

# Dcg`^YXb^]`dca U[ Ué`dcéUghi`'8cb`^`^ GU\_gcb]^].`++`GdUg]hY`^U°

%%" `]db`U`&\$&) "'[ cX]bYž'8cb`U`GU\_gcb]^U`dcéUgh]^U`Y`++  
dcd`Uj b]^`fUXb]\_U`i`'CghYf`c`n!GW`Ufa VYW`i`nVc[ `b`^]`c]`Y  
`fUVfY`i`dcfUVY`h]^Y`\_ca`'\_UhUghfcZY`dcd`Uj`Y"

@]^Ybh`U`ž`8Yi hgW`^UbX`!`%%" `]db`U`&\$&) "'[ cX]bY`++`dcd`Uj b]^`  
fUXb]\_U`]^n`j`^UXY`8cb`Y`[ `GU\_gcb]^Y`XcV]^c`Y`dcd`Uj`i`'éUghi`  
?fY]^g`^U`i`g`CghYf`c`n!GW`Ufa VYW`"è`Ugh`dfY`dcnb`U`Y`]^nj`Ub`fYX`bi`  
dfYX`Ubc`gh`c]`j`^`^]`hb]^`g`i`'V]ž`\_c`Y`^gi`'fUX]^Y`h]^Y`\_ca`'dcd`Uj`Y`i`  
@]^Ybh`U`i`'j]^Y`dcXf`Uc`cgcV`^Y`Wj`]^bY`nU`h]hY`"8c[ `U`i`U`^]`dcd`Uj`Y`  
\_c`^]`gi`'gY`Xc[ `cX]^]`n]a`]^&\$&'`#&\$&(`dc`fY`bi`'j`gi`'\_)`bU`^Y`gY`b`i`  
c`i`'U`b]`g`\_U`c`X`Nc`h`Ub`Už`'hc`^Y`Xc]`Y`c`Xc`XfUgh]`ébc`dc]`Y`ã`Ubc[  
b]j`cU`j`cXY`i`'f]^Y`\_Ua`U`i`'8cb`^`^GU\_gcb]^]"`C`j`U`]^nj`Ub`fYX`bU`  
g]hi`UW]^U`dfYX`ghUj`]^U`^Y`dca`U[ `Ué]^a`U`c[ `fca`bY`]^n`Uncj`Y`]  
nU`^h]^Y`j`U`U`^Y`cdgY`bY`a`^fY`^`^]`hb]^`g`i`'V]"`

H]^Y`\_ca`'W`fY`a`cb]^Y`XcX`Y`Yž`

`C`\_fi`'b]^UXa`]^b]ghfUhc`f`6YfbX`@0hYb`bU[ `Ug]c`^Y`j`U`bi`'i`c`[ `i`  
dca`U[ `UéU`\_c`^]`gi`'fUgdcfY`i`Yb]^cX`i`&+"`dfcg]bWU`'&\$&'`"Xc`i`,"`  
g]^Y`éb`U`&\$&(`"[ cX]bY`" `nj`fgb]^nUXUW]^cdU`U`]^gi`'fUn`^]é]hY`nUXUh`\_Yž`  
cX`i`dfUj`^`Ub`U`hY`^b]`é\_]a`'cdYfUW]^Ua`U`Xc`i`bZcfa`UW]^U`c`  
gdYW]^U`^]gh]`é`\_c`^`[ `fi`d]^Xc`i`6i`bXYgG`!U`"J`U`bc`^Y`bUdca`Ybi`h]^XU`^Y`  
gUa`c`X]c`dca`U[ `UéU`dcéUghi`'c`\_fi`'bc`^`\_i`ã]/`D`Ub]fUbc`^Y`XU`^b`Y`  
dcéUgh]^n[ `cj`UfUh]^df]^nbUb`^Y`i`'cdã]bUa`U`]^i`'cf[ `Ub]^nUW]^Ua`U`nU`  
dca`cã"

`DcnUX]^bU`g]hi`UW]^Y`g`dcd`Uj`ca`'`

`G]hi`UW]^U`dcd`Uj`Y`i`'8cb`^`^GU\_gcb]^]^dc`UéUbU`^Y`nUg]ãYb]a`'h`]a`U`

]hfU'ba [ ] b]a 'dUXUj ]bUa U'h]Y\_ca 'YgYb]'&\$&' "[ cX]bY"'8cb'U  
Xf Uj U'gU\_gcb]U'd'Ub]fU'gj YcVi \j Uhbc'df]nbUb'Y'nU'i \_i dbc  
) ) "\$\$\$'di b]\ 'fUXb]\ 'j] c`cbhYfU'\_c'gi 'fUX]'h]Y\_ca 'cj Y'\_f]h]ébY  
ZUnY"'A ]b]ghf]WU'i bi hUfb'f\ 'dcg'cj U]'gdcfhUž'8 Ub]Y'U'6Y\fybgž  
]nfUn]'U'gY'nU\j U'† † ā]\ ]hb]a 'gi 'VUa U'i 'gj c'ja 'cV'U b'Yb'ja Už  
\_c'U'gY'hU\_cí Yf'nU'U[ Uc'nU'g][ i fbcgh]'dca cā'ghUbcj b] hj U  
h]Y\_ca 'dfUnb]\_U"'?Uc'X]c'cj ]\ 'dcéUgh]ž'8cb'U'GU\_gcb]U  
cg][ i fUj U'hf]a ]]'† bU'Yi fU]n'XcXUhbC[ 'dfcfUéi bU'i 'gj f\i  
nU\j U'Y"

