

## 7`YUbhYWX`ϑbcj Uh]cb`DUf\_`YfÒZZbYh. Ni \_i bZh`ZØf`6Ua VYf[ `g]WX Yfb`°

5a`%&"': YVfi Uf'&\$&) `k i fXY`XYf`7`YUbhYWX`ϑbcj Uh]cb`DUf\_  
]b`<U`ghUXh`YfÒZZbYh`i a`K ]ggYbgWX UZh`i bX`K ]fhgWX UZh`ZØf  
bUWX`U`h][ Y`A cV`])h`h`ini`j`YfbYhnYb`"

A ]WX Y`]bghfU» Y`%' \$ž`- \*%\$`' <U`ghUXh`ž`8Yi hgWX`UbX`!`5a  
%&"': YVfi Uf'&\$&) `k i fXY`XUg`ϑbcj Uh]cb`gnYb`hfi a`]a  
7`YUbhYWX`ϑbcj Uh]cb`DUf\_]b`<U`ghUXh`ZY]Yf`]WX`Y]b[ Yk Y]\`h`  
N]Y`XYf`9]b]WX hi b[ `]gh`X]Y`J`YfbYhni b[ `]j`cbi`K ]ggYbgWX UZh`i bX  
K ]fhgWX UZh`i a`]b`bcj Uh]j Y`5bg`À`hnY`]b`XYb`6YfY]WX`Yb`bUWX`U`h][ Y  
A cV`])h`h`ž`F c`g`hc`ZZ`i bX`A`UhYf]U`Y`ZZ]n]Ybn`gck ]Y`?`Øb`gh`]WX`Y  
ϑhY`][ Ybn`i`f?`ž`i bX`8][ ]hU`]g]Yfi b[ `ni`ZØf`XYfb`"8Ug`Y`Y`a`U`][ Y  
; Y`À`b`X`Y`XYf`A ]WX`Y]b`F`Y]ZYbk`Yf`\_`Y`5; `k i fXY`X`Ua`]h]b`Y]b`Y  
8fY`g`WX`Y]VY`ZØf`ni \_i bZh`gk`Y]g`Yb`XY`9b`hk ]W`\_i b[ Yb`j`Yfk`Ub`XY`h`"

8]Y`9f`ÒZZbi b[ `k i fXY`j`cb`6UmYfbg`A ]b]ghYfd`f`Àg]XYb`h`A`Uf`\_i`g  
G`Ø`XYf`f`7`GI`Ł`ž`K ]fhgWX UZhga`]b]ghYf`<i`VYfh`5]k`Ub[ Yf`fi`fY]Y`K`À`\`Yf`Ł  
i bX`XYf`6Ua`VYf[ Yf`@`Ub`X`hU[ gUV[ Yc`f`X`b`Y`h`Y`b`A`Y`Ub]Y`<i`a`f`7`GI`Ł  
VY[ `Y]h`Y`h`5]k`Ub[ Yf`\`c`V`X]Y`8f]b[ `]WX`\_`Y]h]j`cb`ϑbcj Uh]cb`Yb`ni`f  
G]WX`Yfi b[ `XYf`K`Y`h`V`Y`k`Y`f`V`g`Z`À`][ \_Y]h]b`8Yi hgWX`UbX`\`Yf]`c`f`i`b`X  
k`U`fb`h`j`c`f`XYf`]b`h`Y`bg]j`Yb`?`cb`\_i`ff`Y`bn`Xi`f`WX`X]Y`I`G5`i`b`X`7`\]b`U`ž  
]bg`VY`g`cb`XY`f`Y`]a`<]b`V`]W`\_`Ui`Z`I`b`h`Y`fb`Y`\`a`Y`b`g`gh`Yi`Y`fb`ž  
5f`VY]hg`\_`c`gh`Yb`i`b`X`9b`Yf[ ]Yd`f`Y]g`Y`"

## K ]WX h][ Y`I`b`h`Y`f`g`h`Ø`h`ni`b[ `X`i`f`WX`X]Y`D`c`h]\_

G`Ø`XYf`g]Y`\`h[ f`c»`Y`g`D`ch`Y`bn]U`]b`XYf`9b`hk ]W`\_i b[ `a`Uf`\_`hf`Y]Z`Y`f  
D`fc`Xi`\_`h`Y`Ui`g`XYf`;`fi`b`X`U[ Yb`Z`c`f`g`WX`i`b[ " <i`a`V`Y`n`Y]WX`b`Y`h`Y`XY`b  
HU[ `U`g`Y`b`hg`WX`Y]X`Y`b`X`ZØf`X]Y`Ni`\_i`b`Zh`XYf`F`Y[ ]cb`6Ua`VYf[ "8Yf  
7`YUbhYWX`ϑbcj Uh]cb`DUf\_`k i fXY`]b`Yb[ Yf`Ni`g`Ua`a`Yb`Uf`VY]h`"

nk ]gW\Yb`j YfgW\]YXYbYb`5\_hYi fYb`]bg`@VYb`[ Yfi ZYbž`XUfi bhYf  
X]Y`GhUXh`<U`ghUXhž`XYf`@UbX\_fY]g`6Ua VYf[ `i bX`X]Y`A ]W\Y`b  
FY]ZYbk Yf\_Y`5; / `7c"?: U5"

