

›i b[ Y': f]gYi f]b`YfÖZZbYh`GU`cb  
@]YVYg\UUf` .`9]b`HfUi a`k ]fX`k U\ f°

&%!`Ä\ f][ Y': f]gYi fa Y]ghYf]b` ðX]U`6i W\_`YfÖZZbYh`Ua` %+"`A U]  
]\fYb`GU`cb` @]YVYg\UUf` `]b`<cWVYf[ ž`bYi` `i bX`]bbc] Uh]j` "



@i X]hgk Y]`YfghfU» Yž`<cWVYf[ ž`8Yi hgW`UbX`!`8]Y`&%!`Ä\ f][ Y  
ðX]U`6i W\_`\Uh`Yg`[ YgW`UZh`G]Y`]gh`b]W`h`bi`f`Zf]gW`[ YVUW`Yb`Y  
: f]gYi fa Y]ghYf]bž`gcbXYfb`Ui W`gY`Vgh`AbX][ Y`GU`cb]b\UVYf]b`  
BUW`]\fYf`5i gV]`Xi b[ `ni`f': f]gYi f]bž`X]Y`g]Y`]a`Gca`a`Yf`&\$&`  
YfZc`[ fY]W`UV[ YgW`cggYb`\Uhž`VY[ Ubb`g]Y`X]fY`\_h`a`]h`XYf  
A Y]ghYfgW`i`Y`i bX`Yf`Ub[ hY`]a`8YnYa`VYf`&\$&` `]\fYb  
A Y]ghYfvf]YZ`"ä` : fØ\`U\ f`&\$&(`hfUh`g]Y`]b`X]Y`HY]`gY`Vgh`AbX][`\_Y]h  
Y]b`i`bX`UfVY]hYh`nk`Y]`HU[ Y`dfc`K`cW`Y`]b`]\fYa`Y][ YbYb`GU`cbž  
k`Ä\ fYbX`g]Y`Ub`XYb`fYgh]W`Yb`HU[ Yb`]b`Y]bYa`GU`cb`]b  
F Uj`YbgVi`f[ `h`Äh][`k`Uf`"8`cW`X]Y`@Y]XYbgW`UZh`ZØf`X]Y  
GY`Vgh`AbX][`\_Y]h`]Y»`g]Y`]\fYb`æV`\_ØbX][ Ybž`i`a`g]W`[`Ubni`Ui`Z]`\f  
Y][ YbYg;`YgW`ÄZ`ini`\_cbnYbhf]YfYb` `XYb`GU`cb` @]YVYg\UUf` `]b  
<cWVYf[ ž`XYf`Ua` %+"`A U]`YfÖZZbYh`k`]fX`"

8]Y`J cfVYfY]hi b[ Yb`ZØf`X]Y`B Yi YfÖZZbi b[ `]YZYb`Ui Z`<cW`hci fYb`  
`bX]U`6i W`\_`U`h`Y]bYb`Y`YfghY`YbXYb`GU`cb`]b`XYf  
@ X]hgk Y]`YfghfU» Y`Ub[ Ya ]YhYh`k c`g]Y`]\fY`J ]g]cb`i a`gYhnYb  
a`ÖW`hY`"8]Y`i fgd fØb[ `]W`Yb`D`ÄbYž`XYb`GU`cb`]b`]\fYa`Y][ YbYb  
K`c`b`U`i`g`ni`Y`f`Ö`Z`b`Y`b`ž`a`i`gghYb`Ui`Z[ fi bX`ZY`Y`b`XYf  
6Uff]YfY`ZfY`]\Y]h[ Y`ÄbXYfh`k`YfXYb`"GhUhhXYggYb`hUi`gW`hY`g]Y`X]Y  
F`Äi`a`\_]W`\_Y]hYb`a`]h`XYa``b[ Yb]Yi fVØfc`<]ddž`i`a`X]Y  
6Uff]YfY`ZfY`]\Y]h`ni`[ Yk`Ä`f`Y]ghYb`"i`bhYfgh`Ø`h`h`k`]fX`g]Y`]a`GU`cb  
j`cb`]\fYf`A`i`hYf`b[ f]X`A`Ö`f`Y!6i W`\_ž`X]Y`U`g`E`i`YfY]bghY][ Yf]b`]a  
HYUa`UfVY]hYh`"Äf`J`UhYf`5`b`h`c`b`6i W`\_`Ø`a`a`Yfh`g]W`i`a`X]Y  
6i W`\_`U`h`i`b[ ž`i`bX`]\f`6fi XYf`5Xf]Ub`gck`]Y`]\f`i`fYi`bX`M`U`b`b]W`  
k`YfVYb`]b`gcn]U`Yb`A`YX]Yb`ZØf`bX]Ug`i`f]gi`fYb`"

## 6Ygc bXYf\Y]hYb`i`bX`^2`ZZbi`b[ gnY]hYb

8Yf`GU`cb` `@]YVYg`UUF`\_`YVh`g]W`X`i`fW`gY]bY`VYgc bXYfYb  
^2`ZZbi`b[ gnY]hYb`j`cb`XYf`6fUbW`Y`UV. `A`cb`hU[ g`\_`U`h`Y`f`c`ZYbž  
k`Ä`f`Y`b`X`g`Ua`ghU[ g[ YgW`c`ggYb`V`Y]Vh`8]YbghU[ g`i`bX  
X`c`b`b`Y`f`ghU[ g`g`h`Y`Y`b`X]Y`H`Ø`f`Y`b`V]g`&%`i`\_`f`ZØf`X]Y`?`i`bXYb`VYfY]h`  
8Ua`]h`a`ÖW`hY``bX]U`6i W`\_`]\fYb`?`i`bXYb`Y]bYb`ZYI`]V`Yb`GYfj`]W  
V]YhYb`"8Ua`]h`X]Y`[ Yk`Ø`b`g`W`h`Y`b`HYfa`]bY`Y]b[ Y`U`h`Y`b`k`YfXYb  
\_`Ø`b`b`Y`b`ž`]gh`Y]bY`h`Y`Z`c`b]gW`Y`c`XYf`c`b`]bY`HYfa`]b`j`YfY]bVUfi`b[  
ØVYf`]\fY`K`YVg]hY`"]YVYg`UUF`"cb`]bY`YfZcfXYf`]W`"