'dcd'Uj bU'nbUé\_U'&\$&' "[ cX]bY'XcX'Y'† Y'gY'\ ]hb]a 'gi 'VUa U  
\_c'Y'gi 'df]a ]'Yh]Y'b'f\cj ' ]nj Ub'fYXb]i é]bU\_'h]Y\_ca 'cj Y'\_f]nbY  
g]hi UW]Y"'BU[ fUXi 'dfYXU'† 'b] Y'j 'Ugh]'nU'nU h]hi 'Wj ]'bY'nU h]hYž'U  
df]YX'c[ Y'nU'bU[ fUXi 'a c[ i 'dcXb]Y'h]j 'Ugh]'j] c`cbhYfg\_Y  
U[ YbW]Y"

'I `c[ U'j c`cbh]fUb'U'i 'nU h]h]'cX'\_UhUghfcZY'

'?Uc'X]c'nU h]hY'cX'\_UhUghfcZY'i 'B'Ya Ué\_c'žj c`cbh]fUb'Y'Y'cX  
dfYgi XbY'j U 'bcgh]"I 'cj c'dcXfi é'Y'Y'i \_'† éYbc'dfY\_c'%ž+  
a ]]'† bU[ fUí UbUž'U'j ] Y'cX'- \$'dcghc'b'f\ 'fUX]'bU'XcVfcj c`bc^  
cgbcj ]"'Cf[ Ub]nUW]Y'dcdi h'Cf[ Ub]nUW]Y'nU'hY\b]é\_i 'dca cā']  
XcVfcj c`bY'j Uhfc[ UgbY'g'i 'VY'cj ]gY'c'dchdcf]'j c`cbhYfU'\_U\_c'V]  
a c[ ]'X'Y'cj Uh]i é]b\_cj ]hc'i 'df]fcXb]a '\_UhUghfcZUa U]'Xfi [ ]a  
\ ]hb]a 'gi éU'Yj ]a U"'Gj Y'j YāY' ]nj 'Y āY'c'nU h]h]'cX'\_UhUghfcZY  
dcj YāU'c'Y' ]bhYfyg'ghUbcj b] hj U'bU'h]a 'd]hUb'ja U"

'nUncj ]] c`cbh]fUb'U'gi 'fUnbc`\_]'"8Ya c[ fUZg\_Y'dfca 'YbYž'fi fU'b]  
Y[ ncXi g]'cdUXU'† ā] ]bhYfyg'a 'UX]\ 'i 'XcVfcj c`bca 'fUXi  
dfYXghUj 'U'† 'f]n]\_' ]W]U'h]j Y'\_Uc' hc'gi 'W]YbY'j c`cbhYfU']  
j c`cbhYfg\_U'\_Ufh]WU]a U'† 'nU'W]^dcVc`^Uh]'df]nbUb'Y'j f]YXbc[  
fUXU'j c`cbhYfU"'x\Ubb]hYf'bYgfYāU'dca U 'Y'Y"'J"'dcgYVbc'Y  
dcgj YāYb'j Yāc^fYdi hUW]† ]j c`cbhYfU'i 'nU h]h]'ghUbcj b] hj U]  
bUghc'† ]bcj Uh]j b]a 'df]ghi d]a U'\_U\_c'V]'gY'dcj YāUc'i j U Uj Ub'Y  
cj ]\ ] U 'b]\ 'Xcdf]bcgU"

'Gj Yi \_i dbcž'dfcWYbU'dcd'Uj b]\ 'fUXb]\_U'i '8cb'c^GU\_gcb]† ]'b]Y  
gUa c'nU\_'df]nbUb'Už'j Yā' ]'UdY' 'bU'Xfi 'hj cž'W]Yb] ]'dcXf Uj U

c[ fca bi i dchfYVi j c`cbhYfU" J U i Y fUX bYcd\cXUb X]c nU h]hY  
 cX`\_UhUghfcZY`j i cV]éU YbU`XcVfU`cf]YbhUW]U`i `B Ya Ué\_c^`

8YhU]`g	
J cfZU``	< cWk UggYf
I fgUWXY	b]YXYfgW`U[ gfY]WYf`< YfVghž`Ghi fa h]YZ Nc`hUb
C fh	@]Ybh\U`ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "k YgYf!_i f]Yf"XY</li> <li>• k k k "ZfY]k ]`][ YbgYfj Yf"XY</li> <li>• k k k "c\Ubb]hYf"XY</li> </ul>

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