

6fYa Yf'9i fc'UW\_dch!; Yk ]bbYf'\_bUW\_h  
' ++"\$\$\$'9i fc' ' >UW\_dch'k ÅW gh'k Y]hYf°

9]b'6fYa Yf'Gd]Y`Yf'[ Yk ]bbh'Ua '\$&"\$) "&\$&) `VY]a  
9i fc'UW\_dch' ++"\$' %ž\*\$'9i fc'"8Yf' >UW\_dch'V`Y]Vh'a ]h'%%(  
A ]``cbYb'9i fc'i b\_bUW\_VUf"



6fYa Ybž8Yi hgW`UbX'!'5a '\$&"\$) "&\$&) `ZUbX`X]Y'9i fc'UW\_dch!  
5i g`cgi b[ `ghUhhž`VY]'XYf`Y]b'Gd]Y`Yf`Ui g'6fYa Yb`Y]bYb  
VYY]bXfi W\_YbXYb'; Yk ]bb'j cb' ' ++"\$' %ž\*\$'9i fc'Yfn]Y`hY'"8Yf  
[ fc»Y' >UW\_dchž`XYf`Yhk U'%%('A ]``cbYb'9i fc'VYhfi [ ž'V`YV`YXcW  
i b[ Y\_\_bUW\_h'"8Yf'6fYa Yf'Gd]Y`Yf`UhhY`XUVY]'Z0bZNU`Yb'i bX  
Y]bY'9i fcnu`'\_cffY\_hž'j YfZY`hY`YXcW`X]Y'?ca V]bUh]cbž`X]Y'ni a  
<Ui dh[ Yk ]bb'[ YZ0\fh'\ÅhhY'"6Y]'XYf'9i fc'UW\_dch!@chYf]Y`Y]Y[ h'X]Y  
HY]'bU`a Y[ YV0\f'dfc'H]ddZY`X`VY]'nk Y]9i fcž'ni n0[ `]W`Y]bYf  
Y]ba U`][ Yb'6YufVY]hi b[ g[ YV0\f'"Gd]Y`Yf`\_0bbYb'gck c`\`cb`]bY  
U`g`Ui W`0VYf'hfUX]h]cbY`Y`DUd]YfgW`Y]bY`hY]'bY`a Yb"

8Yf'5bbU`a YgW`i gg'Z0f`X]Y`H]ddg'j Uf]]Yfh`Y`bUW`'6i bXYg`UbX  
i bX`Z]bXYh'X]YbghU[ g'gck ]Y`žFY]hU[ g'ghUhh'"8]Y`N]Y`i b[ `gY`Vgh]gh

i bhYf'dc`nY]WYf'5i Zg]W h'i bX'YfZc`[ h'nk Y]a U`dfc`K cWY`]b  
 <Y'g]b\_] "8Yf'A ]bXYgh'UW\_dch'VYhfA[ h'nY\ b'A ]`]cbYb'9i fcž  
 k A\ fYbX'XYf'a UI ]a U'Y'WU\_dch'VY]'%&\$'A ]`]cbYb'9i fc`]Y[ h`'l a  
 XYb'<Ui dh[ Yk ]bb'ni 'YffY]WYbž'a ØggYb'Gd]Y'Yf'ZØbZ'Ui g') \$  
 NU\`Yb'gck ]Y'nk Y]j cb'nk Ò'Z'9i fcnU\`Yb'`\_cffY\_h'Ub[ YVYb"'8]Y  
 ; Yk ]bbWUbW'ZØf'XYb'<Ui dh[ Yk ]bb'fP`UggY'%&`]Y[ h'VY]'%ni  
 '% -", ' , "%\* \$žk A\ fYbX'X]Y'K U\ fgWY]b`]W\_Y]hž`]b'XYf'i bhYfghYb  
 ; Yk ]bb`\_UggY'fP`UggY'%&`ni '[ Yk ]bbYbž'VY]'%ni '( -`]Y[ h`'8]Yg  
 nY][ hž'k ]Y'\YfUi gZcfXYfbX'Yg]ghž'X]Y'VY[ Y\ fhY'WU\_dch!  
 ?ca V]bUh]cb'ni 'hfYZZYb"

