

@i \_U'8cbW]Wk YW\ gY`h'ni `XYb`@U\_Yfg.  
GYbgUh]cbg!HfUXY`gcf[ h'ZØf'5i ZfY[ i b[ °

8U`Ug`A Uj Yf]W\_g`hUi gWYb`@ \_U'8cbW]W[ Y[ Yb'5bh\cbm  
8Uj ]g'ni `XYb`@U\_Yfg"K ]W\h][ Y`Gd]Y`Yfk YW\gY`i bX  
J Yf`Yhni b[ Yb`dfÄ[ Yb`XYb`8YU`"

8U`Ugž'I G5`!`5a`'&": YVfi Uf'&\$&) `k i fXY`Y]b`VYXYi hYbXYf  
HfUXY`]b`XYf`B65`VY\_Ubbh'[ Y[ VYbž`XYf`X]Y`6Ug\_YhVU`k`Y`h  
Ui Z\cfWYb`"Y»"8]Y`8U`Ug`A Uj Yf]W\_g[ UVYb`@ \_U'8cbW]WU`b`X]Y  
@cg'5b[ Y`Yg`@U\_Yfg"UV" `a`'5i ghUi gW`ZØf`XYb`GhUfgd]Y`Yf`Yf\`Ä`h  
8U`Ug`5bh\cbm`8Uj ]gž`Yf[ Äbnh`Xi fW`A`UI ]?`YVYf`i bX`A`Uf`\_YZZ  
A`cff]g`Ui`g`@cg'5b[ Y`Yg`'8]YgYg`\_ca`d`YI`Y` ; YgW`Ä`Zhi`a`ZUggh  
ni`XYa`'X]Y`i`hU`\`š`nnž`X]Y`š`Yb`<`ccX!G`W`Z]bc`i`bX`Y]b`Yb`nk`Y]h`Yb  
8fUZh`D]W`\_Ui`g`&\$&) `Yf\`U`h`Yb`"

8]Y`A`Uj`Yf]W\_g`Yf\`c`ZYb`g]W`Xi`fW`X]YgYb`8YU`Y]b`Y`GhÄf`\_i`b[  
]\fYf`J`YfhY]X][ i b[ gfY]\`Yž`k`Ug`j`cb`\`fYa` ; YbYfU`A`UbU[ Yf`B]W`  
<Uff]gcb`VYhcb`h`k`i`fXY`"G]Y`Yf\`U`h`Yb`ni`XYa`'A`UI`'7`\f]gh]Y`gck`]Y  
Y]b`Yb`'9fghfi`bXYbd]W`\_ZØf`XYb`8fUZh]a`'š`\f`&\$&-`'j`cb`XYb`@U\_Yfg"  
8]Y`J`Yf`Yhni`b[`gg]hi`Uh]cb`XYf`DfchU[`cb]ghYb`]gh`YXcW`Y]b  
nYbhfU`Yg`H\Ya`U`'8cbW]W\Uh`gY]h`XYa`'&)`"8YnYa`VYf`Ui`Z[`fi`bX  
Y]b`Yf`NYffi`b[`]a`"b`\_Yb`K`UXYba`i`g\_Y`'\_Y]b`Gd]Y`a`Y`f  
VYghf]hhYbž`k`Ä`fYbX`5bh\cbm`8Uj ]g`a`]h`Y]b`Yf  
6Ui`W`a`i`g\_Y`j`Yf`Yhni`b[`'\_Äa`d`Zh"

