

9N6!/? ca a i b]\_Uh]cb`]a `K UbXY`. `BYi Y  
5bU`mgY`ZØf`df`Àn]gYfY`N]bgdfc[ bcgYb`°

BYi Y`? ≠5bU`mgY`j YfVYggYfh`X]Y`N]bgdfc[ bcgYb`XYf`9N6`j`cb  
&\$%- `V]g`&\$&) ž`VY`Yi`W`hYh`?ca a i b]\_Uh]cbggfUhY [ ]Yb`i`bX  
`bZUh]cbgn]Y`Y"



: fUb\_Zi fh`Ua `A U]bž`8Yi hgW`UbX`!`b`Y]bYf`i`a`ZUggYbXYb  
5bU`mgY`XYf`[ `Y`Xdc`h]gW`Yb`?ca a i b]\_Uh]cb`XYf`9i`fcd`À]gW`Yb  
NYbhfU`VUb`\_`f9N6`k`]fX`Y]b`bYi`Yg`GdfUW`a`cXY`j`cf`[ `YghY`hž`XUg  
k`]W`h][ `Y`9f`\_Yb`hb]ggY`ØVYf`X]Y`9bhk`]W`i`b`[ `Yb`nk`]gW`Yb`\_`Jbi`Uf  
&\$%- `i`bX`A`Àfn`&\$&) `V]YhYh`@Ui`h`8`k`i`fXY`XUg`GdfUW`a`cXY`  
F`c69F`HU`j`Yfk`YbXYhž`i`a`[ `Y`Xdc`h]gW`Y`GhY`i`b`[ `bU`a`Yb`XYf`9N6  
ni`\_`Ugg]Zn]YfYb`"8]YgY`?`Ugg]Zn]Yfi`b`[ `i`a`ZUggh`X]Y`9]bcfXbi`b`[ `]b  
XfY]?`UhY`[ `cf]Yb.`ZU`\_Yb`UZh`ffYghf]\_h]j`ł`ž`hUi`VYb`UZh`fYI`dUbg]j`ł  
cXYf`bYi`hfU`"

`b`XYf`5bU`mgY`nY][ `h]g]W`ž`XUgg`X]Y`?ca a i b]\_Uh]cbggfUhY [ ]Y`XYf  
9N6`gY]h`&\$%- `ni`b`W`gh`j`cb`Y]bYa`YI`dUbg]j`Yb`?i`fg`[ `Ydf`À`[ `h  
k`Ufž]`bgVYgcbXYfY`k`À`fYbX`XYf`7cfc`bU`f]gY`]a`\_`J`f`&\$&\$`ž`U`g

X]Y' ðZUh]cb`b]YXf][`k Uf"8YbbcW`ÀbXYfhY`g]W`XYf`?i fg`UV`9bXY  
&\$&\$`a` ]highY][ YbXYf` ðZUh]cb`i bX`k` ]fhgW`UZh`]W`Yf`9f`c`i`b`[ ž  
k`cVY`X]Y`9N6`hfcm`X]YgYf`6YX]b[ i`b[ Yb`Ub`Y]bYf`YI`dUbg]j`Yb  
?ca`a`i`b]\_Uh]cb`ZYgh`Y`h"

## K`YbXY`ni`f`fYghf]\_h]j`Yb`?`ca`a`i`b]\_Uh]cb

9]b`XYi`h`]W`Yf`K`YbXYdi`b`\_h`hfUh`9bXY`&\$&%`Y]bž`U`g`X]Y`9N6`ni  
Y]bYf`fYghf]\_h]j`YfYb`?`ca`a`i`b]\_Uh]cbgk`Y]gY`ØVYf[ ]b[ "`8]YgY  
9bhk`]W`\_i`b[ `\_i``a` ]b]YfhY`]a`nk`Y]hYb`<U`V`U`f`&\$&ž`U`g`a`Y`fYfY  
N]bgYf`À`i`b[ Yb`Xi`fW`[ YZØ`f`h`k`i`fXYb`"8]Y`?`ca`a`i`b]\_Uh]cb  
V`Y]Vh`gY]h`Yf`[ fi`bXg`À`hn`]W`fYghf]\_h]j`ž`U`h`g]W`Y`XcW`]b`XYb  
`Y`h`hYb`A`cb`UhYb`UV[ YgW`k`À`W`hž`k`Ug`a` ]h`N]b`ggYb`\_i`b[ Yb  
Y]b`Yf[ ]b[ "

5V`A`]h`hY`&\$&(`nY][`h`X]Y`Hcb`U[ Y`XYf`9N6!`?`ca`a`i`b]\_Uh]cb  
5bnY]W`Yb`Y]bYf`bYi`hfU`YfYb`<U`hi`b[ ž`X]Y`a`Ò[ `]W`Yfk`Y]gY`XUfUi`Z  
`]bk`Y]ghž`XUgg`Y]b`Ub[ Ya`YggYbYg`N]b`gb]j`YUi`YffY]W`h]`gh`"8]YgY  
6YcVUW`hi`b[ Yb`i`bhYfghfY]W`Yb`X]Y`: `À`][`\_Y]h`XYf`bYi`Yb  
HYW`bc`c`[ ]Ybž`X]Y`[ Y`Xdc`]h]gW`Y`?`ca`a`i`b]\_Uh]cb`i`bX`XYfYb  
5i`gk`]f`\_i`b[ Yb`Ui`Z`X]Y`N]b`gd`fc[ bcgYb`VYggYf`ni`Ub`U`mg]YfYb"