## GhUh]gh]gWY' , VYfg]W h'XYg'9i fc'UW\_dchg

8Yf'9i fc'UW\_dch'k ]fX'gY]h'gY]bYf'9]bZØ\ fi b[ ]a ]\ f'&\$%&  
 fY[ Y'a A»][ ]' [ Ync[ Yb"'&X]YgYa ]\ f'k i fXYb'V]g'ni a '\Yi h][ Yb  
 HU[ 'VYfY]hg'&+"\$- (")' \*' ; Yk ]bbY'j YfnY]WbYh"'6]g\Yi hY[ UV'Yg  
 ]bg[ YgUa h, (+ 'N]Y\ i b[ Ybž'k cVY]' ]b'X]YgYa ]\ f'V]g\Yf'j ]Yf  
 WU\_dchg[ Y\_bUW'h'k i fXYb"'8]Y'\Ai Z][ ghYb'<Ui dhU\`Yb'i bX  
 9i fcnU\`Yb'nY][ Yb'YVYbZU`g']bhYfYggUbhY'HfYbXg.

A Y]gh[ Ync[ YbY <Ui dhU\`Yb	@YhnhY'N]Y\ i b[	N]Y\ i b[ Yb'gY]h 'YhnhYf'N]Y\ i b[
%%\$ \$	%%"\$( "&\$&)	&%`HU[ Y
- ,	&- "\$ ( "&\$&)	'`HU[ Y
A Y]gh[ Ync[ YbY 9i fcnU\`Yb	@YhnhY'N]Y\ i b[	N]Y\ i b[ Yb'gY]h 'YhnhYf'N]Y\ i b[
%, %	&) "\$ ( "&\$&)	+`HU[ Y
%, \$	&&"\$( "&\$&)	%"\$`HU[ Y

8]YgY'GhUh]gh]\_Yb'j YfXYi h]WYb'X]Y'\Ai Z][ ghYb'?ca V]bUh]cbYb  
 i bX'Yfa Ò[ ]WYb'Yg'Gd]Y'Yfbž'VYggYf']bZcfa ]YfhY'9bhgWY]Xi b[ Yb  
 ni 'hfYZZYb"@Ui h'XYb'ghUh]gh]gWYb'5b[ UVYb'j cb'9i fc'UW\_dch  
 UbU`mg]Yfh'a Ub'Ui W'X]Y'<Ai Z][ \_Y]h'XYf'?ca V]bUh]cbYbž'i a  
 HfYbXg'ni 'Yf'\_YbbYb"'&" \$i 'XYf'N]Y\ i b[ Yb'\_ca a Yb'ni a  
 6Y]gd]Y`' i b[ YfUXY'i bX'&[ YfUXY'<Ui dhU\`Yb'j cf"'6Y]'XYb  
 9i fcnU\`Yb`]Y[ h'XYf'\Ai Z][ ghY': U`' ]b' ) ) i 'XYf'N]Y\ i b[ Yb'VY]  
 Y]bYf'?ca V]bUh]cb'Ui g'%i b[ YfUXYf'i bX'%[ YfUXYf'NU\`"

Ni gUa a YbZUggYbX`]gh`XYf`9i fc`UW\_dch`b]W`h`bi f`Y]bY`gdUbbYbXY  
 A Ò[ `]W`\_Y]hž`[ fc»Y`; Yk ]bbY`ni `Yfn]Y`Ybž`gcbXYfb`Ui W`Y]b`Gd]Y`ž  
 VY]`XYa `ghfUhY[ ]gW`Y`, VYf`Y[ i b[ Yb`i bX`ghUh]gh]gW`Y`5bU`mgYb  
 Y]bY`YbhgW`Y]XYbXY`F c``Y`gd]Y`Yb"

K Y]hYfY` ðZcfa Uh]cbYb`i bX`h]YZfY`9]bV`]W`\_Y`]b`X]Y`9i fc`UW\_dch!  
 GhUh]gh]\_Yb`Z]bXYb` ðhYfYgg]YfhY`Ui Z`Yi fc`!`UW\_dch`"bYh`gck ]Y`Ui Z`  
 Yi fc`UW\_dch`"XY"

8YhU]`g	
J c fZU``	Gcbgh][ Yg
C fh	6fYa Ybž`8Yi hgW`_UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "h!cb`]bY"XY</li> <li>• k k k "Yi fc`!`UW_dch`"bYh</li> <li>• k k k "Yi fc`UW_dch`"XY</li> </ul>

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