

Gca a Yf\_]bc`Ua `?i`hi fZcfi a .: fY]`i Zh!  
: ]`a j Yf[ bØ[ Yb`UV`&) "`ħ b]`

9f`YVYb`G]Y`UV`XYa`&) "`ħ b]`&\$&) `XUg`Gca a Yf\_]bc`Ua  
?i`hi fZcfi a `6Yf`]b`a ]hinU\`fY]WYb: ]`a Yb`i bhYf`ZfY]Ya  
<]a a Y`V]g`ni a`&- "`5i [ i gh"



?i`hi fZcfi a `6Yf`]bž`6Yf`]bž`8Yi hgW\`UbX`!`8]Y`J cfZfYi XY  
ghY][ hžXYbb`Ua`&) "`ħ b]`&\$&) `VY [ ]bbhXUg`j cb`? ]bcYbh\i g]UghYb  
gY\b`]WghYfk UfhYhY`Gca a Yf\_]bc`Ua `?i`hi fZcfi a`]b`6Yf`]b`8Yf  
NY]hfUi a`YfghfYW`hg]W\`V]g`ni a`&- "`5i [ i gh`&\$&) `i bX`j Yfgdf]W`h  
Y]bY`Vi bhY`A ]gW`i b[ `Ui`g: ]`a \_`Ugg]\_Yfbž`U`hi Y`Yb`< ]hg`i bX  
VYgcbXYfYb: ]`a fY]\Yb`"8]Y`GhUUh`]WYb`A i gYYb`ni`6Yf`]bž`]b  
?ccdYfUh]cb`a ]h`XYf`McfW`?]bc[ fi ddY`i bX`5FH9ž`UXYb`U`Y  
7]bYUghYb`Y]bž]g]W`Ua`D`Uhm] cf`XYa`9]b[ Ub[ `XYf  
; Ya`À`XY[ U`Yf]Y`ni fØW`ni`Y\bYb`i bX`X]Y`[ fc»Y`@Y]bk UbX`ni  
[ Yb]Y»Yb"

K Ug[ ]YbUi`Yfk UfhYh`X]Y`6Ygi WYf3`Ni a`5i ZhU`h`XYg: Ygh] U`g  
k ]fX`i a`&%.( ) `l \f`XYf`9fØZbi b[ gZ]`a` H\Y`K YXX]b[ `6Ubei Yh ž

Y]b`FYa U\_Y`XYg?`Ugg]\_Yfg`j cb`5b[ `@YYž`dfÀgYbh]Yfh"9]b`gWk`ÒbYg  
<][ \`][ \h`XYg`Dfc[ fUa a g`k ]fX`XUg`CgWUf!dfÀa ]YfhY  
5b]a Uh]cbgk Yf\_` : `ck ž`XUg`Ua `&- "ž`b]ni`gY\Yb`gY]b`k ]fX"  
5i Wk` : ]a [ YgWk]Wk`hY`k ]fX`[ Yk`ØfX][ h`5a `+"ž` ]`ghY\h`XYf  
?`Ugg]\_Yf` 7UVUfYh`Ui`ZXYa`Gd]Y`d`Ubž`[ YZc`[ hj`cb`XYa  
<cffcZ]`a` 7ca`dUb]cb""8]Y`DYfZY`\_hY`6Y[ `Y]hi`b[ `Ua`%\$""ž` ]`žXYf  
HY]`XYf`FY]\Y` Hcfa`Ybh`BYI`i`g` ]gh":`Øf`X]Y`@]YV\UVYf`j`cb  
8c\_i`a`YbhUfZ]`a`Yb`i`bX`Fca`Ubh]\_`[ ]Vh`Yg`Ua`%+""ž` ]`X]Y  
Gi`fZ]`a`bUWk`h`H\Y`FcUX`hc`DUHu[`cb]U`i`bX`Ua`%-""ž` ]`YfZFY`i`Yb  
g]Wk`X]Y`Ni`gWk`Ui`Yf`Ub`XYf`bYi`Yb`?ca`ØX]Y` 8Yf`D\`Òb]n]gWk`Y  
A`Y]ghY`fghfY]Wk` j`cb`K`Yg`5bXYfgcb"

## H]W\_Yh]bZcfa Uh]cbYb`i`bX`5i`gghUhh`i`b`[

9]bY`[ i`hY`D`Ubi`b[ ]`gh`U`Yg` `X]Y`H]W\_Yhg`g]bX`ZØf`%&`9i`fc`cb`]bY  
Yf\`À`h]Wk`ž`k`À`fYbX`XYf`DfY]g`Ub`XYf`5VYbX`\_UggY`VY]`%` 9i`fc  
`Y]Y`h":`Øf`ž`UVYf`Y]bYf`\_cgYb`cgYb`McfW`!A` ]h[ `]YXgWk`UZh`[ ]Vh`Yg  
j`Yf[`Øbgh][`hY`H]W\_Yhg`ni`%%`9i`fc""8]Y`6Ygi`Wk`Yf`\_Òb`Yb`g]Wk  
YVYbZU`g`Ui`Z]Y]bY`\cWk`Yfh][`Y`J`YfdZY[`i`b[ `ZFY`i`Yb`/;`Yhf`À`b`\_Y  
i`bX`GbUW`g`ghY\Yb`VYfY]hž`i`a`XUg`?`]bcYf`YVb]g`UVni`fi`bXYb""K`Yf  
Yg`[`Ya`Øh]Wk`Yf`a`U[`ž`\_Ubb`g]Wk`8YW`Yb`Ub`XYf`?`]bc`\_UggY  
Ui`g`Y]\Yb`i`bX`XYb`5VYbX`i`bhYf`ZFY]Ya`<]a`a`Y`[`Yb]Y»`Yb"

