

J UdYg'i bX`N][ UfYhhYb. ; YZÀ\ f`]W\ Y  
HfYbXg'i bhYf'ž [ YbX`]W\ Yb`Ybh`Ufj h°

5a`K`Y`hb]W\ hfUi W\ YfhU[ `&\$&) `VY`Yi W\ hYh`X]Y`6² ; `X]Y  
; Ygi bX\Y]hgf]g]\_Yb`j cb`HUVU\_`i bX`J UdYg": c\_`i g`Ui Z  
5i Z\_`Àfi b[ `i bX`F Ui W\ ghcddfc[ "



8Yi hgW\`UbX`!`5a`" `%"`A U] &\$&) `Z]bXYh`XYf`K`Y`hb]W\ hfUi W\ YfhU[  
i bhYf`XYa`A`chhc`8Yb`FY]n`Ybh`Ufj`Yb`ghUhh"8]YgY`ē]h]Uhj`Y`n]Y`h  
XUfUi`ZUVž`X]Y`K`YfVYghfUhY[ ]Yb`XYf`HUVU\_]bXi`ghf]Y`\_f]h]gW\`ni  
VY`Yi W\ hYb`i bX`Ui ZX]Y`Yf\YV`]W\ Yb`; Ygi bX\Y]hgf]g]\_Yb`j cb  
N][ UfYhhYb`i bX`B]\_ch]bdfcXi`\_hYb`Ui Za`Yf\_gUa`ni`a`UW\ Yb"8Ug  
6i bXYg]bgh]hi`h`ZØf`²`ZZYbh]W\ Y; Ygi bX\Y]hifb`²; Ł`U`h`ZØf`X]YgYb  
5b`Ugg`i a`ZUggYbXY`ēZcfa`Uh]cbYb`i bX`<]`ZgUb[ YVchY`ni a  
H\Ya`U`F`Ui W\ ghcdd`j`cfVYfY]hYhž`i a`XYb`ghÅbX][`ghY][ YbXYb  
?cbgi a`j`cb`9]bk`Y[ !J UdYgž`9!N][ UfYhhYb`i bX`HUVU\_`Yf\]hnYfb`ni  
VY\_`Àa`dZYb"

8]Y`6Y`]YVh\Y]hij`cb`9]bk`Y[ !J UdYg`i bhYf`XYf`ž [ YbX`nY][ h  
U`Ufa`jYfYbXY`HYbXYbnYb" `@Ui`h`XYf`8fc[ YbUZZ]b]hÅhgghi`X]Y`&\$&'

\UVYb`+i`XYf`%&!`V]g`%+!`>\f][Yb`i`bX`%&`XYf`%`!`V]g  
&)!>\f][Yb`]bbYf\U`V`XYf`YhnhYb`"\$`HU[ Y`9]bk Y[!9!N][UfYhhYb  
\_cbgi`a`]Yfh`8]Yg`Y[h`b]W\h`ni`Ymh`Ub`XYb`Vi`bhYb`J`YfdUW`i`b[ Yb  
i`bX`g0»Yb`5fca`Ybž`X]Y`j`cb`<YfghY`Yfb`[Ybi`hnh`k`YfXYbž`i`a`]\fY  
DfcXi`\_hY`UhhfU`\_h]j`Yf`ni`a`UW`Yb`"K`UhYfa`Y`cb`ž`7\YYgYWU`Y  
i`bX`GhfUk`VYffm`W`7fYUa`g]bX`bi`f`Y]b][Y`XYf  
;YgW\`a`UW`\_gf]W\`hi`b[ Ybž`X]Y`X]YgY`DfcXi`\_hY`V]YhYb`"

; Ygi`bX`Y]hgf]g]\_Yb`i`bX`5V`>\`Ab`[ ][\_Y]h

8f`"æ\UbbYg`B]Y»Yb`k`Ufbh`Y]bXf]b[ `]W\`j`cf`XYb`[ Ygi`bX`Y]h]W\`Yb  
F]g]\_Yb`i`bX`XYa`c\`Yb`5V`>\`Ab`[ ][\_Y]hgdchYbn]U`j`cb`9]bk Y[!  
J`UdYg`"5i`W`b]\_ch]bZfY]Y`J`Uf]UbhYb`g]bX`b]W\`h`\`Ufa`c`gž`XU`g]Y  
\_fYVgYfnYi`[ YbXY`Gi`VghUbnyb`ZfY]gYhnYb`\_ÖbbYb`"J`UdYg  
VY]b\`U`hYb`b]\_ch]b\`U`h][ Y`:"Øgg][ \_Y]hYbž`X]Y`Xi`fW`Y]b  
<Y]nY`Ya`Ybhj`YfXUa`dZ`h`k`YfXYbž`k`cVY]`GW`Ä`hni`b[ Yb`ni`Zc`[ Y`V]g  
ni`%)`a`[ `B]\_ch]b`dfc`HU[ `Ui`Z[ Ybca`a`Yb`k`YfXYb`\_ÖbbYb`"  
5b[ Yg]W\`hg`XYf`HUhgUW`Yž`XUgg`j`]Y`Y`ž`[ YbX`]W\`Y`XYb`8Ua`dZ  
b]W\`h`U`g`f]g`\_Ubh`Ya`dZ]bXYbž`]gh`X]Y`@U[ Y`VYgc`f[ b]gYffY[ YbX`"

