

DfYa ]YfY`j cb` 8cb`; ]cj Ubb] `]b  
: fY]VYf[ .`9]b`gd]Y[ Y`bXYf`@]YVYgfUi gW` °

DfYa ]YfY`j cb` 8cb`; ]cj Ubb] `Ua` &+"\$("&\$&)`ja  
A ]hhY`gÅW`g]gW`Yb`H\YUhYf` : fY]VYf[ .`ϕbcj Uhj] Yg  
6Ø\bYbV]`Xž`ghUf`\_Y`ϕgnYb]Yfi b[ `i bX`VY[ Y]ghYfhYg  
Di V`\_i a "



: fY]VYf[ ž`8Yi hgW`UbX`!`5a` &+"5df]"&\$&)`ZY]YfhY`XUg  
A ]hhY`gÅW`g]gW`Y`H\YUhYf`]b` : fY]VYf[ `X]Y`DfYa ]YfY`Y]bYf`bYi Yb  
ϕgnYb]Yfi b[ `j cb` 8cb`; ]cj Ubb] žY]bYa`A Y]ghYfk Yf`\_j cb  
K`c`Z[ Ub[ `5a` UXYi`g`A`cnUfh`!`bhYf`XYf`FY[ ]Y`j`cb`A`Uf]b`6`U`Yj`]ã  
k`]fX`X]Y`C`dYf`b]W`h`bi`f`Xi`fW`Y]b`]bbcj`Uhj]`Yg`6Ø\bYbV]`X  
VYfY]W`Yfhž`gcbXYfb`Ui`W`Xi`fW`X]Y`YVYbX][ Y`8`UfV]Yhi`b[ `XYg  
Gc`]ghYbYbgYa`V`Yg`i`bX`XYg`7`\`cfg`"8]Y`DfÅgYbhUh]cb`k`i`fXY`Ua  
DfYa ]YfYbUVYbX`a`]h`VY[ Y]ghYfhYa`5dd`Ui`g`j`ca`Di V`\_i a  
\`cbcf]Yfh`"`x`gÅ`@`]g` ;`i`h]ÅffYn`X]f][ ]YfhY`a`]h`DfÅn]g]cb`i`bX  
6Y[ Y]ghYfi`b[ ž`k`Å`fYbX`X]Y`@]W`h[ YghU`hi`b[ `j`cb`B]\_c`U`A`Uf]b`\_cj  
6Yn]Y\i`b[ gfÅi`a`Y`]bbYf`U`V`XYf` ;`YgW`]W`hY`gW`i`Z`

8]Y' ðgnYb]Yfi b[ '\YVh'g]W\Xi fW'X]Y'J Yfk YbXi b[ 'j cb'UW h  
a Ubbg\c\YbžZU\fvUfYb'Gd]Y[ Y'b'UVž'X]Y'b]W'h'bi f'X]Y'GnYbYf]Y  
fYZY\_h]YfYbž'gcbXYfb'Ui W\XUg'Di V`\_i a 'U\_hj' ]b'X]Y'5i ZØ\fi b[  
Y]bVYn]Y\Yb"8]YgY'XmbUa ]gW\Y'6Ø\ bYbV]'X[ YghU'hi b[  
i bhYfghØh'h'X]Y'\_ca d'YI Y'8UfghY''i b[ 'XYf'7\UfU\_hYfYž'k cVY]  
; ]cj Ubb]'U'g'gY'Vgh[ YZÄ`][ Yf'DfchU[ cb]gh'i bX'@YdcfY`c'U'g  
hf]W\_fY]W\Yf'Gd]Y'a UW\Yf']bg'NYbhf'i a 'fØW\_Yb"8]Y'?cghØa Y'j cb  
GUbXfU'8Y\_Ub]ä'\_ca V]b]YfYb'j ]Y'B UW\_hYg'a ]h'\Ui hZUfVYbYf  
I bhYfk ÄgW\Yž'k Ug'X]Y': ][ i fYb' ]b' ]\fYf'B UhØf' ]W\_Y]h'i bX  
J Yf'Yh' ]W\_Y]h'j YfghÄf\_h"

