

GW cW\_]YfYbXY`GW ]Y» YfY]`]b` ; fUn. `%%  
HchY`i bX`HfUi Yf`i a `X]Y`CdZYf

GW ]Y» YfY]`Ub`GW i`Y`]b` ; fUn. `%\$`HchY`ž`%%`J Yf`YhnhY`"HÄhYf  
k Uf`Y]b`Y\Ya U`][ Yf`GW Ø`Yf`"8 fY]hÄ[ ][ Y`GhUUghfUi Yf  
Ui g[ Yfi ZYb`"



; fUnž`² ghYffY]W`!`b`Y]bYa`YfgW ØhhYfbXYb`J cfZU`"Ub`Y]bYf  
GW i`Y`]b` ; fUnž`² ghYffY]W`ž]g]bX`a`]bXYghYbg`nY\b`A YbgWYb`VY]  
Y]bYa`GW i`ggk UZZYbUb[ f]ZZi`a`g`@VYb`[ Y\_ca`a`Yb`"8 Yf`HÄhYfž  
Y]b`&%!`Ä\ f][ Yf`ÖghYffY]W`]gW Yf`9!`GW Ø`Yf`XYg  
CVYfghi ZYbfYU`[ ma`bUg]i`a`gž`UhhY`a`]h`nk`Y]`"Y[ U`VYgYggYbYb  
K UZZYbž`Y]bYa` ; Yk`Y\`f`i`bX`Y]bYf`?`i`fnk`UZZYž`XUg` ; Yi`Yf`Yf`ÖZbYh`  
BUW`XYf`HUh`bU\`a`Yf`g]W`]b`Y]bYf`GW i`hc`]YhhY`XUg`@VYb`"8`Y  
9fa`]h`i`b[`Yb`nY][`Ybž`XUgg`Yf`c`ZYbVUf`U`Y]b`\`UbXY`hY`i`bX  
V]g`Ub[`b]W`h`k`Y[`Yb`[`Yk`U`hgUa`Yf`GhfUZhUhYb`VY`\_`Ubb`h`k`Ufž  
k`Ä\`fYbX`gY]b`[`YbUi`Yg`A`chj`i`b`\_`Uf`V`Y]Vh`"8`Y`FY[`]Yfi`b[`]b  
K`]Yb`\`Uh`Y]bY`XfY]hÄ[ ][ Y`GhUUghfUi`Yf`Ui`g[`Yfi`ZYbž`i`bX`Yg  
k`i`fXYb` ; U\bYb`Ub`ÖZZYbh]W`Yb` ; YVAi`XYb`Ui`Z`<`U`Va`Ugh[`YgYhnhž  
k`]Y`8`Yi`hgW`Ub`X`Zi`b`\_`VYf]W`hYh`"

6Y]`XYb`HcXYgcdZYfb`\UbXY`h`Yg`g]W`i a`g]YVYb`k`Y]V`]W`Y`i bX  
XfY]`a`Àbb`]W`Y`DYfgcbYbžXUfi bhYf`nU`\fY]W`Y`GW`Ø`Yf`i bX`Y]bY  
@Y`f`f`UZh`" `bg[ YgUa`h`k`i fXYb`Y`Z`k`Y]hYfY`A`YbgW`Y`b`j`Yf`Y`h`hž  
Y]b][`Y`XUj`cb`[`fUj`]YfYbX`"8]Y`HU`h`k`i fXY`j`cb`Y]bYf`a`Ugg]j`Yb  
Dc`]nY]df`AgYbn`VY[`Y]hYhž`a`]h`Ø`VYf`" \$\$`Dc`]n]ghYbž`X]Y`]b`;`fUn`]a  
9]bgUhm`k`UfYbžXUfi bhYf`6YUa`hY`]b`?`Ua`dZa`cbhi`f`i bX`Y]b  
Dc`]nY]\`i`VgW`fUi`VYf`"8]Y`i`a`[`YVi`b[`X`Yf`GW`i`Y`k`i fXY  
j`cfØ`VYf[`Y`Y`bX`UV[`Yf]Y[`Y`hž`k`À`\fYbX`VYgcf[`hY`9`hYfb`i`bX  
5b[`Y`\`Øf][`Y`j`cb`Y]bYa`?`f]gYb]bhYfj`Ybh]cbghYUa`i`bhYfghØ`hnh  
k`i fXYbž`gc`VYf]W`hYb`a`Y`\fYfY`A`YX]Ybž`Y]bgW`Y]Y»`]W`F`D`C`b`]b`Y`"

## HfUi`Yf`i`bX`9fgW`Ø`hhYfi`b`[

8Yf`Ø`ghYffY]W`]gW`Y`6i`bXYg`\_`Ub`n`Yf`:`f]YXf]W`A`Yfnž`XYf`Ui`W`a`]h  
gY]bYa`X`Yi`hgW`Yb`5a`hg`\_`c`Y`[`Yb`:`fUb`\_`!`K`U`hYf`GhY]ba`Y]Yf  
gdf]W`hž`VYnY]W`bYhY`X]Y`:`Yk`U`h`h`U`h`U`g`b`U`h]cb`U`Y`HfU[`Ø`X]Y`" `@`Ui`h  
XYa`@`Ub`XYg`\`Ui`d`ha`Ubb`A`Uf]c`?`i`bUgY`\_`i`bX`X`Yf`:`fUnYf  
6Øf[`Yfa`Y]ghYf]b`9`\_`Y`?`U`\`f`\]bhYf`À`ggh`X`Yf`5b[`f]Z`Y]bY`K`Y`Y`X`Yf  
HfUi`Yf`]b`X`Yf`[`YgUa`hYb`:`YgY`g`W`UZh`"8]Y`Ø`ghYffY]W`]gW`Y  
F`Y`[`]Yfi`b[`\`Uh`Ui`W`Y]bY`GW`k`Y][`Ya`]bi`hY`ZØf`A`]h`k`c`W`i`a``%`\$  
I`\`f`Ub[`Y`\_`Ø`bX][`hž`i`a`X`Yf`C`d`Z`Yf`ni`i`[`Y`X`Y`b`\_`Y`b`"

