

: UV]Ub`5fbXh`\_Y\fh'ni fØW\_.' < Y]XYf`GJ  
j YfghÅf\_h`XYb`5b[ f]ZZ°

: UV]Ub`5fbXh`\_Y\fh'ni a` < Y]XYf`GJ`ni fØW\_ž'i a`XYb`5b[ f]ZZ  
ni`j YfghÅf\_Yb" `A Y\ f`ØVYf`gY]bYb`K YfXY[ Ub[ `i bX`X]Y  
< ]bhYf[ fØbXY"



< Y]XYfž`8 Yi hgW`UbX`! < Y]XYf`GJ` \Uh'g]W`j YfghÅf\_h`i bX` : UV]Ub  
5fbXh`j YfdZ]W`hYh" `8Yf`&- !`Å\ f][ Y`GhØfa Yf`\_Y\fh`XUa` ]h`]b`XYb  
\Ø\YfYb`5a UhYi fZ` » VU`ni fØW\_`" `8]YgY`9bhgW`Y]Xi b[ `\_ca` a`h  
bUW`Y]bYf`VYfi Z]W`Yb`5i gnY]hž`k Å\ fYbX`XYf`5fbXh`U`g  
Gd]Y`YfhfU]bYf`VY]`XYf`G;` `C`XYb`gk`cfh`#K` ]h`nk`cfh`h`Åh][` `k`Uf`i`bX`g]W`  
]bhYbg]j` `i`a`gY]bY` : Ua` ]`Y`\_Øa` a`YfhY`" `K` ]Y`\_b!`c`b`b`Y`VYf]W`hYhž  
V`]YV`XYf`?`cbhU\_h`ni`XYb`J`YfUb`hk`cfh`]W`Yb`XYg`< Y]XYf`GJ`ž  
A`Uf`\_i`g`K` ]W`a`Ubb`i`bX`5bXfYUg`A`YmYbVi`f[`ž`k`Å\ fYbX`gY]bYf  
5V`k`YgYb`Y]h`VYghY`Yb" `B`UW` ]bhYbg]j`Yb` ;`Ygd`f`Å`W`Yb`a` ]h`]\`bYb  
YbhgW`c`gg`g]W`5fbXhž`gY]bY`?`Uff]YfY`k` ]YXYf`Ui`Z`\Ø\YfYa` `B` ]j`YUi  
Zcfhni`gYhmYb"

: UV]Ub`5fbXh`\_Ubb`Ui`Z`Y]bY`]bhYfYggUbhY`?`Uff]YfY`ni`fØW`\_V`]W`Yb"

ð·XYf'GU]gcb'&\$%'#%( 'gd]Y`hY`Yf'j ]Yfa U`ZØf'<c`ghY]b'?' ]Y` ]b'XYf  
 Xf]hYb'@[ U"8UfØVYf'\ ]bUi g`Uh`Yf' ]b'XYf'FY[ ]cbU`][ U`\* - 'Gd]Y`Y  
 UVgc`j ]Yfh'i bX`XUVY ]bYi b'HcfY`Yfn]Y`h"5i W` ]b'XYf'CVYf`][ U`k Uf  
 5fbXh`U\_hj ž`k c`Yf' ]b', + 'Gd]Y`Yb' ( \* 'HcfY`Yfn]Y`hY" @Ui h`\_ ]W\_Yf  
 nY][ h'g]W` 5fbXh`bUW` k ]Y`j cf'a`chj ]Yfhž`gY]bY`Zi » VU`Yf]gW`Y  
 @Ui ZVU`b`Zcfhni gYhYb`i bX`gY]bYb`9]bZi gg`ja` 5b[ f]ZZXYg'<Y]XYf  
 GJ`ni`j`Yfgh`f`\_Yb"

