

B i hf]U!6YXfc\i b[ . '8 Y]W\ Y ' ]b  
8 Y`a Yb\c fgh`VfUi W\ Yb`Xf]b[ YbX`GW\ i hn°

8 ]Y`8 ]g\_i gg]cb`i a`X]Y`Bcj Y``]Yfi b[ `XYg`J[ XfYW\ hg`]b  
B]YXYfgUW\gYb`VYhf]Zh`]bj Ug]j Y`Bi hf]Ugž`X]Y`8 Y]W\ Y  
[ YZ\`fXYb" `9l dYfhYb`k UfbYb`j cf`\c\Yb`GW\`X]Yb`i bX  
ZcfXYfb`Y]bY`YZZ`\_h]j Y`6Y`U[ i b[ "



8 Y`a Yb\c fghž`8 Yi hgW\`UbX`!`#`B]YXYfgUW\gYb`fØW`h`Y]b  
H\Ya U`]bg`NYbhfi a`XYf`ÖZYbh`]W\Yb`8 ]g\_i gg]cb.`X]Y  
ni bY\`a YbXY`6YXfc\i b[ `Xi fW\`]bj Ug]j Y`Bi hf]Ugž`Ui W\`VY`\_Ubbh  
U`g`6]VYffUhhYbž`X]Y`gY]h`\`fYf`9]bZØ\fi b[ `Ui g`GØXUa`Yf`\_U`]b`XYb  
%-`\$Yf`J\`fYb`]b`8 Yi hgW\`UbX`j YfVfY]hY`h`g]bX" `8 ]YgY  
DZUbnybZfYggYf`[ YZ\`fXYb`]W\h`bi f`X]Y`GhUbXg]W\Yf\Y]h`j`cb  
8 Y]W\Ybž`gcbXYfb`Ui W\`XYb`?ØghYbgW\i hnž`]bXYa`g]Y`h]YZ`]b  
l ZYfVYfY]W\Y`k Ø\`Yb" `K YgYf!`?`i f]Yf`VYf]W\hYhž`XUgg`X]Y`\c\Yb  
GW\`X]Ybž`X]Y`X]YgY`H]YfY`j Yfi fgUW\Ybž`VYfY]hg`ni  
\_cg]hYb]bhYbg]j Yb`#ghUbXgYhni b[ ga`U»bU\`a Yb`Ub`XYb`8 Y]W\Yb  
[ YZØ\`fh`\UVYb"

8 Yf`8 fi W`\_Ui Z`X]Y`J[ XUi gØVi b[ `ghY][ hž`XU`X]Y`@UbXYgfY[ ]Yfi b[  
i bhYf`@UbXk ]fhgW\UZhga ]b]ghYf]b`A ]f]Ua`GhUi XhY`fi fØbYŁ`d`Ubhž

Bi hf]Ug'Ui g'XYa 'X] XfYWX'h'ni 'ghfY]WX'Yb''8 Ua ]h'gc''X]Y'6Y'U[ i b[  
Xi fWX'HfUddYf'Yf'Y]WX'hYfh'k YfXYb''8]YgY'GhfUHY[ ]Y'\_ÖbbhY'X]Y  
6Y\_Äa dZi b[ 'i bX'?cbhfc''Y'XYf'H]Yfdcdi 'Uh]cb']b'Ni \_i bZh  
YZZ]n]YbhYf'f[ YghU'hYb''; 'Y]WX'nY]h[ 'k ]fX'X]Y' VYfUfVY]hi b[ 'XYg  
X] X[ YgYhmYg'j' cfUb[ Yhf]YVYbž'i a 'X]Y'fYWX'h]WX'Yb  
FU\ a YbVYX]b[ i b[ Yb'ZÖf'X]Y'6Y\_Äa dZi b[ 'bj Ug]j Yf'5fhYb'ni  
j YfVYggYfbž'k ]Y'X]Y' fY]gnY]hi b[ '\Yfj cf\YVh"

