

≠bYba ]b]ghYf\_cbZYfYbn']b'6fYa Yf\Uj Yb.  
G]WXYf\Y]hg\_f]gY']a 'Ni [ 'i bX  
5VgW]YVi b[ Yb°

≠bYba ]b]ghYf\_cbZYfYbn'Ua '%%"\$\* "&\$&) ' ]b'6fYa Yf\Uj Yb.  
8]g\_i gg]cbYb'ØVYf'G]WXYf\Y]h]a 'Ni [ ž5VgW]YVi b[ Yb'i bX  
5Z8!6YcVUW hi b[ "



6fYa Yf\Uj Ybž'8Yi hgW`UbX'!'5i ZXYf': fØ\ 'U\fg\_cbZYfYbn'XYf  
≠bYba ]b]ghYf'j cb'6i bX'i bX'@AbXYfb']b'6fYa Yf\Uj Ybž'X]Y'\Yi hY  
ghUhhZ]bXYhž'ghY\Yb'Y]bY'J ]Y'nU\`j cb'g]WXYf\Y]hgdc`]h]gWYb  
H\Ya Yb'Ui ZXYf'5[ YbXU" '9f]W8cVf]bXhž'XYf  
6i bXYg]bbYba ]b]ghYfž'a i gg'g]W' i bhYf'UbXYfYa ' : fU[ Yb'ni  
5VgW]YVYZØ[ Yb'bUW'5Z[ \Ub]ghUb'ghY`Yb" '8]YgY'8]g\_i gg]cb  
\_ca a hini 'Y]bYa 'gYbg]V`Yb'NY]hdi b\_hž'XU'X]Y'5VgW]YVi b[ Yb']b  
XUg'@UbX'gY]h'XYf'A UW hØVYfbU\ a Y'XYf'HU`]VUb'&\$&%  
k Y]h[ Y\YbX'Ui g[ YgYhnhig]bXž'a ]h'5i gbU\ a Y'j cb'&, 'GhfUZhÅHYfbž  
X]Y']a '5i [ i gh'&\$&&'UV[ YgWcVYb'k i fXYb" '8]Y'≠bYba ]b]ghYf  
ZcfXYfb'Y]bY' : cfhgYhni b[ 'XYf'A ][ fUh]cbgk YbXY'i bX'k YfZYb'Y]bYb

6`jW\_Ui ZX]Y`U\_hi Y`Y: `ØW h]b[ g`U[ Y`gck ]Y`X]Y`XUa ]h  
j YfVi bXYbYb'; fYbn\_cbhfc`Yb"@Ui h`NJK `k i fXY`Ui W`Y]bY  
9a dZY`i b[ `ni f`\_cghYbZfY]Yb`Bi hni b[ `j cb`NØ[ Yb`ZØf  
J c`ni [ gVYUa hY`XYf`6i bXYgdc`nY]ži bUV`Åb[ ][ `j cb`XYf  
8]Ybgh`Y]Xi b[ ž`Ui g[ YgdfcW`Yb"

?`Uf`k Uf`YXcW`ž`XUgg`X]Y`fYW`h]W`Yb`J c`fUi ggYhni b[ Yb`ZØf  
5VgW`]YVi b[ Yb`bUW`5Z[ `Ub]ghUb`\_ca d`YI `g]bX""B UW`XYa  
5i ZYb`h`U`hg[ YgY`h`]gh`Y]bY`5i gk Y]gi b[ `J c`fUi ggYhni b[ `ZØf`Y]bY  
5VgW`]YVi b[ ``8]YgY`ghY`h`YXcW`Y]bY`< YfUi gZc`fXYfi b[ `XUfž`XU  
X]Y`FY[ Y`i b[ Yb`g]W`YfghY`Ybž`XUgg`b]Ya UbX`]b`Y]b`@JbX  
UV[ YgW`cVYb`k ]fXž`k c`]`a` : c`hYfž`HcX`cXYfi ba YbgW`]W`Y  
6Y`UbX`i b[ `Xfc`Yb""HU[ YggW`Ui `VYhc`b`hž`XUgg`X]Y` : Yf]W`hY`X]Y  
\_cb\_fYhY`@U[ Y`j c`f`C`fh`ØVYfd`fØZYb`a ØggYbž`i bX`XYf`fYW`h]W`Y  
FU`a Yb`]gh`Xi fW`XUg` : fi bX[ YgY`h`gck ]Y`X]Y` : YbZYf  
: `ØW`h]b[ g`cbj Ybh]cb`[ Ydf`Å[ h"