`bX]U`6i W`\_]gh`VYgc bXYfg`Y`X]Yb`gW`U`Z`h]W`ZØf`6`c`b`X`h`Ø`b`Y`i`bX  
a`c`XYfbY`6U`UmU[ Y!HYW`b]\_Ybž`X]Y`g]Y`]b`]\fYa`GU`cb`UbV]YhYb  
a`ÖW`hY`"8]YgY`GdYn]U`]g]Yfi`b[ `k`]fX`g]W`Yf`X`Uni`VY]hfU[ Ybž`Y]b  
VfY]hYg`GdY`\_`hf`i`a`Ub`?`i`bXYb`ni`YffY]W`Yb`i`bX`]bX]j`]Xi`Y`Y  
:`f]gYi`fhf`Äi`a`Y`ni`j`Yfk`]f`\_]W`Yb`"

## 8Yf`fYW`h`]W`Y`F`U`a`Yb`ZØf`X]Y GY`VghÄbX][`\_Y]h

8]Y`i`fØbXi`b[ `Y]bYg`i`f]gYi`fgU`cb`g`gYhnhY]bY`gc`f[ Z`Ä`h][ Y`D`U`bi`b[  
i`bX`9]b`U`h`i`b[ `fYW`h]W`Yf`J`c`f[ UVYb`j`c`f`Ui`g`"9]b`A`Y]ghYfVf]YZ]gh  
hfUX]h]cbY`Y`f`Z`c`f`X`Y`f`]W`ž`i`a`gY`V`gh`Ä`b`X][`Y]bYb`GU`cb`ni`ZØ`f`Yb`  
C`b`Y`X]YgYb`]gh`Y`g`Y`X`c`W`a`Ö[ `]W`ž`Y]bY`5i`gb`U`a`YVYk`]`][ i`b[

cXYf\Y]bY`5i gØVi b[ gVYfYW h][ i b[ `ni `VYUbfU[ Yb` `YXcW` ]gh  
 \]YfZØf`Y]bY` ; YgY`YbdfØZi b[ `gck ]Y`i a ZUb[ fY]WY`B UWk Y]gY  
 YfZcfXYf`]W`"5`hYfbUh]j ` \_ØbbYb` : f]gYi fY`Ui W`Y]bYb`6Yhf]YVg`Y]hYf  
 Y]bghY`Ybž`XYf`XYb`A Y]ghYfVf]YZ`VYg]hnhž`XcW`X]Yg`Vf]b[ h  
 ni gÅm`]WY`DYfgcbU`\_cghYb`a ]h  
 g]W`fYI ]ghYbn[ fi YbXi b[ gdcfhU`"XYŁ"

8]Y`5ba Y`Xi b[ `XYg`GU`cbg`VY]a ` ; Yk YfVYUa h`]gh`bUW`9f`U`h`XYf  
 ; Yk YfVYYf`Ui Vb]g`bØh][ ž`VYbgc`k ]Y`X]Y`9]bhfU[ i b[ `]b`XUg  
 < UbXY`gfY[ ]ghYfž`ZU`g`Y]bY`YbhgdFYW`YbXY`i bhYfbY`a YbgZcfa  
 [ Yk Å`h`k ]fX`"5i W`Y]bY`5ba Y`Xi b[ `VY]`Y]bYf  
 6Yfi Zg[ YbcggYbgW`UZh`]gh`DZ]W`h`fZ]fa U"XYŁ"

A ]h`\fYf`a i h][ Yb`9bhgW`Y]Xi b[ ž`]b`X]Y`GY`VghÅbX][ \_Y]hini `[ Y`Ybž  
 VYk Y]gh`ϕX]U`6i W`ž`XUgg`↑ b[ Y`i bhYfbY`a Yf]bbYb`Ui W`]b  
 hfUX]h]cbY`Yb`< UbXk Yf\_gVYfi ZYb`k ]Y`XYa ` : f]gYi f`UbXk Yf`\_bYi Y  
 K Y[ Y`[ Y`Yb`\_ØbbYb`"8]Y`BYi YfØZbi b[ `]\fYg`GU`cbg`k ]fX`j cb  
 Y]bYa `GY`hYa dZUb[ `i bX`\_Y]bYb`< ÅddW`Yb`VY[ `Y]hYhž`k cXi fW`  
 g]Y`]\fYb`?i bXYb`i bX` ; ÅghYb`Y]b`ZYgh`]W`Yg`9f`YVb]g`V]YhYb  
 a ØW`hY"

8YhU]`g	
C fh	@ X]hgk Y]`YfghfU» Yž`< cW`VYf[ ž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gW`k UYV]gW`Y"XY</li> <li>• k k k "YI ]ghYbn[ fi YbXi b[ gdcfhU`"XY</li> <li>• k k k "Z]fa U"XY</li> </ul>

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