

7 fmg hU`DU`UW`\_fOb h'g]W`a ]h  
\  
]ghc f]gW`Ya : 5!7i d!G]Y[ `[ Y[ Yb  
A Ub 7]hm°

7 fmg hU`DU`UW`[ Yk ]bb h'Ua`%+"A U] &\$&) `XUg: 5!7i d!: ]bU`Y  
[ Y[ Yb`A UbW`YghYf`7]hm`a ]h%. \$`i bX`g]W`Yfh'g]W`XYb`YfghYb  
H]hY`"



K Ya V`Ymž`@cbXcbž`J YfY]b][ hYg`? Ob][ fY]W`!`a : 5!7i d!  
: ]bU`Y`Ua`%+"A U] &\$&) `hf]i a d\]YfhY`7 fmg hU`DU`UW`a ]h%. \$`ØVYf  
A UbW`YghYf`7]hmi bX`g]W`YfhY`g]W`XUa ]h`XYb`YfghYb`[ fc» Yb`H]hY`  
]b`XYf`J YfY]bg[ YgW`]W`hY`"8 Yf`G]Y[ `ZUbX`ja`VYfØ`a hYb`K Ya V`Ymž`  
GhUX]cb`ghUhhž`k`c`X]Y` 9U[ `Yg`YbX`]W`XYb`VY[ Y\fhYb`Dc\_U`  
\c`hYbž`bUW`XYa`g]Y`]b`XYb`š\`fYb`%- - \$`i bX`&\$%\*`[ Y[ Yb  
A UbW`YghYf`l b]hYX`ja`9bXgd]Y`j Yf`c`fYb`\UhhYb`"9VYfYW`]9nY  
Yfn]Y`hY`XUg`Yb`hgW`Y]XYb`XY`Hcf`]b`XYf`%\*`"A ]bi hY`bUW`Y]bYa  
gW`bY`j cf[ YhfU[ YbYb`?cbhYfž`XYf`Y]bY`j ]Y`ZÄ`h][ Y`HYUa`Y]ghi b[  
nY][ hY`"

8]Y`DUfh]Y`k Uf`j cb`Y]bYf`8 ca` ]bUbngY]hYbg`A UbWXYghYf`7]hm  
[ YdfÄ[ hž`XUg`VYfY]hg`]b`XYb`YfghYb`A ]bi hYb` , , `i` `6U`VYg]hn  
Ui Zk` ]Yg`"Hfchn`X]YgYf` , VYf`Y[ Yb`Y]h`V`]YVYb`X]Y`\_`UFYb`7`UbW`b  
A Ub[ Y`k UfY`"9]b`k`]W`h][ Yf`A ca` Ybh`YfY][ bYhY`g]W` ]b`XYf`' \*"  
A ]bi hYž`U`g`XYf`Hcfk Ufh`j cb`7fmghU`DU`UW`ž`8YUb`<YbXYfgcbž  
Y]bYb`9`Za`YhYf`j cb`Ca` Uf`A Ufa` ci`g`d`Uf]YfhY`i`bX`XUa` ]h`gY]bY  
`YfUi`gfU[ YbXY`GU]gcb`ZcfhgYhnhYž`]b`XYf`Yf`]bg[ YgUa`h`%%`Ni`!Bi` ``!  
Gd]Y`Y`j`YfVi`W`hY`" `hYfYggUbhYfk`Y]gY`k`i`fXY`Y]b`nk`Y]hYg`Hcf`j`cb  
7]hmž`Yfn]Y`h`j`cb`8Ub]Y`A`i`bcnž`bUW`Y]bYf`J`5F`!DfØZ`b[ `k`Y[ Yb  
5VgY]hg`UVYf`\_`Ubbh"

? f]h]gW`Y`Gd]Y`nØ[ Y`i`bX`hU`\_`h]gW`Y`  
5bdUggi`b[ Yb`

8]Y`Gd]Y`Ui`gf]W`hi`b[ `j`cb`A`UbWXYghYf`7]hmi`bhYf`DYd` ; `i`UfX]c`U  
cZZ`bVUfhY`Y]b`[ Yk`]ggYg`F`]g]\_`cž`U`g`XYf`HfU]bYf`Ui`Z`Y]bY  
hfUX]h]cbY`Y` :`cfa`Uh]cb`c`bY`XYZYbg]j`Yb`A`]hY`Z`Xgd]Y`Yf  
ni`fØW`[ f]ZZ`8]Yg`a`UW`hY`g]Y`UbZ`Ä`][ `ZØf`?`cbhYfž`k`Ug`7fmghU`  
DU`UW`[ YgW`]W`h`Ui`gbi`hnhY`" <YbXYfgcb`U`hY`XUj`cf`Y]bYb  
f]g`\_`UbhYb`A`ca`Ybhž`U`g`Yf`Ui` »Yf`U`V`XYg`GhfUZfUi`a`g`XYb`6U`  
`UbX]YfhYž`UVYf`J`5F`Yb`hgW`]YXž`XUgg`Yg`\_`Y]b`D`Uhnj`Yfk`Y]g`k`Uf"