5\_hi`Y`Y`GhUh]gh]\_Yb`i`bX`@Y]ghi`b[

@i \_U'8cbW]W\Uh]b`X]YgYf`GU]gcb`Xi`fW`gW`b]hh]W`&,`ž%`Di`b`h`ž  
,`ž`'F`YVci`bXg`i`bX`+ž`'5gg]ghg`]b`&&`Gd]Y`Yb`Yfn]Y`h`'9f`k`i`fXY  
&\$%,`'j`cb`XYb`A`Uj`Yf]W\_g`U`g`Xf]hhYf`D]W`\_]bg[ YgUa`h`Ui`g[ Yk`Ä`h`h  
i`bX`k`Uf`ni`j`cf`HY]`Y]b`Yg`HfUXYgž`XYf`]b`j`cb`XYb`5h`UbhU`<`Uk`\_g

bUW`8U`Ug`VfUW`hY`"5bh\cbm`8Uj`]g`\]b[ Y[ Yb`Vf]b[ h`b` ( &  
Gd]Y`Yb`Y]bY`6]`Ubn`j`cb`&) ž+`Di`b`\_hYbž`%%ž-`FYVci`bXg`i`bX`" ž(  
5gg]ghg`a`]hž`j`YfVi`bXYb`a`]h`Y]bYf`VYY]bXfi`W\_YbXYb`?Uff]YfY`U`g  
nY\ba`U`][ Yf`5`!GhUf`i`bX`a`Y`fZUW`Yb`5i`gnY]W`bi`b[ Yb`]b`XYb`5`!  
B65`i`bX`5`!8YZYbg]j`Y`HYUa`g"

A`U`i`j`?`YVYf`i`bX`A`Uf`\_]YZ`A`cff]gž`X]Y`YVYbZU`g`]b`XYb`8YU`  
]bj`c`j`]Yfh`g]bXž`"]YZYfb`V]g\Yf`VYgW`Y]XYbY`GhUh]gh]\_Yb`"?`YVYf`\Uh  
]b`X]YgYf`GU]gcb`Y]bYb`8i`fW`gW`b]hh`j`cb`" ž\$`Di`b`\_hYb`i`bX`&ž,  
FYVci`bXg`]b`" ( `Gd]Y`Ybž`k`À\fybX`A`cff]g`]b`+`Gd]Y`Yb`bi`f`%ž+  
Di`b`\_hY`Yfn]Y`h`\Uh`"8]YgY`J`YfdZ]W`hi`b[ Yb`\_`ÖbbhYb`X]Y`hU`\_h]gW`Y  
: `YI`]V]`]h`h`X`Yf`A`Uj`Yf]W`\_g`Yf`\`Ö`Ybž`]bgVYgcbXYfY`]b`XYf`  
8YZYbg]j`Y"

## 6`]W`\_`Ui`Z`X]Y`A`UbbgW`UZhYb

Ni`a`i`NY]hdi`b`\_h`XYg`HfUXYg`ghY`Yb`X]Y`@U`Yfg`Ui`Z`XYa`i`ZÖbZhYb  
D`Um`i]b`XYf`K`YghYfb`7cbZYfYbW`a`]h`Y]bYa`i`FY`\_cfX`j`cb`&`!%-`"  
8]Y`A`Uj`Yf]W`\_g`VYZ]bXYb`g]W`i`Ub`UW`hhYf`GhY`Y`a`]h`&\*`!`&`i`G]Y[ Yb`"  
6Y]XY`HYUa`g`ghY`Yb`i`bhYf`8fi`W`\_ž`\fy`?`UXYf`i`a`i`X]Y`hU`Ybh]YfhYb  
Gd]Y`Yf`\Yfi`a`i`ni`cdh]a`]YfYbž`i`a`i]b`Y]bYf`\Ufhi`a`\_`Äa`dZhYb`@[ U  
\_cb`\_i`ffYbnZÄ`\][`ni`V`Y]VYb`"8]Y`A`Uj`Yf]W`\_g`\UVYb`a`]h`]\fyf`  
J`YfdZ]W`hi`b[ `j`cb`?`f]ghUdg`Dcfn]b[ `g`]b`XYf`J`Yf[ Ub[ Yb`Y]h  
j`Yfgi`W`hž`8cbW]WVYggYf`ni`i`bhYfgh`hnYbž`YXcW`ZÖ\fhY`X]Yg`ni  
?ca`d`\_U]cbYbž`]bgVYgcbXYfY`k`Y[ Yb`Dcfn]b[ `g`  
J`Yf`Yhni`b[ gUbZÄ`][`\_Y]hi`bX`YhnhYbX`]W`ni`Y]bYa`i`HfUXY`ni`XYb  
K`Ug`\]b[ hc`b`K`]nUfXg"

