

F Y`Y[ Uh]cb. ' < Y]XYb\Y]a 'i bX'9`j YfgVYf[  
`]YZYfb `dUW\_YbXYg`&.&!8i Y``°

<Y]XYb\Y]a 'i bX'9`j YfgVYf[ ' \_Åa dZYb`Ua ' &\*""A U]`]b`XYf  
F ØW\_fi bXY`XYf`6i bXYg`][ U!FY`Y[ Uh]cb`i a `XYb  
?`UggYbYf\U`h`Vnk ""5i Zgh]Y[ "



< Y]XYb\Y]a ž`8Yi hgW`UbX`!`5a ' &&"A U] &\$&) `ghY`h`XUg  
F Y`Y[ Uh]cbggd]Y`nk ]gWYb`XYa `%" : 7`<Y]XYb\Y]a 'i bX`XYf`GJ  
9`j YfgVYf[ `]a `A ]hY`di b`h`XYg` ðhYfYggYg" `8 ]YgYg`Yb hgW`Y]XYbXY  
8i Y``\Uh`gW`cb`j`cf`XYa `F ØW`gd]Y`Ua ` \_ca`a`YbXYb`A`cbhU[ ž  
XYa ` &\*""A U]ž`ZØf`5i`ZfY[ i`b[ ` [ Ygc`f[ h" `8 Ug`< ]bgd]Y`YbXYhY`a` ]h  
Y]bYa`gdUbbYbXYb` &.&! bYb hgW`Y]XYbž`]b`XYa`<Y]XYb\Y]a`bUW  
Y]bYa`\$.&!F ØW`ghUbX`ni`f`<U`VnY]h`Ui`Z`c`hY" `HfU]bYf` : fUb`  
GW`a` ]Xhž`XYf`<Y]XYb\Y]a`gY]h`&\$+\$`VYhfYi`hž`nY][`h`g]W  
cdh]a` ]gh]gW`ž`a` ØW`hY`gY]bY`A`UbbgW`UZh`]b`XYf`6i`bXYg`][`U`\U`hYbž  
k`Å`fYbX`9`j`YfgVYf[ ž`XYf`Xf]hd`Uhn]YfhY`XYf`&"`6i`bXYg`][`Už`XYb  
5i`Zgh]Y[ `UbghfYVhž`bUW`XYa`g]Y`Y]bY`VYY]bXfi`W`YbXY`GU]gcb  
[ Ygd]Y`h`\UVYb" `8 ]Y`HcfY`]a`< ]bgd]Y`Z]Y`Yb`Xi`fW`@` \_Ug`DYh`cj  
f%,` Ł`i`bX` : ]gb]\_`5g`Ub]`f( %Ł`ZØf`9`j`YfgVYf[ `gck` ]Y`Xi`fW`H]a

G]Yfg`YVYb`f\* & ěi bX`A Uh\]Ug`<cbgU\_`f\*) ěZØf`<Y]XYb\Y]a`"

8]Y`ghUf\_Y`YfghY`<U`VnY]h]j`cb`9]`YfgVYf[``]Y»`<Y]XYb\Y]a`ZfØ\`  
Ui`ZgW`fYW\_Ybž`]bgVYgcbXYfY`bUW`XYa`X]Y`;`ÅghY`Xi`fW`X]Y`  
VY]XYb`ZfØ\Yb`HcfY`Xca`]b]YfYb`\_cbbhYb"9]b`k`Y]hYfYg`Hcf]j`cb`  
<Y]XYb\Y]a`ž`XUg]j`cb`Ca`Uf`HfUcfÅ`]b`XYf`B`UW`gd]Y`nY]h`XYf`  
YfghYb`<`À`ZhY`Yfn]Y`h`k`i`fXYž`k`i`fXY`Y`XcW`j`ca`J`]XYcUgg]ghYbhYb`  
b]W`h`UbYf\_Ubbh`i`bX``]Y»`X]Y`GdUbbi`b[`V]g`ni`a`9bXY`ghY][`Yb"

## F ØW\_gd]Y`!J`cfVYfY]hi`b[`i`bX`HfU]bYfXi`Y`"

8`Ug`F`ØW\_gd]Y`k`]fX`]b`XYf`i`fgUd\Ufa`!5fYbU`ghUhhZ]bXYbž`k`c`  
GW`]YXgf]W`hYf`Gj`Yb`ſV`c`bg\_]`X]Y`DUfh]Y``Y]hYb`k`]fX" `HfU]bYf`  
:`fUb`\_`GW`a`]Xhi`bX`<`cfgh`GhY`ZYb`j`cb`9]`YfgVYf[``g]bX`b]W`h`bi`f`  
j`YfY\fhY`@Y[`YbXYb`]fYf`7`i`Vgž`gcbXYfb`ghY\Yb`Ui`W`i`bhYf`XYa`  
8`fi`W\_ž`]fY`HYUa`g`ni`f`b`ÅW`ghYb`GU]gcb`]b`XYf`6i`bXYg`][`U`ni`  
ZØ\Yb"K`Å`fYbX`<Y]XYb\Y]a`gY]bY`Dcg]h]cb`VY\Ui`dhYb`a`ØW`hYž`  
\Uh`9]`YfgVYf[``bi`f`X]Y`A`Ò[``]W`\_Y]hž`XYb`5i`Zgh]Y[``ni`g]W`Yfb"