8]YgY`B]YXYf`U[ Y`VYXYi`hYh`ZØf`A`UbWXYghYf`7]hmž`XUgg`XYf`J`YfY]b  
Yfgha`U`g`gY]h`XYf`GU]gcb`&\$%\*`#&\$%+`c`bY`H]hY`V`Y]Vhž`hfc`h`XYf  
ghUf`\_`Yb`?`UXYfei`U`]h`Ä`hi`bX`XYb`c`b`Yb`9fk`Ufhi`b[ Yb`"8Yf`8fi`W`  
Ui`Z` ; `i`UfX]c`U`k`]fX`bUW`X]YgYf`[ ]ghcf]gW`Yb`B]YXYf`U[ Y`g]W`Yf`]W`  
ghY][ Ybž`ni`a`U`7]hmi`Ua`gY`VYb`HU[ `Ui`W`[ Y[ Yb`6ci`fbYa`ci`h`  
UbhfYhYb`k`]fXž`k`Ä`fYbX`7fmghU`DU`UW`Ua` `&\$`"A`U][ Y[ Yb`K`c`j`Yg  
gd]Y`h"

9]bY`bYi`Y`Y`fU`ZØf`7fmghU`DU`UW`

8Yf`9fZc`[ `Vf]b[ h`7fmghU`DU`UW`b]W`h`bi`f`XYb` :`5!7i`dž`gcbXYfb  
g]W`Yfh`XYa`HYUa`Ui`W`Y]bYb`D`Uhn`]b`XYf` ;`fi`ddYbd`UgY`XYf  
I`9`5`9i`fcdU`@YU[ i`Y`"HfU]bYf`C`]j`Yf` ;`UgbYf`XfØW`hY`gY]bY`Ghc`n  
ØVYf`X]Y`@Y]ghi`b[ `gY]bYg`HYUa`g`Ui`g`i`bX`ZY]YfhY`X]YgYb  
VYXYi`hYbXYb`[ ]ghcf]gW`Yb`A`ca`Ybh`"7fmghU`DU`UW`gYhnh`XUa`]h

Y]b`NY]WYb`]b`XYf`Yb[`]gWYb`i`»VU``[YgW]W hYž`X]Y`fY]W`Ub  
 HfUX]h]cb`i`bX`gdUbbYbXYb`K`YbXi`b[`Yb`]gh`"8Yf`i`5`7i`dž`U`g  
 Ä`hYghYf`i`»VU``!K`YhVYk`YfV`XYf`K`Y`hž`V`Y]Vh`Y]b`k`]W]h][`Yg  
 ?Ud]hY``]a`Gdcfhž`XUg`gY]h`gY]bYf`9fghUi`ghfU[`i`b[`]b`XYf`GU]gcb  
 %,`+`%#`&`nU`fY]WY`XfUa`Uh]gWY`i`YgW]W hYb`Yfj`cf[`YVfUW]h  
 \Uh"

A`h`X]YgYa`G]Y[`]k`]fX`7fmgH`DU`UW`ni`a`YfghYb`A`U``]b`X]Y  
 5bbU`Yb`XYf`Dc`\_U`g]Y[`Yf`Ui`Z[`Ybca`a`Ybž`k`Ä`fYbX`g]Y[`]Y]W]nY]h][  
 X]Y`6YghfYVi`b[`Yb`ZcfhgYhnYbž]b`XYf`DfYa`]Yf`@YU[`i`Y`i`»`ni  
 ZUggYb`i`bX`g]W]k`Y]hYf`ni`Yb`hk`]W]Y`b"

:`Øf`k`Y]hYfY`=bZcfa`Uh]cbYb`ØVYf`XYb`i`5!7i`d`i`bX`gY]bY  
 ;`YgW]W hY`\_ÖbbYb`G]Y`K`\_]dYX]U`VYgi`WYb`cXYf`X]Y  
 6Yf]W hYfghUhi`b[`]j`cb`K`Y`h`gck`]Y`BYk`Mcf`\_`H]a`Yg`YgYb"

8YhU]`g	
J`c`f`ZU``	Gdcfh
C`f`h	K`Ya`V`Ymž`@cbXcbž`J`YfY]b][`hYg`?`Öb][`fY]W
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "k`Y`h"XY</li> <li>• k k k "bm]a`Yg"Wca</li> <li>• XY"a`"k`_]dYX]U"cf[</li> </ul>

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