8Ug`F`chY`?`fYi`n`k`Uf`Y`V`Y`b`ZU`g`U`\_`h]j`Ua`C`fh`X`Y`g`:`YgW`Y`\`Y`bg`i`bX  
VYhfYi`hY`a`Y`\`f`U`g`&`\$`\$`9`hYfb`g`c`k`]Y`" `\$\$`GW`Ø`Yf]bbYb`i`bX  
GW`Ø`Yfž`i`bhYfghØ`hnhj`cb`]bg[`YgUa`h`&`\$`A`]hUfVY]hYf]bbYb`i`bX  
A`]hUfVY]hYfb`"8]YgYg`hfU[`]gW`Y`9`fY][`b]g`Y`V`h`b]W`h`b`i`f`X]Y  
;`Yk`U`h`V`Y`fY]hgW`UZh]b`GW`i`Y`b`Y`fj`c`fž`gc`b`X`Y`fb`ZØ`f`h`Ui`W`ni`f  
8]g`\_`i`gg]cb`Ø`VYf`G]W`Y`f`\`Y]hga`U»`b`U`a`Y`b`i`bX  
I`bhYfghØ`hni`b[`gUb[`Y`V`chY`ZØf`GW`Ø`Yfž`Y]bgW`Y]Y»`]W`X`Yf  
B`ch`k`Y`b`X][`\_`Y]hž`GW`i`Y`b`U`g`g]W`Y`fY`C`fhY`X`Y`g`@`Y`fb`Y`bg`ni`Y`f`\`U`h`Y`b  
i`bX`ni`ZØf`X`Y`fbž`k`]Y`<`i`a`Ub]i`a`Uba`Yf`\_`h`"

## ;`YgY`g`W`UZh`]W`Y`5i`gk`]f`\_`i`b`[`Y`b`

GW`Ø`Yf`gc`h`Y`b`g]W`]b`]fYa`@`Y`fb`i`a`Z`Y`X`g]W`Y`f`ZØ`Y`b`"8]Y  
6YXfc`\`i`b[`Xi`fW`GW`i`ggk`UZZY`b`Ub[`f]ZZY`\`Uh`k`Y`h`k`Y]hY  
5i`Za`Yf`\_`gUa`\_`Y]h`Y`ffY[`hž`i`b`X`X]Y`9`fY][`b]ggY`]b`;`fUn`g]b`X`Y]b  
k`Y]hYfYg`6Y]gd]Y`ZØf`X]Y`hfUi`f][`Y`F`Y`U`]h`h`h]j`cb`;`Yk`U`h`h`U`h`Y`b`Ub

GWxi `Yb"8Yf`JcfZU``Yf]bbYfh`Ub`j`Yf[ Ub[ YbY`5b[ f]ZZY`]b`UbXYfYb  
 @AbXYfbž`X]Y`]b`XYf`J`Yf[ Ub[ Yb\Y]h`A`b`]WXY`HfU[ `OX]Yb  
 \Yf]cf[ YVfUW`h`\UVYb"9g`]gh`i b`\_Ufž`k Ug`[ YbUi`i`]b`XYf`DgmWXY  
 Y]bYg`H`hYfg`j`cf[ Y`hž`XYf`ni`i`Y]bYf`gc`WXYb`HUh`Z`A`][`i`]ghž`YXcW  
 k]fX`\`Ai`Z[ `Ui`ZY]bYb`ni`[ `Ab[ `]WXYb`K`UZZYbVYg]h`i`bX`dgmW`]gWXY  
 6Y`Ughi`b[ Yb`j`Yfk`]YgYb"

8]Y`[ YgY`gW`UZh`]WXYb`FYU`\_h]cbYb`i`bX`i`Ygd`f`WXY`ØVYf  
 Df`Aj`Yb]cb]gg`hfU`hY[ ]Yb`g]bX`bi`b`i`bYf`Ägg`]W`"GWxi`Yb`a`ØggYb  
 b]W`h`bi`f`Y]b`i`bhYfgh`Ø`h`nYbXYg`i`a`ZY`X`V]YhYbž`gcbXYfb`Ui`W  
 g]WXYfghY`Ybž`XUgg`dgmW`]gWXY`i`Ygi`bX`Y]h`i`bX`G]WXYf`Y]h`i`b  
 ]\fYb`F`Äi`a`i`W`\_Y]hYb`Yfbgh`[ Ybca`a`Yb`k`YfXYb"8]Y`U`\_hi`Y`Y  
 8]g`\_i`gg]cb`i`a`i`K`UZZYb[ YgYhY`i`bX`G]WXYf`Y]h`i`bX`U`b`U`a`Yb`k`]fX  
 Xi`fW`X]YgYb`J`cfZU``g]WXYf`Ub[ Y`Y]nhi`bX`\_`ØbbhY`\_`Ub[ Zf]gh][ `X]Y  
 Dc`]h`\_]b`^`ghYffY]W`VYY]bZi`ggYb"

8YhU]`g	
JcfZU``	A YggYfUb[ f]ZZ
Cfh	; fUnž`^`ghYffY]W
JYf`YhnhY	%%
: YghbU`a`Yb	%
Ei`Y`Yb	<ul style="list-style-type: none"> <li>• fd!cb`]bY"XY</li> <li>• k k k "XYi hgW`UbXZi b_"XY</li> <li>• k k k "\i a Ub]i a "cf[</li> </ul>

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