Dc`]h]gW`Y`8YVUhhY`ØVYf`5VgW`]YVi b[ Yb`i bX  
G]W`Yf`Y]hg`U[ Yb

8Yf`A YggYfUb[ f]Z]b`A Ubb`Y]a ž`XYf`ni a`HcX`Y]bYg`Dc`n]ghYb  
ZØ`fhYž`U`h`X]Y`dc`]h]gW`Y`8YVUhhY`ØVYf`Yf`Y]W`hY`fhY  
5VgW`]YVi b[ Yb`bUW`5Z[ `Ub]ghUb`i bX`UbXYfYb`@ÅbXYfb`bYi  
Ub[ Y`Y]nh`K `Å`fYbX`XYf`b`bYba ]b]ghYf`\_cbZYfYbn`Åi » YfhYb`X]Y  
HY]`bY`a Yf`XYb`K i bgW`bUW`YZZY`\_hj YfYb`A Ø[ `]W`\_Y]hYb`ni f  
6YgW`UZZ b[ `j cb`DUggYfgUhdUd]YfYb`ZØf`5i gY]gYdZ]W`h][ Y`  
Ni fnY]h`k ]fX`j cb`Y]Yg][ Yb`G]W`Yf`Y]hgVY`ØfXYb`ØVYf`Y[ hž`cV  
a Ø[ `]W`Y`5V`\_ca a Yb`a ]h`B UW`VUf`ÅbXYfb`k ]Y`DU\_]ghUb`ZØf  
5VgW`]YVi b[ Yb`]b`6YhfUW`h[ Ync[ Yb`k YfXYb`\_ØbbYb``8]YgY  
8]g`\_i gg]cb`]gh`YXcW`j cb`XYf`FYU`]h`h[ Ydf`Å[ hž`XUgg`5Z[ `Ub]ghUb  
i bhYf`HU`]VUb!< YffgW`UZh`ghY`h`i bX`Y]bY`Ni gUa a YbUfVY]h`a ]h  
8Yi hgW`UbX`b]W`h`VYghY`hž`k Ug`Y]bY`FØW`ZØ`fi b[ `ZU`\_h]gW`  
gW`k ]Yf][ [ YghU`hYhž`k ]Y`HU[ YggW`Ui `VYf]W`hY`h"

9]b`k Y]hYfYf`Di b`\_h`Ui ZX]Yf`5[ YbXU`VYhf]Z]h`X]Y`6YcVUW`hi b[ `XYf  
5Z8`Xi fW`X`Yb`J YfZUggi b[ ggW`i hž`X]Y`]a `FU`a Yb`XYf`8YVUhhY  
ØVYf`X]Y`]bbYfY`G]W`Yf`Y]h`nk Uf`Ub[ YgdfcW`Ybž`YXcW`b]W`h`U`g  
j c`ffUb[ ][ `YfUW`hY`h`k ]fX``8Yf`J c`fg]h`nYbXY`XYf