ž`hYfYggUb`hYfk`Y]gY`\Uh`XUg`Gca`a`Yf\_]bc`Ua`?`i`hi`fZc`fi`a`gY]bY  
K`i`fnY`b`]b`XYb`ž`U`fYb`&\$&\$&`i`bX`&\$&\$`ž`U`g`Yg]a`F`U\`a`Yb`XYg  
`A`i`gYi`a`gZ]`a`ZYgh]j`U`g` ]bg`@YVYb`[`Yfi`ZYb`k`i`fXY""B`UWk`Y]bYa  
l`a`ni`[ `Ui`ZX]Y`A`i`gYi`a`g]bgY`]b`XYb`Zc`[`YbXYb`ž`U`fYbž`ZY]YfhY  
XUg`?`]bc`&\$&\$+`gY]bY`F`ØW`\_Y`f`i`bhYf`XYf`FY[ ]Y`XYf`McfW`!  
;`fi`ddY"

## 9]b`6`]W`\_`Ui`Z`X]Y` :`fY]`i`Zh\_]bc`g`]b`6Yf`]b

:`fY]`i`Zh\_]bc`g`g]bX`]b`6Yf`]b`\cWk`]a`?`i`fg`"A` ]h]\`fYf`J` ]Y`ZU`h`Ub  
:`]a`Ybž`X]Y`j`cb`5fh\ci`gY!DfcXi`\_h]cbYb`ØVYf`6`cW`Vi`ghYf`V]g`\]b  
ni`?`Ugg]\_Yfb`fY]Wk`Ybž`V]YhYb`g]Y`ZØf`YXYb`;`YgWk`a`UW`\_Yhk`Ug`  
@Ui`h`H]d`6Yf`]b`YfZFY`i`Yb`g]Wk`X]Y`Ni`gWk`Ui`Yf`Ub`nU`\fY]Wk`Yb  
?`]bcg""6Y`]YVhY`GhUb`XcfhY`g]bX`i`bhYf`Ub`XYfYa`XUg` :`fY]`i`Zh\_]bc  
?`fYi`nVYf[`ž`XUg`U`g`À`hYghYg` :`fY]`i`Zh\_]bc`]b`6Yf`]b`[ ]`hž`i`bX`XUg

: fY]i Zh\_]bc : f]YXf]W g\U]bž'XUg'D`Uhn'ZØf'V]g'ni '%', \$\$'DYfgcbYb V]YhYh"

8]Y'GU]gcb'XYf'6Yf']bYf': fY]i Zh\_]bcg'YfghfYW\_h'g]W'j'cb': fØ\`U\`f V]g'GdÅhgca a Yfž'k cVY]'X]Y'Dfc[ fUa a Y'Ui Z'a Y\`f'U`g'bi f 6`cW\_Vi ghYf'ni [ YgW\_b]hhYb'g]bX'"K Yf'U`gc'Y]bYb'i bj Yf[ Ygg`]W\_Yb 5VYbX'i bhYf'GhYfbYb'j YfVf]b[ Yb'a ØW\_hYž'\Uhj ]Y`Y A Ô[ `]W\_Y]hYbž'i a `gY]b'dYfgØb`]W\_Yg?']bcUVYbhYi Yf'ni `Z]bXYb i bX'g]W'j'b'X]Y'gdUbbYbXY'K Y'h'XYf': ]a Y'YbhZØ\`fYb'ni ``UggYb"

8Ug'Gca a Yf\_]bc'Ua `?i `hi fZcfi a `\_ØbbhY'gdÅhYghYbg'Yhnh'Ui Z XYf'@]ghY'XYf': ]a ZFYi bX.]bbYb'[ UbncVYb'ghY\Yb"'8]Y': fYi XY'Ui Z X]Y'Z'a ]gW\_Yb'@YW\_YfV]ggYbž'X]Y'i bhYf'XYa `k Y]h'Åi Z][ Yb'<]a a Y` 6Yf']bg'Ui Z[ YZØ\`fh'k YfXYbž'Vf]b[ h'XUg'?i `hi fYj Ybh'Ui Z'YXYb': U`` ]b'U``Yf'A i bXY"

8YhU]`g	
C fh	?i `hi fZcfi a `6Yf']bž'6Yf']bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "ga V"a i gYi a</li><li>• k k k "mc fW`"XY</li><li>• k k k "h]d!VYf`]b"XY</li></ul>

6Ygi W\_Yb'G]Y'i bg'Ui Z.`b!U[ "bYh