

@Y]dn][ Yf': Ygh]j U`. 'GWX cghU\_ck ]hgWX  
VY[ Y]ghYfh'a ]h'dUW\_YbXYf'G]bZcb]Y°

8 Ug'@Y]dn][ Yf'GWXcghU\_ck ]hgWX!: Ygh]j U`VY[ Y]ghYfh'a ]h  
5bXf]g'BY`gcbg'i bX'8Ub]]`Hf]Zcbcj ` `Y]b'a i g]\_U`]gWX Yg  
9fY][ b]g]j c`Yf'9a ch]cbYb"



@Y]dn][ ž'8Yi hgWX`UbX`!`5a`'%"'† b]`&\$&) `ZUbX`]a` ; Yk UbX\Ui g  
ni`@Y]dn][ `Y]bY'a ]h`GdUbbi b[ `Yfk UfhYhY`5i ZZØ\fi b[ `ghUhhž`X]Y`X]Y  
a i g]\_U`]gWX Yb': Å\][ `Y]hYb`i bX`X]Y` \]ghc]f]gWX Y`F Y`Yj Ub]n`j cb  
8a ]hf]`GWXcghU\_ck ]hgWX`]bg`F Ua`dYb`]WXh`fØW`hY" `a` : c\_i g`ghUbX  
X]Y`G]bZcb]Y`Bf"%"&`X!A c``cd"%"%&ž`k Y`WX Y`j cb`GWXcghU\_ck ]hgWX  
nk ]gWX Yb`%-`\*`\$`i bX`%-`\*`%`\_ca`dcb]Yfh`k i fXY`i bX`Ub`Àgg`]WX`XYg  
LL`="`DUfhY]hU[ g`XYf`?DXGI`i fUi Z[ YZØ\fh`k i fXY"8]Y`?ca`dcg]h]cbž  
X]Y`U`g`Y]bY`5fh'a i g]\_U`]gWX Y`<ca`a U[ Y`Ub`XUg`š\`f`%-`%+`i bX  
K`UX]a ]f`≠]hgWX`@Yb]b`j YfghUbXYb`k ]fXž`hfÅ[ h`XYb`i bhYfh]hY` `8 Ug  
š\`f`%-`%+`i bX`k ]fX`Yi hY`U`g`c`V`dc`]hgWX`i bX`dfcV`Ya Uh]gWX  
Ub[ YgY\Yb" `@J N`VYf]WX hYh"

8]Y`j ]Yf`GÅhnY`XYf`G]bZcb]Y`g]bX`VYh]hY`h` F Yj c`i h]cb`ÅfYg

DYhfc[ fUX ž' F Ug]k ž' 5i fcfU 'i bX' A cf[ YbfÖhY`XYf  
A YbgW\Y]h "'?fnmgnhcZA YmYfž`Y]b`Yb[ Yf': fYi bX'i bX'6]c[ fUZ  
GWcghU\_ck ]hgWgž`bYbbh`X]YgY`G]bZcb]Y`Y]bYg`XYf`gWk`ÅWYfYb  
K Yf\_Y`XYg`?ca`dcb]ghYb" `Hfchn`bY[ Uh]j Yf`?f]h]\_`k i fXY`XUg`GhØW\_  
j cb`XYa `VYXYi hYbXYb`8]f][ YbHYb`5bXf]g`BY`gcbg`i bX`XYa  
: Ygh]j U`!CfWYghYf`YV\UZh]bhYfdYh]Yfhž`k cVY]`X]Y` ðghfi a YbhY  
ghUf\_`VYhcbh`k i fXYb"

## 9]b` : Ygh`XYf`A i g]\_

8]Y`5i ZØ\fi b[ `XYf`%&"`G]bZcb]Y`k i fXY`j ca `Di V`]\_i a `VY[ Y]ghYfh  
Ui Z[ Ybca a Ybž`VYgcbXYfg`X]Y`Gc`]ghYb`Yf\]Y`hYb`bUW\`XYa  
?cbnYfh[ fc»Yb`5dd`Ui`g" `GWcghU\_ck ]hgWg`- "`G]bZcb]Y`Ui`g`XYa  
»\f`%-` ( ) ž`X]Y`]a `J Yf[ `Y]W`ni `XYf`%&"`G]bZcb]Y`k Yb][ Yf  
a cbi a YbhU`Y`i bX`Vca VUgh]gWY`9`Ya YbhY`Ybh`Å`hž`k i fXY  
YVYbZU`g]b`Y]bYa `?cbhfUgh`ni`f`%&"`G]bZcb]Y`VYgdfcWYb`BY`gcbg  
VfUW`hY`X]YgY`a`h`Y]bYf`\_Y]bYfYb`6YgYhni b[ `Ui`Z`X]Y`Ub`<UmXb  
Yf]bbYfhYž`i bX`]bhY[ f]YfhY`N]f`\_i ga i g]\_!9`Ya YbhY"