ðbYba ]b]ghYf\_cbZYfYbnžl`f]W`A`Ai`fYf`j`cb`XYf`GD8`ž`Äi`»`YfhY`XYb  
 K`i`bgW`ž`XUg`df]j`UhY`G]j`YghYfZYi`Yfk`Yf`\_ni`j`Yfv]YhYbž`i`bX`X]Y  
 @ÄbXYf`a`ÒW`hYb`a`Y`f`f`i`YghU`hi`b[`ga`Ò[`]W`\_Y]hYb`ZØf  
 6Ö`Yfj`Yfv`chgncbYb`Yf`U`hYb`"8]Ygy`g]W`Yf`Y]hgdc`h]gW`Yb  
 5gdY`\_hY`nY][`Yb`XYb`[`Ya`Y]bgUa`Yb`K`j`Yb`XYf`ðbYba`]b]ghYfž  
 dfÄj`Ybh]j`[`Y[`Yb`j`YfgW]YXYbghY`6YXfc`i`b[`Yb`j`cfni`[`Y`Ybž  
 ]bgVYgcbXYfY`Ui`W`ja`<]bV`]W`\_Ui`ZX]Y`6Y`Äa`dZi`b[  
 gYi`i`U`]g]YfhYf`i`Yk`U`h`[`Y[`Yb`?]bXYf`i`bX`ž`[`YbX`]W`XY"

## Ni`\_i`bZhgj`]g]cb`i`bX`<`YfUi`gZc`fXYfi`b[`Yb

8]Y`6YgW`ØggY`ni`f`GhÄf`\_i`b[`XYg`6Yj`Ö`\_Yfi`b[`ggW`i`hnYg`i`bX`ni`f  
 n]j`j`Yb`j`YfhY]X][`i`b[`fYZY`\_h]YfYb`XYb`VfY]hYb`5bgUhm`ni`f  
 J`YfVYggYfi`b[`XYf`G]W`Yf`Y]h`i`b`8Yi`hgW`UbX`"K`Ä`fYbX`X]Y  
 ðbYba`]b]ghYf\_cbZYfYbn`[`YghYfb`Y]b][`hYž`XUgg`A`U`»`bU`a`Yb`ni`f  
 J`YfVYggYfi`b[`XYf`G]W`Yf`Y]h`i`b`NØ[`Yb`UVgc`i`h`b`chk`YbX][`g]bXž  
 `]Y[`h`XYf`i`c`\_i`g`k`Y]hYf`b`Ui`ZY]bYf`i`a`ZUggYbXYb`GhfUhY`[`]Y`ja  
 l`a`[`Ub`[`a`]h`i`YŽÄ`fXYfb`i`bX`GhfUZhÄhYfb`"ð`X]YgYa  
 Ni`gUa`a`Yb`Ub[`k`]fX`8cVf]bXh`Ui`W`XYb  
 J`YfZUggi`b[`ggW`i`hnVYf]W`h`i`&\$`&(`j`cfghY`Yb`"9g`V`Y]Vh`UVni`k`UfhYbž  
 k`Y`W`Y`\_cb`\_fYhYb`GW`f]hhY`k`]f`\_]W`i`bhYfbca`a`Yb`k`YfXYbž`i`a  
 X]Y`Ub[`YgdfcW`YbYb`DfcV`Ya`Y`ni`VY`YVYb`i`bX`ni`[`Y]W`X]Y  
 fYW`h]W`Yb`F`U`a`YbVYX]b[`i`b[`Yb`Y]bni`U`hYbž`i`a`XYb  
 A`YbgW`Yb`fYW`hYb`F`YW`bi`b[`ni`hfU[`Ybž`k`]Y`X]Y`6i`bXYghU[  
 ni`gUa`a`Yb[`YZUggh`U`h"

8YhU]`g	
J`c`f`ZU``	A`YggYfUb[`f]ZZ
C`fh	6fYa`Yf`Uj`Ybž`8Yi`hgW`UbX
J`Yf`Y`hn`hY	%
E`i`Y`Y`Yb	<ul style="list-style-type: none"> <li>• k`k`k`"nj`k`"XY</li> <li>• k`k`k`"hU[`YggW`Ui`"XY</li> <li>• k`k`k`"Vi`bXYghU[`"XY</li> </ul>

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