

< UbgU`F cghcW\_`Xca ]b]Yfh`%"': 7  
A U[ XYVi f[ `=]a `HYghgd]Y`a ]h`(. %°

< UbgU`F cghcW\_`VYg]Y[ hY`A U[ XYVi f[ `=(. %)`a `HYghgd]Y`"  
BÅWghYg`<][ \`][ \h`5ghcb`J]`U`\_ca a h]bg`CghgYghUX]cb  
Ua`%-`"ž`]"



A U[ XYVi f[ ž`8Yi hgW`UbX`!`ž`XYf`i » VU`k Y`hi hi h`g]W`Yhk Ug°  
< UbgU`F cghcW\_`Uh`Ua`'%"'ž`]'&\$&)'Y]bYb`Y]bXfi W\_gj c`Yb`G]Y[  
]a`J cfVYfY]hi b[ g!HYghgd]Y`[ Y[ Yb`XYb`%"': 7`A U[ XYVi f[ `=  
[ YZY]Yfh`i bX`XUg`A UhW`a`]h`(. %ZØf`g]W`YbhgW`]YXYb`"8]Y`DUfh]Yž  
X]Y`Ui Z%&\$`A ]bi hYb`Ub[ YgYmh`k Uf`i bX`]b`XfY]`5VgW`b]hhY  
i bhYfhY]`h`k i fXYž`k Uf`Y]b`k U`fYf`@Y]ghi b[ ghYgh`ZØf`X]Y`Gd]Y`Yfž  
X]Y`g]W`Ui Z`X]Y`\_ca a YbXY`GU]gcb`j cfVYfY]hYb`"

6YfY]hg`]b`XYf`%)`"A ]bi hY`YfØZbYhY`8Uj ]X`<i a a Y`XYb`HcffY][ Yb  
bUW`Y]bYf`ZY]bYb`J cfUfVY]hj cb`5Xf]Yb`@YVYUi`"Bi f`\*`A ]bi hYb  
gdÅhYf`Yf\Ø\hY`@YVYUi`gY`Vgh`dYf`9`Za YhYf`Ui Z`&.`\$`@`\_Ug  
K U`bYf`gYmhY`]b`XYf`(\$`"A ]bi hY`a`]hY]bYa`?cdZVU`XUg`bÅWghY  
<][ \`][ \h`i bX`a UW`hY`XUg`" .%`\_Uf`"æ`nk Y]hYb`5VgW`b]hh

j Yfk UbXY`hY`5\`a Yh; Øf`YmYb`]b`XYf`+\*``A ]bi hY`Y]bY`9W\_Y`j cb  
5bXfYUg`J`c[ `gUa` a`Yf`ni` a` `(. \$``K` À\`fYbX`<`UbgU`F`c`ghc`W\_`j` ]Y`Y  
7\`Ub`W`b`Ui`g`Y»`ž`[`Y`Ub`[`A`U`[`XYVi`f`[` `=]`b`XYf`%%&``A` ]bi`hY`Xi`fW  
9`]g]c`K` ]Xa` Ub`b`XYf`9\`fY`bh`fY`ZY`f`ni` a` `%. ( ž`k` Ug`X`Ug`9`b`XYf`[`YV`b]`g  
b]W`h`a` Y`f`j`Yf`Å`b`XYf`b`\_`c`b`b`hY``H]a` `?`fc`b`h`f`UZ`]b`XYf`  
GW`i`ggd`UgY`gc[`Uf`bc`W`XYb`D`Zc`ghY`b`ž`k`Ug`XYb`F`c`ghc`W\_Y`fb`nk`Y`  
k`Y]hYfY`[`i`hY`A`Ò[ `]W`\_Y]hYb`j`c`fY`b`h`U`hYb`V`]YV``<`UbgU`!`7`c`UW  
8`Ub]Y`6f]b`\_a` Ub`b`U`h`hY`]b`X]YgYf`D`U`f`h]Y`Y]b][`Y`Gd]Y`Yf`a` ]h`XYf`  
?`Ud]h`Å`b`gV]b`XY`Ui`g[`Y`gh`U`h`hY`h`?`Y`b`Ub`:`U`h\_]W`ž`æ`b`Ug`8]f`\_b`Yf`i`b`X`H]a`  
?`fc`b`h`fi`[`Y`b`X]Y`J`Yf`Ub`hk`c`f`hi`b[ `Ui`Z`XY`a` `D`U`h`ž`X`c`W`k`Yf`XYf`  
b`Yi`Y`?`Ud]h`Å`b`k` ]f`X`ž`ghY`h`bc`W`ni`f`8`YV`U`h`hY`"

