybbi b[ "



@Y\ fhYž'B ]YXYfgUW\gYbž'8Yi hgW\`UbX'!'9]b'VYY]bXfi W\_YbXYg  
6Y]gd]Y`ZØf'a cXYfbY'HYW\bc`c[ ]Y ]b'XYf'BchZU`'\]ZY'Yf'YVhY'a Ub  
'Øb[ gh]b '@Y\ fhY"'9]b'A Ubb'k Uf']b'gY]bYf'K c\bi b[ '[ YghØfnh'i bX  
\_cbbhY'b]W\hgY`Vgh<]ZY'\YfVY]fi ZYb"'8cW\`gY]bY'5fa VUbXi \fž  
Ui g[ YghUhhYh'a ]hY]bYf'WYj YfYb'Ghi fnYf\_Ybbi b[ ž\UhY'X]Y'@U[ Y  
Yf\_Ubbh'i bX'U'Ufa ]YfhY' i a [ Y\YbX'X]Y': Yi Yfk Y\ f"'8Ub\_X]YgYg  
@VYbYbYf'YhYfg]a' <UbX[ Y`Yb'\_cbbhY'XYf'A Ubb'gW\`bY`']b  
G]W\Yf\Y]h[ YVfUW\h'k YfXYb"'8]YgYg'9fY][ b]g'k ]fX'Ui W\`]b'XYf  
U\_hi Y`Yb'5i g[ UVY'XYf'GYbXi b[ ' <U`c`B]YXYfgUW\gYb' Ua  
A cbhU[ žXYa `%( " ' ð ` ] ' & \$ & ) ždfÅgYbh]Yfh"'8]Y'GYbXi b[ 'k ]fX' i a  
%-.' \$'I \f'Ui g[ YghfU\`h'i bX'\Uh'i bhYf'XYf'@Y]h'i b[ 'j cb'H\cfghYb  
<Ud\_Y'bcW\`k Y]hYfY'gdUbbYbXY'H\Ya Yb'Ui ZXYa 'Dfc[ fUa a "  
<]Yfni `nÅ\`Yb'i bhYf'UbXYfYa' U\_hi Y`Y'9bhk ]W`i b[ Yb]a

< UbgYbYhn'i bX'Y]bY'?cb↑ b\_hi fi a ZfU[ Yž'X]Y'X]Y'k ]fhgWk UZh]WkYb  
< YfUi gZcfXYfi b[ Yb'h\Ya Uh]g]Yfh"

8cWk'k Ug[ YbUi'a UW'h'gc`WkY'5fa VUbXi \fYb'ni`Y]bYa  
i bj Yfn]Wk hVUfYb'; UX[ Yhž'VYgcbXYfg'ZØf'À'hYfY'A YbgWkYb'cXYf  
DYfgcbYb'a ]hY]b[ YgWk fÀb\_hYf'A cV] ]hÀh3'@Ui h'dZYY[ Y"XY  
j YfZØ[ Yb'a cXYfbY'B chfi Z \fYb'ØVYf'\cWkYb'k ]W\_Y'hY'GYbgcfYbž  
X]Y'fi W\_Ufh][ Y'6Yk Y[ i b[ Yb'fY[ ]ghf]YfYb'i bX'VY] J YfXUWk h'Ui Z  
Y]bYb'Ghi fn'Ui hca Uh]gWk'Y]bYb'B chfi Z'UVgYhnYb"iB]a a h'XYf  
6YhfcZYbY'XUbUWk'\_Y]bY'6Yk Y[ i b[ 'a Y\ f'j cfž'k ]fX'Y]b'5`Ufa  
Ui g[ Y`Øghž'XYf'Ui hca Uh]gWk'\]bhYf'Y[ hY'?cbhU\_hY'cXYf'Y]bY  
B chfi ZnYbhfU'Y ]bZcfa ]Yfh"6YgcbXYfg'dcg]hj'ni`Yfk À\bYb']gh'X]Y  
A Ò[ `]Wk\_Y]hž'ØVYf'Y]bYb'?bcdZ'8 fi W\_Yb'k UfbYb'ni`\_ÖbbYbž'k Ug  
: Y\`U`Ufa Y'j Yfa Y]XYb'\]`Zh"