GY]h`XYf`K`]YXYfY]bZØ\fi`b[`XYf`F`Y`Y[`Uh]cb`]b`XYf`GU]gcb`&\$\$,`#`\$`-`  
nY][`h]g]W`Y]b`XYi`h]W`Yf`HfYbX.`Ě`b`%`j`cb`%\*`8i`Y`Yb`\_cbbhYb`  
g]W`X]Y`9fgh][`]ghYb`Xi`fW`gY`hnYb"8]Y`gY`GhUh]gh]\_`j`YfXYi`h]W`h`X]Y`  
<YfUi`gZcfXYfi`b[`Yb`ZØf`9]`YfgVYf[``ž`X]Y`]b`XYf`F`Y`Y[`Uh]cb`[`Y[`Yb`  
XYb`5Vgh]Y[``\_`Aa`dZYb"9]b`k`Y]hYfYf`]bhYfYggUbhYf`5gdY`\_h]g]bX`X]Y`  
8]g\_i`gg]cbYb`ØVYf`XUg`F`Y`Y[`Uh]cb`gZcfa`Uhž`XUg]j`cb`j`]Y`Yb`:`Ub`g`  
U`g`i`bZU]f`Ya`dZ`bXYb`k`]fX`i`bX`F`Y`Zcfa`j`c`fgW`\_`À[`Yž`k`]Y`  
VY]gd]Y`gk`Y]gY`X]Y`5i`Zghc`W\_i`b[`XYf`6i`bXYg`][`Už`ni`f`8YVUhhY`  
ghY\Yb"

## <]ghcf]Y`XYf`F`Y`Y[`Uh]cb`b`

8]Y`F`Y`Y[`Uh]cb`ni`f`XYi`hgW`Yb`:`i`»`VU`!6i`bXYg`][`U`\Uh`Y]bY`Ub[`Y`  
;`YgW`]W`hYž`X]Y`%-`,`&`VY[`Ubb"Ě`X`Yb`Y`hnhYb`ſ\`fYb`gU\Yb`k`]f`  
Y]bY`F`Y`\Y`j`cb`gdUbbYbXYb`i`bX`XfUa`Uh]gW`Yb`8i`Y`Yb"8Yf`  
8`fi`W`\_`Ui`Z`Gd]Y`Yf`i`bX`HfU]bYf`]gh`\cW`ž`XU`Z]bUbn]Y`Y`  
I`bhYfgW`]YXY`nk`]gW`Yb`XYb`@][`Yb`c`Zi[`fUj`]YfYbX`g]bX"

GW`i`b`chYb`ZØf`X]Y`F`Y`Y[`Uh]cb`ggd]Y`Y`]b`XYb`Y`hnhYb`ſ\`fYb`]Y[`Yb`  
]a`8i`fW`gW`b]h`VY]`ž&\$ž`k`Ug`X]Y[`Y`hY]`hY`A`Y]bi`b[`i`bhYf`XYb`

Ni gWUi Yfb'k ]XYfgd]Y[ Y'h"

A ]h'XYa 'F ØW\_gd]Y'ž'XUg' ]b'k Yb][ Yb' HU[ Yb' ghUhhZ]bXYb'k ]fXž'V`Y]Vh  
X]Y'GdUbbi b[ '\cWž'XYbb'X]Y'7\ UbWb'ZØf'<Y]XYb\Y]a 'i bX  
9`j YfgVYf[ 'ghY\Yb'Ui Z'XYf'?]ddY''6Y]XY'HYUa 'g'g]bX'VYfY]h'ZØf'XUg  
YbhgWY]XYbXY'Gd]Y'ž'XUg'ØVYf'\fY'Ni \_i bZh' ]b'XYf'\ØW ghYb  
XYi hgWYb': i »VU``][ U'VYgh]a a Yb'\_ØbbhY''8]Y': i »VU``k Y'h'V`]W\_h  
a ]h'GdUbbi b[ 'Ui Z'XUgž'k Ug'Ua '&\*' 'A U]' ]b'XYf'I fgUd\Ufa !5fYbU  
[ YgWY\Yb'k ]fX"

K ]Y'XYfk YghYb"XY'VYf]W'hYhž'g]bX'X]Y': Ubg'i bX'9I dYfhYb  
[ `Y]WYfa U»Yb:[ YgdUbbh'Ui Z'XUg'F ØW\_gd]Y'ž'k Å\fybX'  
gi YXXYi hgWY"XY'X]Y'VYY]bXfi W\_YbXY'F Y]gY'XYg'%': 7  
<Y]XYb\Y]a 'j cb'XYf'C VYf' ][ U'V]g'ni f'7cbZYfYbW'@YU[ i Y  
g\_]nn]Yfh''K Y]hYfY'čZcfa Uh]cbYb'ni f'F Y`Y[ Uh]cb'i bX'XYfYb  
; YgW]W'hY'Z]bXYb'g]W'Ui Z'K ]\_]dYX]U"

8YhU]`g	
J c fZU``	F Y[ ]cbU`Yg
C fh	<Y]XYb\Y]a ž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "XYfk YghYb"XY</li> <li>• k k k "gi YXXYi hgWY"XY</li> <li>• XY"k ]_]dYX]U"cf[</li> </ul>

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