## B`Yi`Y`[ Y`Xdc`]h]gW`Y`GhfUhY`[ ]Y

8]Y`9bhk`]W`\_i`b[ Yb`]b`XYf`9N6!`?`ca`a`i`b]\_Uh]cb`ghY`Yb`]a`?`cb`hYI`h  
Y]bYf`bYi`j`Yf`ÒZY`bh`]W`hYb`[ Y`Xdc`]h]gW`Yb`GhfUhY`[ ]Yž`X]Y`Ua`", "  
ž`Y`&\$&%]b`Y]bYf`DfYggYa`]hY]i`b[ `Yf`Ài`hYfh`k`i`fXY`"K` ]Y`976  
VYf]W`hYhž`U`h`XYf`9N6!`F`Uh`Y]b`a` ]hY`Zf]gh][ Yg`ðZUh]cbgn]Y`j`cb`&  
i`Z`gh[ Y`Y[ hž`XUg`gck`c`b`Y[ Uh]j`Y`U`g`Ui`W`d`cg]h]j`Y  
5V`k`Y]W`i`b[ Yb`j`cb`X]YgYa`N]Y`i`bYfk`Ø`bgW`h`a`UW`h"

8]Y`ghfUhY`[ ]gW`Y`BYi`Ui`gf]W`hi`b[ ž`XUg`9f[ YVb]g`Y]bYf  
,`VYfd`f`Ø`Z`b[ ž`X]Y`]a``J`bi`Uf`&\$&\$`VY[ Ubbž`g]Y`h`ni`XYa`j`cfž`XUgg  
XYf`<U`fa`cb]g]YfhY`J`YfVfUi`W`Yfd`fY]g]bXYI`f`k`J`D`ž`k`Y]hYf`]b`U`g  
[ YY][ bYhY`A`Ygg[ f`Ò`Y`Z`f`X]Y`DfY]gYbhk`]W`\_i`b[ `Yf`U`hYb`V`Y]Vh`  
8]Y`9N6`VY`\_f`À`Zh][`hYž`XUgg`@Y]h]b`gYb`XUg`<U`i`dh]b`ghfi`a`Yb`h`XYf  
;`Y`Xdc`]h]\_V`Y]VYbž`Yf[ `À`bn`h`Xi`fW`A`U`»`b`U`a`Yb`k` ]Y`: `cfk`UfX  
;`i`]XUbW`i`bX`5b`\_Ài`Z`Y`j`cb`J`Yfa`Ò[ Yb`gk`YfhYb"

9]b`k Y]hYfYg`nYbhfU`Yg`9`Ya Ybh`XYf`bYi Yb`GhfUHY [ ]Y`]gh`X]Y  
 5bYf\_Ybbi b [ `XYf`5i gk ]f\_i b [ Yb`XYg`?`]a Uk UbXY`g`Ui ZX]Y  
 DfY]gghUV]`]h`h`" `b`X]YgYa `Ni gUa a Yb`Ub [ `j YfUVgW]YXYhY`XYf  
 9N6!F Uh`Ui W`Y]bYb`\_]a UVYnc [ YbYb`A U» bU`a Ybd`Ubž`XYf`X]Y  
 Bchk YbX][ \_Y]hi a fY]» hž`i a k Y`hVYnc [ YbY`5gdY\_hY`]b`X]Y  
 [ Y`Xdc`]h]gWY`9bhgWY]Xi b [ gZ]bXi b [ `ni`\_]bhY [ f]YfYb"

8]Y`b`ÅW ghY`6Yk Yfhi b [ gfi bXY`X]YgYf` [ Y`Xdc`]h]gWYb`GhfUHY [ ]Y  
 ]gh`ZØf`&\$&) [ Yd`Ubhž`k Ug`X]Y`fY [ Y`a Å»][ Y` , VYfdfØZ b [ g]W  
 YfghY`hž`X]Y`Ui W`]b`XYf`J Yf [ Ub [ Yb`Y]h`Y]bY`YggYbn]Y`Y`F c`Y  
 gd]Y`hY`"8]Y`YnhY` , VYfdfØZ b [ `ZUbX`&\$` ghUhh`i bX`i a ZUgghY  
 nU`fY]WY`GYa ]bUfY`i bX`8]g\_i gg]cbYb`a ]hj YfgW]YXYbYb  
 `bhYfYggYb [ fi ddYb"

8]YgY`ghfUHY [ ]gWYb`9bhk ]W`\_i b [ Yb`i bhYfghfY]WYb`X]Y  
 Zcfh`Ui ZYbXYb`6Ya Ø`i b [ Yb`XYf`9N6ž`g]W`Ub`X]Y`g]W  
 j Yf`ÅbXYfbXYb`k ]fhgWUZh`]WYb`F U`a YbVYX]b [ i b [ Yb  
 Ubni dUggYb`"A Y`f` `Zcfa Uh]cbYb`ni f`GhfUHY [ ]YØVYfdfØZ b [ `i bX  
 XYb`XUa ]hj YfVi bXYbYb`A U» bU`a Yb`Z]bXYb` `bhYfYgg]YfhY`Ui ZXfYf  
 K YVgY]hY`XYf`9N6`i bhYf`976"

8YhU]`g	
C fh	: fUb`_Z fh`Ua `A U]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "X]k "XY</li> <li>• k k k "YW"Yi fcdU"Yi</li> <li>• k k k "YW"Yi fcdU"Yi</li> </ul>

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