## J ]Y`ZÀ'h][ Y': i b\_h]cbYb'i bX`B i hnYb

8]YgY'B chfi ZgmghYa Y`V]YhYb'b]Wk h'bi f'X]Y'Ghi fnYf\_Ybbi b[ ž  
gcbXYfb'Ui Wk'nU\`fY]WkY'Ni gUhnZi b\_h]cbYb'k ]Y  
A cV]`Zi b\_UbV]bXi b[ ž': fY]gd fYWk Zi b\_h]cb'i bX'; DG!C fhi b[ "8Ua ]h  
Yfa Ò[ `]WkYb'g]Y'Y]bY'Y]bZUWkY'?ca a i b\_h]cb'a ]h'5b[ Y\`Øf][ Yb  
cXYf'XYf'B chfi ZnYbhfU'Y"9VYbgc'\]ZfY]Wk' ]gh'XUg'HfUW\_]b[ 'j cb  
; Ygi bX\Y]hgXUhYbž'XUg'VYgcbXYfg'ZØf'GYb]cfYb'j cb'`hYfYggY' ]gh"  
8]Y'J ]Y`ZU'h'XYf'A cXY`Y'fY]Wk'hj cb'Ga Ufhk UhWkYgž'X]Y'Y]b[ 'fc» Yg  
GdY\_hfi a`Ub': i b\_h]cbYb'UVXYW\_Ybž'V]g'\]b'ni`gWk`Wk hYb  
GYb]cfYb\UbXmg"5`YfX]b[ g[ ]`hYgž'VY]XYf'K U\`XUfUi Zni  
UWk hYbž'XUgg'X]Y'; YfÀhY'hYWk b]gWk'\UbX\UVVUf'g]bX'i bX'X]Y  
VYb`Øh][ hYb': i b\_h]cbYb'UVXYW\_Ybž'k ]Y'X]Y'? Ui ZVYfUhi b[ `Ui Z  
ghfcb[ a cb\_Ym"XY`bU\Y`Y[ h"

B UhØf`]Wk'g]bX'gc`WkY'hYWk b]gWkYb'< ]Zga ]hY`a ]h[ Yk ]ggYb  
< YfUi gZcfXYfi b[ Yb'j YfVi bXYb"8]Y'5\_\_i`Ui ZnY]h`\_Ubb'VY]XYb  
]bhYbg]j Yb': i b\_h]cbYb'cZh'VY[ fYbn'h'gY]bž'i bX'Yg'VYghY\h'XUg  
F]g]\_c'j cb': Y\`U`Ufa Yb"8YbbcWk'\_ÖbbYb  
Ghi fnYf\_Ybbi b[ ggmgghYa Y'X]Y'A cV] ]hÀh'ZØfXYfb'i bX  
GY`VghÀbX][ \_Y]h'Yfa Ò[ `]WkYb`\_Y]bY'HUhgUWkYž'X]Y'j ]Y'Y`Bi hnYf  
gY\`f'gWk`ÀhnYb"K Yf'Ui Z'XYf'Gi WkY'bUWk'Y]bYa`gc`WkYb'; YfÀh' ]ghž  
gc`hY'VYUWk hYbž'XUgg'X]Y'DZY[ Y\_UggYb'Ni gWk ØggY[ Yk À\`fYb

\_ÖbbYbžk Ybb`Y]b`YbhgdFYWYbXYf`DZY[ Y[ fUX`j`cf`]Y[ h`8Ug`gcf[ h  
XUZØfž`XUgg`a`cXYfbY`HYW`b]\_`b]W`h`bi`f`Y]bY`:`fU[ Y`XYg`:`Y`XYg`]gh`

⊕g[ YgUa`h`nY][ h`XYf`J`cfZU``]b`@Y`fhYž`k`]Y`k`]W`h][`X]Y`⊕hY[ fUh]cb  
gc`W`Yf`HYW`bc`c[ ]Yb`]b`XYb`5``hU[ `gY]b`\_Ubb``9]b`Ghi`fn`\_Ubb  
gW`bY``dUgg]YfYbž`XcW`a`]h`XYb`f]W`h][ Yb`A`]hY`b`ni`f`<UbXž`\_Ubb  
a`Ub`g]W`YfYf`YVYb``8]Y`6Yf]W`hYfghUhi`b[ `]b`<U``c  
B]YXYfgUW`gYb`k`]fX`XUVY]`g]W`Yf`W`Y]b][ Y`Ni`gW`Ui`Yf`YffY]W`Yb  
i`bX`ZØf`k`]W`h][ Y`5i`Z`Àfi`b[ `gcf[ Yb`

8YhU]`g	
C`fh	@Y`fhYž`B]YXYfgUW`gYbž`8Yi`hgW`_UbX
E`i`Y``Yb	<ul style="list-style-type: none"><li>• k`k`k`"bXf"XY</li><li>• ghfcb[`a`cb`_Ym"XY</li><li>• k`k`k`"dZY[`Y"XY</li></ul>

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`X]Y!bUW`f]W`hYb`"W`a