## 9]bY`F ØW\_\_Y`f`ni`f`<Y]a`Uh

8]Y`9bhgW`Y]Xi`b[ ž` ]b`gY]bY`bcfXZf]Yg]gW`Y`<Y]a`Uh  
 ni`fØW`ni`\_Y`fYb`ž`k`Uf`ZØf`5fbXh`j`cf`U`Ya``Y]bY` : fU[ Y`XYf  
 : Ua` ] ]Ybdf]cf]h`h`"GY]bY`F ØW\_\_Y`f`ni``Y]bYa` `J`YfY]bž`XYf`]`a  
 j`Yfhf`Ui`h`]ghž`\_Øbb`hY`]`a` `Y`ZYbž`g]W` `bcW` `VYggYf  
 k`Y]hYfni`Yb`hk` ]W`\_Y`b`i`bX`[ `Y]W`nY]h][ `X]Y`6]bXi`b[ `ni` `gY]bYf  
 : Ua` ] ]Y`ni` `gh`f`\_Yb`"8]Y` ; Ygd`f`W`Y`a` ]h`K` ]W`a` Ubb`i`bX  
 A`Ym`Yb`Vi`f[ `UVYb`]`a` `Y]bYb`\_`UfYb`9]bXfi`W`\_j`Yfa` ]hY`hž`XUgg  
 gY]bY` : Å`\[ `Y]hYb`]a` `HYUa` `XYg'<Y]XYf`GJ` `gY`f`[ `YgW`Å`nh  
 k`YfXYb"

: UV]Ub`5fbXhg`9b[ U[ Ya`Ybh`VY]`XYf`G; `C`XYb`gk`cfh`#K` ]h`nk`cfh  
 nY][ hY`gY]bY`J` ]Y`gY]h][ \_Y]hž`b]W`h`bi`f`U`g`Gd]Y`Yfž`gcbXYfb`Ui`W` `U`g  
 HfU]bYf`"8]YgY`9fZU`fi`b[ `k` ]fX`g]W`Yf`]W` `j`cb`J`cfhY]`gY]bž`XU`Yf  
 k` ]YXYf`Ui`Z`\Ø`YffYb]j`YUi` `U[ ]Yfh`"8Yf`<Y]XYf`GJ` `c`Zhž`Xi`fW`  
 X]YgY`J`YfdZ]W`hi`b[ `b]W`h`bi`f`gY]bY`C`ZYbg]j`\_fU`Zi`ni` `j`YfVYggYfbž  
 gcbXYfb`Ui`W` `j`cb`gY]bYa` `9fZU`fi`b[ `g`l`cf]nc`bh`ni` `d`fc`Z]h]YfYb"

## GhUh]gh]gW`Y` ð`Zc`fa`Uh]cb`Yb

Ni`g`h`n`]W` `ni` `gY]bYb`@Y]ghi`b[ `Yb`]b`XYf`8f]hYb`@[ U`\Uh`5fbXh  
 Ui`W` `bYb`bYb`gk`YfhY`9fZc`[ `Y`]b`i`bhYfYb`@[ `Yb`]j`cfni`k`Y]gYb`"9]bY  
 ,`VYfg]W`h`ØVYf`gY]bY`k` ]W`h][ `ghYb`GhUh]gh]\_Yb`nY][ `h'gY]bY  
 : Å`\[ `Y]hYb.

K`Yh`VYk`YfV	Gd]Y`Y	HcfY
F`Y[ ]cbU`][ U	*`-`	-`
C`VYf`][ U	,`+`	(`*`

8]Y`FØW\_\_Y\`f`j`cb`:`UV]Ub`5fbXh`ni`a`<Y]XYf`GJ`]gh`Y]b`  
gdUbbYbXYg`?Ud]hY``]b`gY]bYf`?Uff]YfY``A`]h`XYf`5i`gg]W`hž`]b`Y]bYf`  
j`YfhfUi`hYb`l`a`[`YVi`b[`ni`gd]Y`Yb`i`bX`[`Y]W`nY]h][`dYfgØb`]W`Y`  
J`YfdZ]W`hi`b[`Yb`ni`VYfØW\_g]W`h][`Ybž`\_ØbbhY`X]YgYf`GW`f]hh`XYf`  
GW`ØggY`ni`Y]bYf`YfZc`[`fY]W`Yb`FØW\_\_Y\`f`]b`XYb`DfcZ]!:`i`»`VU``  
gY]b``K`]Y`a`U[`YbhUgdcfh`nY][`hž]bX`X]Y`5a`V]h]cbYb`i`bX`  
:Ø\fi`b[`gei`U`]h`hYb`j`cb`5fbXh`k`c`\`VY`\_Ubbhi`bX`\_ØbbYb`g]W`  
dcg]hj`j`Ui`ZXUg`HYUa`Ui`gk`]f`\_Yb``

8YhU]`g`	
J`c`f`ZU``	Gcbgh][`Yg`
C`f`h`	<Y]XYfž`8Yi`hgW`_UbX`
E`i`Y``Yb`	<ul style="list-style-type: none"> <li>• k k k "_b!cb`]bY"XY`</li> <li>• k k k "_]W_Yf"XY`</li> <li>• k k k "a U[ YbhUgdcfh"XY`</li> </ul>

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