## 7\UfU\_hYfY'i bX'H\Ya Yb

ð'X]YgYf' ðgnYb]Yfi b[ 'k YfXYb'X]Y'nYbhfU'Yb': ][ i fYb'a ]h'Y]bYa  
Zf]gW\Yb'6` ]W'\_VYhfUW\hYh"8cbbU'5bbU'V'Y]Vh'i bbU\Ufž'k Ä\ fYbX  
]\f'J YfY\ fYf'C hhUj ]c'g]Y'VYk i bXYfh"8]Y'6Yn]Y\i b[ g[ YgW]W\hY  
nk ]gW\Yb'A UgYh'hc' i bX'NYf']bU'k ]fX'[ 'Y]W\k Yfh][ 'XUf[ YghY''hž'i bX  
8cbbU'9'j ]fU'nY][ h'Y]b'fØW\_\U'h'cgYg'6YghfYVYbž'UbXYfYb'I b[ 'ØW\_  
ni 'YfgdUfYb"6YfY]hg'X]Y'C i j YfhØfY'XYi hYh'Xi fW'GW\UhhYbV]'XYf  
X]Y'hfU[ ]gW\Yb'9'Ya YbhY'XYf'; YgW]W\hY'Ub"8]Y' ðgnYb]Yfi b[  
Yfk Y]gh'g]W\U'g'Y]b'Gd]Y'XYf'@YVY'i bX'XYf'XUa ]h'j YfVi bXYbYb  
9a ch]cbYb"

8]Y'C dYf'k ]fX'Ub'k Y]hYfYb'HYfa ]bYbž'\_cb\_fYh'Ua "' "ž'%"ž'%"( "'i bX  
%, "'A U] '&\$&) ž'Ui Z[ YZØ\fh" ðbhYfYgg]YfhY'6Ygi W\Yf'\_ØbbYb'?UfhYb  
ØVYf'XUg'?UfhYb'hY'YZcb'\$' +' %' ) , &' ) 'Vi W\Yb"

## ?cbhYI h'ni f'nY]h[ YbØgg]gW\Yb H\YUhfghUh]gh]\_

8]Y' ðgnYb]Yfi b[ 'j cb' 8cb'; ]cj Ubb] ]gh'b]W'h'bi f'Y]bY'\_i 'hi fY''Y  
6YfY]W\Yfi b[ ž'gcbXYfb'ZØ[ h'g]W\Ui W\ ]b'XYb'Øb[ ghYb'HfYbXg  
XYg'A i g]\_h\YUhfYfg'Y]b"BUW\XYb'5b[ UVYb'Ui Z'a ]n'cf[ 'nÄ\h'XUg  
A ]hY'gÄW\g]gW\Y'H\YUhf'ni 'XYb'j ]Y'Yb'6Ø\ bYbž'X]Y'Y]bY'J ]Y'nU\  
nY]h[ YbØgg]gW\Yf'K Yf\_Y'Ui ZØ\ fYb"8]Y'GhUh]gh]\_VYn]Y\h'g]W\Ui Z  
X]Y'K Yf\_Y'XYf'H\YUhf'UbXgW\UZh'a 'XYi hgW\gdF UW][ ]b'FUi a ž  
i a ZUggh'gck c\`9][ Yb!'U'g'Ui W\ '?cdfcXi \_h]cbYb'i bX'YfZUggh

Ui W\`X]Y`5i Z\fi b[ Ybž`X]Y`bUW\`%- ( )`i fUi Z[ YZ\fh`k i fXYb`"A ]h  
 X]YgYf`J ]Y`ZU`h`XYf`ϑgnYb]Yfi b[ Yb`k ]fX`XYi h]W\ž`k ]Y`XmbUa ]gW\`  
 i bX`"YVYbX][`X]Y`H\YUHyf`UbXgW\UZh`U`hi Y`"gh"

K ]Y`gUYW\`g]gW\`Y`"XY`VYf]W\hYhž`nY][`h`X]YgY`bYi Y`ϑhYfdfYhUh]cb  
 j`cb`8cb`; ]cj`Ubb]`Y]bXfi W`gj`c`ž`k ]Y`nY]h`cg`i bX`ZYI ]VY`"X]Y  
 H\Ya`Yb`XYf`\_`Ugg]gW\Yb`A i`g]\_h\YUHyfk`Yf`\_Y`]bhYfdfYh]Yfh`k YfXYb  
 \_`ObbYb`"8]Y`FY[ ]ggYi`fY`i bX`H\YUHyf`\_`bgh`Yf`]b`GUW\`gYb`i bX  
 XUfØVYf`\]bUi`g`g]bX`VYghfYVhž`X]Y`FY`Yj`Ubn`i bX`5bn]Y\i b[`g`fUZh  
 X]YgYf`K`Yf`\_Y`ZØf`\Yi`h][`Y`Ni`gW\Ui`Yf`ni`VYk`U\`fYb`"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	:`f`Y]V`Y`f[`ž`8`Y`i`h`g`W\`U`b`X
E`i`Y`"Y`b	<ul style="list-style-type: none"> <li>• k`k`k`"gUYW\`g]gW\`Y`"XY</li> <li>• a`]n`c`f[</li> </ul>

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