

HYa dc`]a ]h!l dXUhY.; Y[ bYf`cXYf  
6YZØfk cfhYf`j cb`HYa dc`) \$`Ui Z  
< Ui dhghfU» Yb 3

6Yf`]b`dfØZh`HYa dc`]a ]hg.`5V`5i [ i gh\_ÖbbhY`HYa dc`) \$`Ui Z  
< Ui dhghfU» Yb`[ Y`hYbž`k À\fybX`HYa dc`` \$`ni a `GWxi hn`XYf  
@ Zhei U`]hÅh`V`Y]Vh"



6Yf`]bž`8Yi hgWk`UbX`!`K Ug`hi`hig]Wk`]b`6Yf`]b3`#`XYf`< Ui dhghUXh  
k ]fX`XYfnY]h`ØVYf`X]Y`HYa dc`]a ]hg`Ui Z`< Ui dhj Yf\_Y`f`ggfhU» Yb  
X]g\_i h]Yfhž`i bX`Yg`\_ÖbbhY`Y]bY`K YbXY`VYj cfghY`Yb``@Ui h`XYf  
J Yf\_Y`f`ggYbUhc]b`l hY`6cbXY`f78l È`\Uhig]Wk`X]Y`@ Zhei U`]hÅh`Ub  
j ]Y`Yb`GhY`Yb`]b`6Yf`]b`j YfVYggYfhž`k Ug`a Ö[`]WkYfk Y]gY`XUni  
ZØ\fyb`\_ÖbbhY`ž`XUgg`Ub`nU`\fy]WkYb`< Ui dhghfU» Yb`\_ØbZh][`k ]YXYf  
HYa dc`) \$`UbghY`Y`j cb`` \$`\_a #`Yf`Ui Vh`]gh``6]`X`]Wk`[ YgdfcWkYbž  
\_ÖbbhY`XUg`XYb`J Yf\_Y`f`Ui ZXYb`< Ui dhghfU» Yb`YbhgdUbbYb`i bX  
X]Y`5i ZYbh`U`hgei U`]hÅh`]b`XYb`VYhfcZYbYb`; YV]YhYb`ghY][ Yfb`  
5i Wk`Ybb`Ub`(`%`< Ui dhj Yf\_Y`f`ggfhU» Yb`ni fnY]h`HYa dc`` \$`[ ]`hž  
g]bX`Y]b][ Y`GhfU» Yb`j cb`XYb`Y`bXYfi b[ Yb`Ui g[ Ybca`a Yb``Gc

V`Y]VYb`Ub`g]YVYb`GhfU» Yb`X]Y`GW`UXghc`Zk`YfhY`hfc`h`X]YgYf`  
9bhk`jW`i`b[`Yb`ni`c`W`ž`k`Yg`U`V`Xcfhk`Y]hYf`b`" `\$`\_`a`#`[`]`h`

8]Y`U`\_`hi`Y`Y`8]g`\_i`gg]cb`i`a`HYa`dc`]a`]hg`]gh`Yb[`a`]h`XYb`  
@`ZhfY]b`U`hYd`AbYb`j`YfVi`bXYbž`X]Y`]b`;`YV]YhYb`a`]h`  
ØVYfgW`f]hYbYb`9i`!`@`ZhgW`UXghc`Z[`fYbnk`YfhYb`bc`hk`YbX][`g]bX`"  
8]YgY`D`AbY`Yb`h`U`hYb`A`U»`bU`a`Yb`ni`f`FYXi`n]Yfi`b[`XYf`  
@`ZhgW`UXghc`ZVY`Ughi`b[`i`bX`k`YfXYb`fY[`Y`a`A»`][`  
Zcfh[`YgW`f]YVYbž`gc`Ub[`Y`X]Y`@`Zhei`U`]h`h`hgk`YfhY`b]W`h`  
Y]b[`Y`U`hYb`k`YfXYb`" `@`Ui`h`I`a`k`Y`h`B`F`K`\_`\_`Ø`b`Y`b`X]YgY`D`AbY`  
Ui`W`X`i`f`W`]`f`Y`K`]f`\_`g`Ua`\_`Y]h`ØVYfd`f`Ø`Zh`k`YfXYbž`i`b`X`X]Y`6`Øf[`Yf`  
g]b`X`Y]b[`Y`UXYbž`5`b`fY[`i`b[`Yb`ni`f`J`YfVYggYfi`b[`XYf`@`Zhei`U`]h`h`  
Y]bni`Vf]b[`Yb`"

## 5i`Z`X]Y`6`Øf[`Yf`\_`Øfh`a`Ub`°`

8Yf`6Yf`]bYf`GYbUh`U`h`VYfY]hg`X]Y`:`cfhgW`fY]Vi`b[`i`bX`Y`bXYfi`b[`  
XYg[`Y`hYbXYb`@`ZhfY]b`U`hYd`Ubg`Ub[`Ybca`a`Ybž`k`Ug`VYXYi`hYhž`  
XUgg`V]g`A`]hY`ž`]`XYf`F`Uh`XYf`6`Øf[`Yfa`Y]ghYf`NY]h`U`hž`9]bk`AbXY`  
i`bX`5`ba`Yf`\_i`b[`Yb`ni`Ai`»`Yfb`" `9]b`YbX[`Ø`h][`Yf`6`YgW`i`gg`XYg`  
GYbUhg`\_`Ø`b`hY`Ua`)`" `5i`[`i`gh[`YZUgg`h`k`YfXYb`" `6]g`ni`X]YgYf`  
9bhgW`Y]Xi`b[`V`Y]VYb`X]Y`XYfnY]h][`Yb`HYa`dc`]a`]hg`VYghY`Ybž`k`Ug`  
VYXYi`hYhž`XUgg`Yg`Z`Øf`X]Y`5i`hc`Z`U`f`Yf`]b`6`Yf`]b`bc`W`Y]b`Y`K`Y`Y`  
VY]`XYb`[`Yk`c`b`hYb`;`YgW`k`]bX][`\_`Y]hgVYgW`f`Ab`\_i`b[`Yb`V`Y]Vh`"