8]Y`≠XYž`Y]b`≠bcj Uh]cbgnYbhfi a `ni `[ fØbXYbž`YbhghUbX`Xi fW\  
J YfhYhYf`Ui g`Dc`]h]\_ž`K ]fhgW\UZhž`K ]ggYbgW\UZh`i bX`?Ua a Yfb"  
6UmYfb`]bj Ygh]Yfh`]bg[ YgUa h`) ž) `A ]`]UfXYb`9i fc`]b`X]Y`<][ \hYW\  
5[ YbXUž`k cj cb`&) `A ]`]cbYb`9i fc`gdYn]Y``ZØf`XYb`7`YUbhYW\  
≠bcj Uh]cb`Duf\_`i bX`XUg`≠bcj Uh]cbgnYbhfi a `j cf[ YgY\Yb`g]bX"

## ≠bcj Uh]cbYb`ZØf`X]Y`Ni \_i bZh

8 Ug`≠bcj Uh]cbgnYbhfi a `[ Y\h`Y]b\Yf`a ]h`Y]bYa `VfY]hYfYb`HfYbX  
]b`8Yi hgW\`UbXž`XUg`g]W\`ni bY\`a YbX`Ui Z?`]a Un]Y`Y`\_cbnYbhf]Yfh"  
@Ui h`XYa `I a k Y`hVi bXYgUa h`k Uf`8Yi hgW\`UbX`]a `>\`f  
&\$&( `Ui Z?`i fgž`i a `X]Y`?`]a Un]Y`Y`&\$` \$`ni `YffY]W\Yb"

8YbbcW\`j YfZY\`hYb`VYgcbXYfg`X]Y`GY`\_hcfYb`J Yf\_Y`f`i bX  
; YVÀi XY`]fY`gdYn]Z]gW\Yb`N]Y`Y``8i fW\`bUW\`U`h][ Y  
GhUXh`ei Ufh]YfY`i bX`]bbcj Uh]j Y`9bYf[ ]Y`\_cbnYdhY`VYghY\`h`YXcW\  
DchYbn]U`ž`X]YgY`N]Y`Y`]b`X]YgYb`6YfY]W\Yb`ni `YffY]W\Yb"  
9bhk ]W\_`i b[ Yb`k ]Y`[ YVÀi XY]bhY[ f]YfhY`D\`chcj c`hU]\_Ub`U[ Yb`cXYf  
j Yfh]\_U`Y`Gc`UfdUbYY`Y`\_ØbbhYb`YbhgW\Y]XYbX`gY]bž`i a `X]Y  
9bYf[ ]Y]YZ]n]Ybn`]b`gh`Xh]gW\Yb`I a [ YVi b[ Yb`ni `ghY][ Yfb"

A ]h`XYf`?ca V]bUh]cb`Ui g`YfbYi YfVUfYb`9bYf[ ]Yb`i bX  
]bhY``][ YbhYf`GhYi Yfi b[ `XYg`9bYf[ ]Yj YfVfUi W\g`YfØZbYh`XYf  
7`YUbhYW\`≠bcj Uh]cb`Duf\_`bYi Y`DYfgdY`\_h]j Yb``Gc`W\Y`GmghYa Y  
j Yf\_bØdZYb`X]Y`GY`\_hcfYb`9bYf[ ]Yž; YVÀi XY`i bX`J Yf\_Y`fž`gcXUgg  
Gh`XhY`]fYb`?`]a Un]Y`Yb`b`À\Yf`\_ca a Yb`i bX`[ `Y]W\N]Y]h][ `X]Y  
@VYbgei U`]h`h`]fYf`6Yk c`bYf`Yf\Ø\Yb`\_ØbbYb"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`ØVYf`XYb`7`YUbhYW\`≠bcj Uh]cb`Duf\_  
\_ØbbYb`≠hYfYgg]YfhY`X]Y`cZZ]n]Y``Y`K YVgY]hY`VYgi W\Ybž`X]Y  
Ui W\`fYW\h`]W\Y`<]bk Y]gY`i bX`?`cbhU`\_h]bZcfa Uh]cbYb`VYfY]hghY``h"

8YhU]`g	
C fh	A ]WXY`]bghfU»Y`%' \$Ž - *%\$' `<U``ghUXhž 8Yi hgWX`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb_Yb"XY</li> <li>• WYUbhYWX!]bbcj Uh]cb!dUf_"XY</li> <li>• k k k "YfbYi YfVUfYYbYf[ ]Yb"XY</li> </ul>

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