

Gca a YfgcbbYbk YbXY`ghY\hj cf`XYf`HØf.  
@]W h`i bX`GW UhhYb`]a` †U\ fYg`Ui Z`

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`Gca a YfgcbbYbk YbXY`Ua` `&%"  
† b]`&\$&) žX]Y`6YXYi hi b[ `XYf`9fXUW gY`i bX`]\fY  
5i gk ]f\_i b[ Yb`Ui Z` †U\ fYgnY]hYb`i bX`K YhhYf`



Gi \`ž`8Yi hgW\`UbX`!`<Yi hYž`Ua` `&\$" ' † b]`&\$&) ž`ghY\Yb`k ]f`\_i fn  
j cf`Y]bYa` `VYgcbXYfYb`Ughfcbca ]gWYb`9fY][ b]g.`XYf  
Gca a YfgcbbYbk YbXYž`X]Y`Ua` `&%" ' † b]`ghUhhZ]bXYh" `5b`X]YgYa  
HU[ `YffY]W hX]Y`GcbbY`Ui ZXYf`B cfX\U`V\_i [ Y`]\fYb`<`ØW ghghUbXž  
i bX`k ]f`XØfZyb`i bg`Ui ZXYb``Ab[ ghYb`HU[ `XYg` †U\ fYg`[ YZUggh  
a UWYbž`Ub`XYa` `k ]f`i bg`VYgcbXYfg`Ub[ Y`a` ]h`@]W h`j Yfk`Ø\bh  
ZØ\`Yb" `8]Y`GW ]YZU[ Y`XYf`9fXUW gYž`X]Y`ZØf`X]Y`j ]Yf` †U\ fYgnY]hYb  
j YfUbhk cfh]W` ]ghž`gd]Y`h`XUVY]`Y]bY`YbhgWY]XYbXY`F c`Y" `C \bY  
X]YgY`BY][ i b[ ` [ AVY`Yg`\_Y]bY`i bhYfgW ]YX`]WYb` †U\ fYgnY]hYb`i bX  
XUa` ]h`Ui W`b]W hX]Y`Vi bhY`5Vk YW g`i b[ ž`X]Y`i bg`XUg`K YhhYf`  
i bX`X]Y`BUhi`f`V]YhYb` `Y]bY`]bhYfYggUbhY` **8 UfghY` `i b[ `XUni  
Z]bXYh`g]W`VY]` †bGØXh\Øf]b[ Yb`**

8]Y`K`Åfa`Yž`X]Y`k`]f`j`cb`XYf`GcbbY`Ya`dZUb[`Ybž`\`Åb[`h]`cf`U``Ya`  
j`cb`XYf`Dcg]h]cb`XYf`9fXY`UV``5bZUb[` `ž`Yhk`U`nk`Y]`K`cW`Yb`  
bUW`XYf`Gca`a`YfgcbbYbk`YbXYž`YffY]W`h`X]Y`9fXY`]\fYb`  
YbhZYfbhYghYb`Di`b\_hj`cb`XYf`GcbbYž`XUg`gc[`YbUbbhY`5d`Y``  
8]YgY`8]ghUbn`VYhfÅ[`hifi`bX`%)`&`A`j``]cbYb`?`]`ca`YhYf```hYfYggUbh`  
]gh`Ui`W`ž`XUgg`XUg`@]W`h`XYf`GcbbY`,`A`]bi`hYb`i`bX`&+`GY`\_i`bXYb`  
VYb`Òh][`hž`i`a`i`bg`ni`YffY]W`Yb```a` ;`Y[`YbgUhn`XUni`g]bX`k`]f`ja`  
`]bi`Ufž`VY]a`DYf]\`Y`ž`U`gc`XYa`b`ÅW`ghYb`Di`b\_hni`f`GcbbYž`n]f`U`  
%(`+`A`j``]cbYb`?`]`ca`YhYf`YbhZYfbhž`k`Ug`k`]YXYfi`a`%+`GY`\_i`bXYb`  
gW`bY``YfY`@]W`h`Ub`\_i`bZhi`Ui`Zk`Y]gh``8cW`X]Y`]f`YgnY]hYb`  
YbhghY\`Yb`df]a`Åf`Xi`fW`X]Y`BY][`i`b[`XYf`9fXUW`gY`ni`f`9`\_]dh]\_ž`  
k`Yb][`Yf`Xi`fW`X]Y`9bhZYfbi`b[`ni`f`GcbbYž`k`]Y`Ui`Z`5F`8`5`d`\`U`  
Yf`Åi`hYfh`k`]fX``

## 8 Yf`J`Yf`Ui`Z`XYg`]U`fYg`

K`]f`a`UW`Yb`i`bg` ;`YXUb`\_Yb`ØVYf`XYb`Gca`a`Yfž`UVYf`Ui`W`VYfY]hg`  
ØVYf`XYb`K`]bhYfž`XYf`Ua``&%``cXYf`&&``8YnYa`VYf`a`]h`XYf`  
K`]bhYfgcbbYbk`YbXY`gY]bYb`9]bni`[`\`À`h``5b`X]YgYa`HU[`\`Uh`X]Y`  
GcbbY`Y]bY`8Y`\_]bUh]cb`j`cb`!&`ž` ;`fUXž`i`bX`k`]f`\`UVYb`bi`f`,`ž`  
Ghi`bXYb`GcbbYb`]W`h`XYf`\_ØfnYghY`HU[`XYg`]U`fYg``K`Å`fYbX`k`]f`  
\`]Yf`]b`XYf`?`Å`hY`Zf]YfYbž`XØfZYb`g]W`X]Y`A`YbgW`Yb`Ui`Z`XYf`  
GØX`U`V`\_i`[`Y`ØVYf`X]Y`Gca`a`YfZfYi`XYb`ZfYi`Yb``5i`W`XYf`  
:`fØ`\]b[`gdi`b\_hi`a`XYb`&%``A`Åfn`i`bX`XYf`<`YfVghUbZUb[`ž`XYf`i`a`  
XYb`&` ``GYdhYa`VYf``]Y[`hž`g]bX`k`]W`h][`Y`K`YbXYdi`b\_hYž`X]Y`X]Y`  
J`Yf`ÅbXYfi`b[`Yb`XYf`GcbbY`j`YfXYi`h]W`Yb``