9]b`VYgcbXYfg`k`]W`h][`Yf`Di`b`\_`h]b`X]YgYf`8]g`\_i`gg]cb`]gh`X]Y`  
G]W`Yf`Y]h`XYf`GW`i`k`Y[`Y`" `8Yf`GYbUh`U`h`VYfY]hg`X]Y`Df`Ø`Z`b[`  
Y]b[`Y`Ai`hYhž`c`V`Ub`&)``<`Ui`dhj`Yf`\_`Y`f`gghfU»`Yb`XUg`HYa`dc`]a`]h`Ui`g`  
;`f`Ø`b`XYb`XYf`GW`i`k`Y[`g]W`Yf`Y]h`VY]VY`U`hYb`k`YfXYb`a`i`gg`"  
8]YgY`\_`VYfd`f`Ø`Z`b[`Yf`Zc`[`h]b`Yb[`Yf`Ni`gUa`a`YbUfVY]h`ink`]gW`Yb`  
XYb`GW`i`Ybž`XYb`6`Yn]f`\_`Yb`i`bX`XYf`Dc`]nY]" `8`c`W`\_`Yf`[`]Vh`Yg`  
bc`W`Y]b`Yb`YbhgW`Y]XYbXYb`<`U`\_`Yb`\_`8]Y`9`f`Z`U`f`i`b[`Yb`ni`  
`\_`c`W`Z`f`Yei`Ybh]YfhYb`GW`i`k`Y[`Yb`ZY`Yb`V]g`Ub[`ž`k`Ug`X]Y`  
9bhgW`Y]Xi`b[`g]Z]bXi`b[`\_`ca`d`]n]Yfh`a`UW`h`"

## 9]b`6`]W`\_]b`X]Y`Ni`\_i`b`Zh`

K`A`f`YbX`g]W`X]Y`8YVUhY`i`a`X]Y`HYa`dc`]a`]hg`k`Y]hYf`Yb`hZ`U`hYhž`

k ]fX`XYi h]Wk ž`XUgg`X]Y`@ ZhfY]b\`U`hYd`Ubi b[ `Y]bY`j YfdZ]Wk hYbXY  
 5i Z[ UVY`XYg`GhUUhYg`]gh" `b`BcfXf\Y]b!K YghZU`Yb`g]bX`XUni `X]Y  
 6Yn]f\_gfY[ ]Yfi b[ Yb`ni gh`AbX][ " `8]YgY`Ybhk ]W\_Y`b`b]Wk h`bi f`bYi Y  
 @ ZhfY]b\`U`hYd`AbYž`gcbXYfb`dfØZYb`Ui Wk `X]Y`VYghY\`YbXYb  
 GhfUhY[ ]Yb`ni f`J YfVYggYfi b[ `XYf`@ Zhei U`]h`h" `a `b\`fY`&\$%)  
 k i fXY`b`?`Ò`b`Y]bY` ; YgUa hgfhUhY[ ]Y`ni f  
 @ Zhei U`]h`h`hgj YfVYggYfi b[ `j YfØZZYbh]Wk hž`X]Y`j YfgWk ]YXYbY  
 5\_hYi fY`ni gUa a YbVf]b[ hž`Yhk U`?ca a i bYbž`i bhYfbY\`a Yb`i bX  
 l a k Y`hj YfV`AbXY"

8]Y` : fU[ Y`V`Y]Vhž`k ]Y`X]Y`ni \_ØbZh][ Yb`A U» bU\`a Yb`ni f`A ]bXYfi b[  
 j cb`9a ]gg]cbYb`Ui ggY\`Yb`k YfXYb`i bX`cV`X]Y`[ Yd`UbhYb  
 ŸbXYfi b[ Yb`Ub`XYb`HYa dc`]a ]hg`XUni `VY]hfU[ Ybž`XUgg`g]Wk `X]Y  
 @ Zhei U`]h`h`bcWk `k Y]hYf`j YfVYggYfh" `C V`bYi Y  
 ; YgWk ]bX][ \_Y]hgVYgWk f`Ab`\_i b[ Yb`X]Y`f]Wk h][ Y`@Øgi b[ `g]bX`cXYf  
 b]Wk hž`V`Y]Vh`gdUbbYbX`UVni k UfhYb" `?`Uf`]ghž`VY]`U``XYa ``]Y[ h  
 Yhk Ug`Ub. `8]Y`@ Zhei U`]h`h`i bX`X]Y`J Yf\_Y`f`gg]Wk Yf\`Y]h`a ØggYb`]b  
 Y]b`Ui g[ Yk c[ YbYg`J Yf\`A`hb]g`[ YVfUWk h`k YfXYbž`i a `XUg`K c\`XYf  
 6Øf[ Yf`ni ` [ UfUbh]YfYb"

|           |   |
|-----------|---|
| 8YhU]`g   |   |
| C fh      | 6Yf`]bž`8Yi hgWk `UbX   |
| E i Y``Yb | <ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• k k k "a n"XY</li> <li>• k k k "i a k Y`h"bfk "XY</li> </ul> |

6Ygi Wk Yb`G]Y`i bg`Ui Z. `b!U[ "bYh