## J`c`f`Z`f`Y`i`X`Y`U`i`Z`5`g`h`c`b`J`]`U`

A` ]h`XY`a` `F`Ø`W`\_Y`b`k` ]b`X`XY`g`H`Y`g`h`g`d]Y`g`V`]W`\_h`<`UbgU`F`c`ghc`W`\_V`Y`f`Y]h`g  
j`c``Y`f`J`c`f`Z`f`Y`i`X`Y`U`i`Z`X`U`g`b`Å`W`ghY`<][` \`][` \`h`5`a` `%-` ``ž` `]&\$&) `i` a  
%\*`i` \`f`\_`ca` a`h`Y`g]a` `C`g`h`g`Y`Y`g`h`U`X]c`b`ni` a` `8`i`Y``a` ]h`XY`a` `D`f`Y`a` ]Y`f`  
@`Y`U[`i`Y`!`7`i`V`5`g`h`c`b`J`]`U``8]Y`g`Y`f`H`f`U`X]h]c`b`g`j`Y`f`Y]b` \`U`h`Y]b`Y`g`h`c`n`Y  
;`Y`g`W`]W`h`Y`ž`]g`h`g`Y]h`%,`+`(`]a` `;`Y`g`W`Å`Z`h`i`b`X`\_`U`b`b`U`i`Z`n`U` \`f`Y]W`Y`  
9`f`Z`c`[`Y`ž`X`U`f`i`b`h`Y`f`g]Y`V`Y`b`9`b[ `]g`W`Y`A`Y]g`h`Y`f`g`W`U`Z`h`Y`b`i`b`X`XY`b`  
9`i`f`c`d`U`d`c`\_`U`XY`f`@`U`b`X`Y`g`a`Y]g`h`Y`f`%-` ,`%`#` ,`&`ž`ni`f`Ø`W`\_V`]W`\_Y`b```b`  
X]Y`g`Y`f`G`U]g`c`b`g`W`Y]h`Y`f`h`Y`b`g]Y]a` `J`Y]f`h`Y`Z]b`U`Y`XY`f`7` \`U`a` `d]c`b`g`  
@`Y`U[`i`Y`Ub`D`U`f]g`G`h``;`Y`f`a`U]b`ž`k`Ug`XY`b`9`f`b`g`h`XY`f`@`U[`Y`  
i`b`h`Y`f`a`U`i`Y`f`h`"

8]Y`J`Y`f`V]b`Xi`b[ `nk`]g`W`Y`b`<`UbgU`F`c`ghc`W`\_i`b`X`5`g`h`c`b`J`]`U`]g`h`b]W`h`  
b`Yi`.`8]Y`G`d]Y`Y`f`G`h`Y`Z`U`b`6`Y]b`]W`i`b`X`A`U`h`h`U]g`6`f`Y]h`\_`f`Y`i`h`n`  
k`Y`W`g`Y`h`Y`b`%-`-`(`j`c`b`5`g`h`c`b`J`]`U`ni` `<`UbgU`ž`k`Ug`XY`f`6`Y[`Y[`bi`b[  
Y]b`Y`b`ni`g`Å`h`]W`Y`b`Y`a`c]c`b`U`Y`b`K`Y`f`h`j`Y`f`Y`\`h`i`a`g`c`gd`U`b`b`Y`b`XY`f`  
k`]f`X`Y`g`ž`X]Y`b`Yi`Z`c`f`a` ]Y`f`h`Y`A`U`b`b`g`W`U`Z`h`j`c`b`<`UbgU`F`c`ghc`W`\_V`Y]a`  
H`Y`g`h`g`d]Y`ni` `g`Y` \`Y`b`ž`k`Y`W`Y`g`j`c`b`Y]b`Y`a` `:`Ub`!`i`b`X`:`U`a` ]Y]b`h`U[  
i`a`f`U` \`a`h`k`]f`X`ž`XY`f`V`Y`f`Y]h`g`i`a` `%\$`i` \`f`V`Y[ ]b`b`h``8`Y`f`9]b`h`f]h`h`ni`  
X]Y`g`Y`a` `9`j`Y`b`h]g`h`\_`c`g`h`Y`b`c`g`i`b`X`j`Y`f`g`d`f]W`h`n`U` \`f`Y]W`Y`5`\_`h]j` ]h`Å`h`Y`b`  
Z`Ø`f`;`fc`»`i`b`X`?`Y]b`"

## H]W`\_Y`h]b`Z`c`f`a`U`h]c`b`Y`b`

8`Y`f`J`c`f`j`Y`f`\_`U`i`Z`Z`Ø`f`X]Y`H]W`\_Y`h`g`ni`a` `H`Y`g`h`g`d]Y``[`Y[`Y`b`5`g`h`c`b`J`]`U`

\Uh\VYfY]hg\VY[ cbbYb"8]YgY'g]bX'gck c\`cb`]bY'U'g'Ui W`j]b'XYb  
 : Ub!G\cdg'XYg: "7"< UbgU'F cghcW\_Yf\À'h]W" :>?Ài ZYf'g]bX  
 a UI ]a U`j ]Yf'H]W\_Yhg'ni [ Y`UggYb"8]Y'DfY]gY'ZØf'J ð!H]W\_Yhg  
 VYhfU[ Yb'%( , ž+) `9i fc'dfc'DYfgcbž'k À\fybX'? ]bXYf'nk ]gWYb`\*  
 i bX'%` :>\fYb'ZØf') - ž- \$'9i fc']bg'GhUX]cb'\_ca a Yb": Øf  
 ðhYfYgg]YfhY' [ ]VhYg'X]Y'A Ò[ `]W\_Y]hž'VY][ fÒ» YfYa `? UfhYbVYXUfZ  
 cXYf'ZØf'Y]bYb'DUf\_Ui gk Y]g'? cbhU\_h'ØVYf'j ]d!hU[ Yg\_UfhYb4 ZW  
 \UbgU"XY'Ui žni bY\ a Yb"

?i fgY`i bX'H]W\_Yhg'\_ÒbbYb`]a `Cb`]bY!G\cd'XYg'J YfY]bg'YfghUbXYb  
 k YfXYbž'gcXUgg'YXYf'X]Y'7\UbW` \Uhž'X]YgYb'VYgcbXYfYb'HU[  
 a ]hni Yf'YVYb"5i žni f'[ fc» Yb'? ]W\_Yf!G\ck` ]a `C ghgYYghUX]cb`

: Øf'k Y]hYfY'8YhU]g'VYgi WYb'G]Y'X]Y'GY]hYb'j cb' **BcfX\_i f]Yfž**  
 < UbgU'BYk g'i bX': 7'< UbgU"

8YhU]`g	
Cfh	A U[ XYVi f[ ž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• \UbgUbYk g"XY</li> <li>• k k k "ZW\UbgU"XY</li> </ul>

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