9]b`<Ø\Ydi b\_`h`XYg`5VYbXg`k Uf`nk Y]ZY``cg`XYf`5i Zhf]hh`XYg  
j ]fhi`cgYb`D]Ub]ghYb`8Ub]j]`Hf]Zcbcj "`9f`dfÅgYbh]YfhY`XUg`?cbnYfh  
ZØf`?`Uj ]Yfž`Hfca`dYhY`i bX`GhfY]Wc`fWYghYf`WA`c``cd""` ) ž`i bX  
gY]bY`8UfV]Yhi b[ `k i fXY`U`g`Ui » Yf[ Yk`Ø\`b`]W`[ Y`cVh`A`Ufh\U  
5f[ Yf]W`ž`Y]bY`Y[ YbXYb\UZhY`D]Ub]gh]bž`\Uh`Hf]Zcbcj `ZØf`gY]bY  
NUfh\Y]hi bX`X]Y`XÅa`cb]gWYb`9`Ya YbhY`]b`gY]bYf`Gd]Y`k Y]gY  
[ Yk`ØfX][`h"

## A i g]\_`]a`dc`]h]gWYb`?`cbhYI`h

GWcghU\_ck ]hgWg`K Yf`\_ghY`h`b]W`h`bi`f`ZØf`a`i`g]\_U`]gWY`6f]`Ubnž  
gcbXYfb`k ]fX`Ui`W`]b`Y]bYa`[ fÖ» YfYb`dc`]h]gWYb`?`cbhYI`h  
X]g`\_i`h]Yfh`8Yf`?ca`dcb]gh`k ]fX`U`g`Y]bYf`XYf`VYXYi`hYbXghYb  
a`i`g]\_U`]gWYb`J`YfhfYhYf`XYg`&\$" `»\f\`i`bXYfhg]`b`XYf`Gck`Y`hi`b]cb  
Ub[ YgY`Yb" `Hfchn`XYf`F`YdfYgg]cbYb`i`bhYf`GhU`]b`[ Y`Ub[ `Yg]`]a`ž  
U`g`dUfhY]hfYi`Yf`GhUUhg`\_ca`dcb]gh`UbYf`\_Ubbh`ni`k`YfXYb" `GY]bY  
A`i`g]\_`k`i`fXY`\`Åi`Z][`U`g`DfcdU[`UbXU!K`UZZY`[`Ybi`mhž`i`a`A`UggYb  
ni`a`cV][`g]YfYbž`k`Ug`X]Y`:`fU[`Y`Ui`Zk`]fZhž`cV`g]Y`U`g`[`Y[`Yb`c`XYf  
ZØf`XUg`FY[`]a`Y`ni`j`YfghY`Yb`]gh":`Øf`GW`Ø`Yf`i`bX`@YfbYbXY

V]YhYhXUg'H\Ya U`Y]bY`A Ô[ `]W\\_]h'ni f`\_f]h]gW\Yb  
 5i gY]bUbXYfgYhni b[ `a ]h'XYf`J YfV]bXi b[ `nk ]gW\Yb`A i g]\_`i bX  
 Dc`h]\_ž`k ]Y`]b`Y]bYf`6]`Xi b[ g]b]h]Uh]j Y`h\Ya Uh]g]Yfhž`X]Y`XUfUi Z  
 UVn]Y`hž`XUg`J Yfgh`AbXb]g`ZØf`X]YgY`\_ca d`Yi Yb`Ni gUa a Yb\`Ab[ Y  
 ni `ZØfXYfb`i bX`X]Y`8]g\_i gg]cbgZ\`][ `Y]h'ni `gh`f`\_Yb"

A ]h`Y]bYf`; YgUa hgd]Y`XUi Yf`j cb`Yhk U`(\$`A ]bi hYb`]gh`X]Y`%&"  
 G]bZcb]Y`]b`j ]Yf`GÅhY`[ Y[ `]YXYfhž`X]Y`c`bY`Dui gY`]bY]bUbXYf  
 ØVYf[ Y\Yb`"≠fY`\_ca d`Yi Y`i bX`j ]Y`gW\]W\h][ Y`A i g]\_`h\Ya Uh]g]Yfh  
 b]W\h`bi f`X]Y`fY]c`i h]cb`ÅfYb`≠YYb`XYf`NY]hž`gcbXYfb`V`Y]Vh`Ui W\  
 Y]b`VYXYi hYbXYf`6YghUbXhY]`XYf`@Y\fd`AbY`]b`A i g]\_`gW\i `Ybž`k c  
 X]Y`6Yn]Y\i b[ `nk ]gW\Yb`A i g]\_`i bX`Dc`h]\_`h]YZ[ Y\YbX`YfØfhYfh  
 k ]fX``8]Yg`k ]fX`VYgcbXYfg`XYi h]W\`]b`XYf`@Yb]b[ fUXYf`G]bZcb]Y  
 j cb`%- (%ž`X]Y`k `ÅfYbX`XYf`6Y`U[ Yfi b[ `@Yb]b[ fUXg`YbhghUbX`i bX  
 U`g`Y]bYg`XYf`VY`\_UbbhYghYb`K Yf`\_Y`GW\cghU`ck ]hgW\g`[ `]h"

8YhU]`g	
J c f ZU``	Gcbgh][ Yg
C fh	@Y]dn][ ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "`j n"XY</li> <li>• XY"k ]_]dYX]U"cf[</li> <li>• Xc`_i a YbhY!cb`]bY"Wca</li> </ul>

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