## GhY][ YbXY': Ub[ nU\`Yb' i bX'5i gVfY]hi b[

8]Y'NU\`Yb'gdFYWX'Yb'ZÖf'g]WX.'8]Y': Ub[ ei chY'XYf'Bi hf]Ug']b  
B]YXYfgUWX'gYb'\Uh]b'XYb''YmhYb'ZÖbZ'X\ fYb'ghUf\_'ni [ Ybca a Yb"  
K Ä\ fYbX']b'XYf'GU]gcb'&\$&\$#&%'bcWX'%%&&'Bi hf]Ug'Yf'Y[ h  
k i fXYbž'gh]Y[ 'X]YgY'NU\`']b'XYf'GU]gcb'&\$&' #&( 'Ui Z%) &+ i bX']b  
XYf'bÄWX'ghYb'GU]gcb'Ui Z%+-) '5VgWX'ÖggY''-a 'BUWX'VUfVYn]f\_  
K YgYfa UfgWX'k i fXYb'gc[ Uf'fY'cfXj YfXÄWX'h][ Y'() \$\$'Bi hf]Ug  
Yf'Y[ hž'k Ug'X]Y' Bch'k YbX][ \_Y]h'XYf'6Y'U[ i b[ 'i bhYfghfY]WX'h"  
<Y'a i h'6'Ui h\ž'Y]b'J c fghUbXga ]h[ 'Y]X'XYf'Ä[ YfgWX'UZh  
C'XYbVi f[ #8Y'a Yb\cfghž'k Ufbh'j cf'XYb': c[ Ybž'ZU'g'X]Y'X] X'Ui Z  
Bi hf]Ug'Y]b[ YgWX'fÄb\_h'k ]fX.' K Yf'k ÖfXY'XUbb'X]Y'6Y\_Äa dZi b[  
XYf'Bi hf]Ug'ÖVYfbY\ a Yb3

8]Y'J YfVfY]hi b[ 'XYf'Bi hf]Ug']b' B]YXYfgUWX'gYb']gh'U'Ufa ]YfYbX"  
8Yf'5bhY]'XYf'F Yj ]YfY'a ]h'Bi hf]Uj cf\_ca a Yb']gh'j cb'g]YVYb  
DfcnYbh'a 'X\ f'&\$&' 'Ui Z) ) DfcnYbh'a 'X\ f'&\$&' [ Ygh]Y[ Ybž'k Ug  
X]Y'8f]b[ 'WX'\_Y]h'j cb'; Y[ Yba U» bU\ a Yb'j YfXYi h]WX'h''8]Y'H]YfY  
\UVYb'a ]h'Yfk Y]'Y'\_Y]bY'bUhÖf']WX'Yb': Y]bXY']b'8Yi hgWX'UbXž'k Ug  
]\f'i b[ Y\]bXYfhYg'K UWX'ghi a 'k Y]hYf'VY[ Öbgh][ h''8]Y  
**B]YXYfgÄWX'g]gWX'Y'@UbXYgVY\ ÖfXY'ZÖf'K UggYfk ]fhgWX'UZhž  
'? ÖghYb!'i bX'B Uhi fgWX'i hn'\YVh'\Yfj cfž'XUgg']bj Ug]j Y'5fhYb'k ]Y  
X]Y'Bi hf]U'Ui WX']b'X]Y'9I !I b]cbg'ghY'Ui Z[ Ybca a Yb'k i fXYbž'X]Y  
U\_hi Y''', , ]bj Ug]j Y'H]Yf!'i bX'DZUbnybUfhYb'i a ZUggh"**

## DfU\_h]gWX'Y'A U» bU\ a Yb'ni f'6Y\_Äa dZi b[

I a 'XYf'DfcV`Ya Uh]\_`Ybh[ Y[ Ybni k ]f\_Ybž'k i fXYb']b'j ]Y'Yb  
FY[ ]cbYb'A U» bU\ a Yb'Yf[ f]ZZYb''6Y]gd]Y'gk Y]gY'k i fXYb']b'XYf  
BUWX'VUf[ Ya Y]bXY'Ghi \f'@VYbXZU''Yb'Ub'< chgdchg'Ui Z[ YghY''hž