8]YgY`bYi`Yb`6Yk`Y[ i`b[ Yb`]b`XYf`@[ U`g]bX`HY`]`Y]bYf`[ fÖ»YfYb  
GhfUhY[ ]Y`XYf`A`Uj`Yf]W`\_gž`X]Y`]\fyb`?`UXYf`j`YfVYggYfb`k`c`Yb`"8]Y  
J`Yf[ Ub[ Yb`Y]h`nY][`hž`XUgg`gck`c`\`8cbW]WU`g`Ui`W`HfUY`Mci`b[ ž  
XYf`YVYbZU`g`]a`i`FU`a`Yb`XYg`8fUZhg`&\$%,`hfUbgZYf]Yfh`k`i`fXYž  
g]W`a`]h`]\fyb`Yk`Y`][`Yb`HYUa`g`VYk`Y]gYb`a`ØggYbž`i`a  
YfZc`[ fY]W`ni`gY]bž`VYgcbXYfg`bUW`XYa`VY]XY`Gd]Y`Yf`]b`]\fyf`  
?Uff]YfY`VYfY]hg`a`Y`fYfY`<`Ö`Yb`i`bX`H]YZYb`Yf`YVh`\UVYb`"

A`]h`VY]XYb`HYUa`gž`X]Y`VYghfYVh`g]bXž`]\fy`HU`YbhY`ni`Yf`\U`hYb  
i`bX`[ `Y]W`nY]h][`\_cb`\_i`ffYbnZÄ`\][`ni`V`Y]VYbž`V`Y]Vh`UVni`k`UfhYbž`

k ]Y`g]W\`X]YgYf`gdY\_hU\_i `ÄfY`HfUXY`Ui Z`X]Y`VYj c fgh\`YbXYb  
Gd]Y`Y`Ui gk ]f\_Yb`k ]fX``8]Y`B 65`VYZ]bXYh'g]W\`]b`Y]bYa`ghÄbX][`Yb  
K UbXY`ž`k cVY]`Gd]Y`YfVYk Y[ i b[ Yb`]b`XYf`@[ U``Ui ZYbX`bYi Y  
8mbUa ]\_Yb`\`Yfj cffi ZYb"

5``>UnYYfU`VYf]W\hYhž`XUgg`gck c\`X]Y`A Uj Yf]W\_g`U`g`Ui W\`X]Y  
@U\_Yfg`ghfUhy[ ]gW\Y`9bhgW\Y]Xi b[ Yb`hfYZZYbž`i a` ]\fY`7\UbW\b`]a  
K YhhVYk YfV`ni`Yf\Ø\Ybž`k Ä\fybX`X]Y`9GDB`Ui Z`X]Y  
<YfUi gZcfXYfi b[ Yb`Y]b[ Y\hž`XYbYb`VY]XY` : fUbW\]gY!HYUa g  
VYfY]hg`VY]`XYf`?UXYfd`Ubi b[ ` [ Y[ YbØVYfghUbXYb`` : Øf`k Y]hYfY  
8YhU]`g`ØVYf`HfUbgU\_h]cbYb`]b`XYf`B 65`]gh`Y]b`6`]W\_`Ui Z`Dfc  
Gdcfhg`HfUbgUWh]c bg`Ya dZY\`Yb gk Yfh"

8YhU]`g	
J cfZU``	Gdcfh
I fgUW\Y	J Yf`Yhni b[ Yb
C fh	8 U``Ugž`I G5
J Yf`YhnhY	&
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "U`^UnYYfU"WŁa</li><li>• k k k "Ygdb"WŁa</li><li>• k k k "dfc gdc fhghfUbgUWh]c bg"WŁa</li></ul>

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