Ni`gÄ`hni`W\`nY][ Yb`Ghi`X]Ybž`XUgg`Yhk`U`)`\$i`XYf`hÄ[ `]W\`  
fUi`W\`YbXYb`DYfgcbYb`j`cf`XYa`"+`\$`@YVYbg`U\`f`ghYfVYb`"F`Ui`W\`Yb  
j`Yfi`fgUW`h`Y]bY`J]Y`nU\`j`cb`; Ygi`bX`Y]hgdfcV`Ya`Ybž`XUfi`bhYf  
W\`fcb]gW\`Y`?`fUb`\_`Y]hYb`k`]Y`@`b[ Yb`\_fYVg`i`bX`<Yfn`!`?`fY]g`Ui`Z  
9f`\_fUb`\_i`b[ Yb`"9g`]gh`XYf`[ f0»`hY`F]g]\_cZU`\_hc`f`Z0f`Y]b`j`cfnY]h][ Yg  
5V`YVYb`i`bX`\_Ubb`ni`f`9bhk`]W`\_i`b[ `j`cb`8Ya`Ybn`i`bX`5`n\`Y]a`Yf  
Z0\`fYb`":`fUi`Ybž`X]Y`k`Ä`fYbX`XYf`GW`k`Ub[ YfgW`UZh`fUi`W\`Ybž  
[ YZÄ`fXYb`X]Y`; Ygi`bX`Y]h]\`fYg`i`b[ YVc`fYbYb`?]bXYg`Yf\`YV`]W`"

²`\_c`c`[ ]gW\`Y`i`bX`[ YgY`gW\`UZh`]W\`Y

5i`gk`]f`\_i`b[ Yb

9]bk Y[ dfcXi`\_hY`k`]Y`J`UdYg`ghY`Yb`b]W\`h`bi`f`Y]b  
[ Ygi`bX`Y]h]W\`Ygž`gcbXYfb`Ui`W\`Y]b`Ö`\_c`c`[ ]gW\`Yg`DfcV`Ya`XUf`"  
:`U`gW\`Yb`hgc`f[ hY`J`UdYg`j`Yfi`fgUW`Yb`Ä`f]W\`Yhk`U`"\$`6fÄbXY`]b  
A`0`!`i`bX`FYWmW]b[ Ub`U[ Yb`]b`8Yi`hgW`UbX`"8]Y`c\`Y`5bnU\`U  
j`Yf`\_Ui`ZhYb`9]bk Y[!9!N][UfYhhYb`"GW`Ä`hni`b[ Yb`ni`Zc`[ Y`fi`bX`Z0bZ

A ]`]cbYb`a cbUh]W\` `hfÅ[ h`ni f`9bhghY\i b[ `j cb`9`Y\_hfcgW\fc hh  
 VY]žXU`g]Y`Ui g`D`Ugh]\_ž`5`i a ]b]i a `i bX`@]h\]i a !€bYb!5\_\_i g  
 VYghY\Yb" `b`F YU\_h]cb`XUfUi Z`U`h`6UmYfb`Y]bY  
 6i bXYgfUhg]b]h]Uh]j Y`VYgW\`cggYbž`X]Y`Y]b`J Yf\_Ui Zgj YfVch`Z0f  
 9]bk Y[ !9!N][ UfYhhYb`Ui Z`9! !9VYbY`Zc fXYfh"

Ni f`i bhYfgh0hni b[ `j cb`F Ui W\Yfbž`X]Y`Ui Z`0fYb`a 0W\hYbž`V]YhYh  
 XUg`6`² ; `Y]bY`J]Y`nU\`j cb`<`]ZgUb[ YVchYb`Ub.`Y]b`C b`]bY!  
 5i ggh]Y[ gdfc[ fUa a `]b`\_i gj Y` : cfi a ž`Y]bYb`F Ui W\ZfY]!7\Uh`gck ]Y  
 hY`YZcb]gW\Y`6YfUhi b[ Yb"Ni XYa ` \_0bbYb`bZcfa Uh]cbYb  
 \_cghYb`cg`VYghY`h`k YfXYbž`i bX`j ]U`bghU[ fUa `k YfXYb`H]ddg`Z0f  
 XYb`F Ui W\ghcdd`VYfY]h[ YghY`h"

8]Y`ghY][ YbXY`NU\`t b[ Yf`?cbgi a YbhYb`j cb`9!N][ UfYhhYb  
 YfZcfXYfh`d`f`Aj Ybh]j Y`A U» bU\`a Yb" `?f]h]\_Yf`ZcfXYfb`XUfi a  
 J Yf\_Ui Zgj YfVchYž`K YfVYj YfVchY`i bX`DfY]gYf\0\i b[ Yb`Z0f  
 B]\_ch]bdfcXi \_hY"FY[ Y`a Å» ][ Y`5i Z`Åfi b[ g[ YgdfÅW\Y`a ]h  
 † [ YbX`]W\Yb`0VYf`X]Y`F]g]\_Yb`j cb`F Ui W\Yb`i bX`8Ua dZYb  
 k YfXYb`Xf]b[ YbX`Ya dZc`Yb"8]Y`<YfUi gZcfXYfi b[ Yb`]a `?Ua dZ  
 [ Y[ Yb`XUg`F Ui W\Yb`i bX`XYggYb`B UW\Zc`[ Yf`g]bX`U`gc`j ]Y`ZÅ`h][  
 i bX`YfZcfXYfb`\_ccfX]b]YfhY`5bghfYb[ i b[ Yb`U`Yf  
 [ YgY`gW\UZh]W\Yb`5\_hYi fY"

Vn[ U"XY`VYf]W\hYhž`XUgg`  
 nXZ"XY`Yf[ Åbnhž`XUgg`  
 VU[ "UXa ]b"W\`Z0\fh`Ubž`XUgg`

8YhU]`g	
J c f ZU``	; Ygi bX\Y]hg_f]gY
C fh	8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "Vn[ U"XY</li> <li>• k k k "nXZ"XY</li> <li>• k k k "VU[ "UXa ]b"W\</li> </ul>

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