X]Y`X]Y`H]YfY`a ]h`B U\fi b[ ga ]hhY`b`k ]Y`ÿdZY`b`cXYf`K Y]bhfUi VYb  
 Ub`cW\_Yb``8]YgY`i: U``Yb`g]bX`X][ ]hU`]g]Yfhi bX`a Y`XYb`X]Y  
 5i g`Ògi b[ `Ub`X]Y`ni gh`AbX][ Yb`F Yj ]YfZÒfghYf`cXYf`J[ Xd`ÀW`hYf`  
 8 Ug[ ]YZUb[ YbY`Bi hf]U`\_Ubb`UbgW`Y]»YbX`Yb`hk YXYf`YfgW`cggYb  
 cXYf` UV[ ]YZUb[ Yb` `k YfXYb``<]bg]W`h]W`X`Yg`Bi hf]U!: `Y]gW`g`k ]fX  
 gc[ Uf`XYggYb`[ Ybi ggj c``Y`Ni VYfY]hi b[ `a ]h`<Ø`bYfZY]gW`  
 j Yf[ `]W`Yb`ž`k Ug`Y]bY`bYi Y`DYfgdY`\_h]j Y`]b`XYf`8YVUhhY`i a`X]Y  
 ]bj Ug]j Y`H]YfUfh`YfÒZbYb`\_ÒbbhY`"

8YbbcW`V]f[ h`X]Y`6Y`\_Àa dZi b[ `Ui W`F ]g]\_Yb``9g`VYghY`h`X]Y  
 ; YZU`fž`XUgg]bZc`[ Y`XYf`i: U``Yb`Ui W`UbXYfY`H]YfY`[ ]YZUb[ Yb  
 k YfXYb`ž`X]Y`XUbb`k ]YXYf`ZfY][ Y`UggYb`k YfXYb`a ØggYb``9]b  
 [ Ygh]Y[ YbYf`i: c`\_i g`Ui Z`X]Y`?cbhfc``Y`X]YgYf`H]YfUfh`k ]fX`Xi fW`X`Yb  
 BUhi fgW`i hmVi bX`8Yi hgW`UbX`fBUVi Łi bhYfghØmhž`XYf`j cf`XYb  
 5i gk ]f`\_i b[ Yb`]bj Ug]j Yf`5fhYb`Ui Z`X]Y`BUhi f`k Ufbh`K ]f`ghY`Yb`Ub  
 Y]bYa`\_f]h]gW`Yb`Di b`\_hž`Ub`XYa`X]Y`9bhgW`Y]Xi b[ ghf`À[ Yf`bi b  
 [ YZfU[ h`g]bXž`j YfUb`k cfhi b[ gj c``a ]h`XYb`<YfUi gZcfXYfi b[ Yb  
 i a ni [ Y`Yb`ž`X]Y`X]Y`Bi hf]Ug`a ]h`g]W`Vf]b[ Yb`"

Ni gUa`a YbZUggYbX`nY][ h`g]W`ž`XUgg`X]Y`H`Ya Uh]\_`i a`]bj Ug]j Y  
 H]YfUfhYb`k ]Y`X]Y`Bi hf]U`Y]bY`j ]Y`gW`]W`h][ Y`i bX`\_ca`d`Yi Y  
 <YfUi gZcfXYfi b[ `XUfghY``h``8]Y`B`chk YbX][ \_Y]h`Y]bYf`gW`bY``YfYb  
 i bX`YZZY`\_h]j YfYb`6Y`\_Àa dZi b[ `]gh`c`ZZYbg]W`h]W`ž`i bX`X]Y  
 U`hi Y``Yb`, VYf`Y[i b[ Yb`ni f`B`cj Y``]Yfi b[ `XYg`J[ XfYW`hg`\_ÒbbhYb  
 Y]bYb`YbhgW`Y]XYbXYb`6Y]hfU[ `XUni` ``Y]ghYb`ž`X]Y`GW`ÀXYb`Ub  
 8Y]W`Yb`i bX`BUhi fgW`i hm[ YV]YhYb`ni`a ]b]a ]YfYb`"

8YhU]`g	
J cfZU``	l a k Y`h
C fh	8Y`a Yb`c fghž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "k YgYf!_i f]Yf"XY</li> <li>• k k k "_fY]gnY]hi b[ "XY</li> <li>• k k k "b`k _b"b]YXYfgUW`gYb"XY</li> </ul>

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