5i`Z`XYf`B`cfX`U`V`\_i`[`Y`ghY`\`h`X]Y`GcbbY`ni`f`  
Gca`a`YfgcbbYbk`YbXY`&`ž` ;`fUX`b`ØfX`]W`X`Yg`<]a`a`Y`g`Åei`Uhc`fgž`  
k`Ug`i`bgYfYb``Åb[`ghYb`HU[`XYg`]U`fYg`Yf`\_`Åfh``K`]Y`H]a`Y`Ub`X`  
8`UhY`nY][`hž`YbhghY\`Yb`X]Y`i`bhYfgW`]YXY`]a`GcbbYbghUbX`Xi`fW`  
X]Y`BY][`i`b[`XYf`9fXUW`gY`i`bX`X]Y`Y``]dh]gW`Y` :`cfa`XYf`  
9fXi`a`Ui`Z`U`b``8]YgY`VY]XYb` :`U`hc`fYb`ZØ`fYb`ni`f`  
W`UfU`\_hYf]gh]gW`Yb` :`cfa`XYg`5b`U`Ya`a`Ugž`XUg`]b`XYb`a`Y]ghYb`  
FY[`]cbYb`XYf`K`Y`h`k`]Y`Y]bY`Ub[`[`YghfYW`\_hY`5W`h`Ui`gg]Y`\`h``

8 Ug`5b`U`Ya`a`U`i`bX`gY]bY`6YXYi`hi`b[`

8 Ug'5bU`Ya a U`nY][ hi bg' b]W h'bi f'ž'k ]Y`g]W`XYf`GcbbYbghUbX  
 ØVYf`XUg`đ\`f`\]bk Y[ `j Yf`ÅbXYfhž`gcbXYfb`j YfXYi h`]W h'Ui W`ž`XUgg  
 c\`bY`X]Y`BY][ i b[ `XYf`9fXUW`gY`i bX`Y]bY`\_fY]gfi bXY`i a `Ui ZU\`b  
 \_Y]b`f]W`h][ Yg'5bU`Ya a U`Yi ]gh]YfYb`\_ÖbbhY""6Y]  
 [ `Y]W`V`Y]VYbXYa `Ni ghUbX`[ `ÄVY`Yg`\_Y]bY`đ\`fYgnY]hYb`i bX`gca ]h  
 Ui W`b]W`h`X]Y`k`i bXYfVUfY`8mbUa ]\_ž`X]Y`i bg`X]Y`B`Uhi`f`V]YhYh"  
 8]Y`BY][ i b[ `XYf`9fXUW`gY`j cb`Yhk`U`&`ž`(`;`fUX`V`Y]Vh`\_cbghUbhž  
 k`Ä`fYbX`X]Y`9fXY`g]W`i`a`X]Y`GcbbY`VYk`Y[h`8]YgY`gh`ÅbX][ Y  
 6Yk`Y[ i b[ `Äggh`X]Y`GcbbY]a`Gca`a`Yf`U`V`U`f`]a`a`Yf`a`Y`f`]b  
 XYb`<]a`a`Y`ghY][ Ybž`k`Ä`fYbX`g]Y`]a`K`]bhYf`U`V`U`f`U`a`Ä`W`  
 k`]YXYf`g]b`h`\_Y]bY`ZUgn]b]YfYbXY`6YhfUW`hi`b[ `°`

Gc`ghY`h`i`bg`a`]h`XYa`b`U`Y`b`XYb`Gca`a`Yf`Y]b`k`U`f`Yg`G`W`Ui`gd]Y`  
 XYf`B`Uhi`f`VY]cfž`XUg`gck`c`l`i`bg`A`Ybg`W`Yb`U`g`Ui`W`XYf`ØVf][ Yb  
 B`Uhi`f`j`]Y`Z`Ä`h][ Y`A`Ö[ `]W`\_Y]hYb`V]YhYhž`X]Y`GcbbYbY]bghfU`i`b[  
 i`bX`X]Y`k`Ufa`Yb`HU[ Y`j`c`Ui`gni`\_cghYb""DUW`Yb`k`]f`U`gc`X]Y  
 GcbbYbW`Ya`Y`i`bX`XUg`<UbXhi`W`Y]b`i`bX`[ Yb]Y»Yb`k`]f`XYb  
 Gca`a`Yf`]b`j`c`Yb`NØ[ Yb`°`8Yf`<]a`a`Y`ØVYf`?`Ö`b`\_Ubb`[ Uf`b]W`h  
 V`Ui`[ Ybi`[ `gY]b"

8YhU]`g	
Cfh	Gi` \`ž`8Yi`hgW`U`bX
Ei`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "]bgi`YXh`i`Yf]b[ Yb"XY</li> <li>• k k k "UfXU`d`U"XY</li> <li>• k k k "h]a`YUbXXUhY"XY</li> </ul>

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