

: 7 'Gh" 'DUi `'] ]b '5 `Ufa VYfY ]hgW\ UZh.  
GU`]U\_Ug`d`U[ h`YfbYi hY `J Yf`Yhni b[ °

8Yf': 7 'Gh" 'DUi `']\_`Äa dZha ]h`J Yf`Yhni b[ gdfcV`Ya Ybž  
]bgVYgcbXYfY`VY]`A Ubcg`GU`]U\_Ug`HfU]bYf`6`Ygg]b`nY][ h`g]W\  
j c fg]W\h][ "



Gh`DUi `']ž`8Yi hgW\`UbX`!`9]b`GhUfh`]b`X]Y`GU]gcb`a ]h  
<YfUi gZcfXYfi b[ Yb.`8Yf': 7 'Gh" 'DUi `']g]Y\h`g]W\`[ `Y]W\`ni `6Y[ ]bb  
a ]h`Y]b][ Yb`j Yf`Yhni b[ gVYX]b[ hYb`F`ØW\_gW`Ä[ Yb`\_cbZfcbh]Yfh"  
K `Ä\fybX`XYf`HfU]b]b[ gghUfh`ZØf`j ]Y`Y`Gd]Y`Yf`Y]bY`bYi Y  
; Y`Y[ Yb`Y]h`XUfghY`hž`Z\`Yb`JW\_gcb`fj ]bY`i bX`?Ufc`A Yhg"  
6YgcbXYfg`VYgcf[ b]gYffY[ YbX`g]bX`X]Y`DfcV`Ya Y`j cb`A Ubcg  
GU`]U\_Ugž`XYf`a ]h`GW\Ua VY]bdfcV`Ya Yb`ni `Äa dZYb`\Uhi bX  
XYg\U`V`b]W\h`Ua `HfU]b]b[ `hY`bY`a Yb`\_Ubb``5XUa `8nk ][ U`U  
[ Y\h`Yg`a ca YbhUb`VYybZU`g`b]W\h[ i hž`Yf`hfU]b]Yfh`]bX]j ]Xi Y`  
Ui Z[ fi bX`[ Ygi bX`Y]h]W\Yf`6YgW\k YfXYb``8]YgY`G]hi Uh]cb`k ]fZh  
GW\UhYb`Ui ZX]Y`J cfVYfY]hi b[ Yb`XYg`HYUa g`Ui ZX]Y`\_ca a YbXY  
GU]gcbž`k ]Y`Ö]XQVYf]W\hYh"

GU]U\_Ug`J Yf`Yhni b[ `]gh`U`Yg`UbXYfY`U`g`hf]j ]U``6YfY]hg`ja  
j Yf[ Ub[ YbYb`f\`f`\UhhY`XYf`Gd]Y`Yf`a i g\_i`ÀfY`DfcV`Ya`Y`j]b`XYf  
K UXYž`i bX`bi b`nY][ Yb`g]W`5bnY]W`Yb`Z0f`Y]bY`Yfbgh\UZhYfY  
5b[ Y`Y[ Yb`Y]h`HfU]bYf`5`Yi UbXYf`6`Ygg]b`b]a`a`h`X]Y`G]hi Uh]cb  
Yfbghi bX`Ai » Yfh`g]W`j`c`fg]W`h][ .`8Ug`a`ØggYb`k`]f`j`cb`K`c`W`Y`ni  
K`c`W`Y`g`Y`Yb``8Yf`J`YfXUW`h`VYgh`h`Ui`ZY]bY`Di`VU`[ ]Y`c`XYf  
C`gh]h]g`Di`V]gž`Y]bY`GW`Ua`VY]bYb`hn0b`Xi`b[ ž`X]Y`U`g`g`W`a`Yfn`UZh  
i`bX`Ub[`k`]Yf][ `VY`\_`Ubb`h]gh``6Y]gd]Y`Y`Ui`g`XYf`J`Yf[ Ub[ Yb`Y]hž`k`]Y  
XUg`j`cb`8Uj`]X`B`Ya`Yh`ž`nY][ Yb`ž`XUgg`gc`W`Y`J`Yf`Yhni`b[ Yb  
a`cb`UH`Y`Ub[ Y`5i`gZU`nY]hYb`ni`f`:`c`[ Y`U`V`Yb`\_`0bb`Yb``

## GW`Ua`VY]bYb`hn0b`Xi`b[ `Y]bY`U`f`hb`Å`W`][ Y 5b[ Y`Y[ Yb`Y]h

8]Y`GW`Ua`VY]bYb`hn0b`Xi`b[ ž`Ui`W`C`ghY]h]g`di`V]g`[ Yb`Ubb`hž`]gh  
\`Ai`Z][`XUg`9f[ YVb]g`j`cb`,`VYf`!`c`XYf`:`Y`\`VY`Ughi`b[ Yb`ž`[ Yf`UXY`VY]  
Gdc`fh`Yfb``G]Y`Ai`»`Yfh`g]W`Xi`f`W`X`f`0`W`\_`Yb`XY`GW`a`Yfn`Yb`]b`XYf  
@Y]ghYb[ Y[ Yb`X`ž`X]Y`g]W`VY]`Y[ `]W`Yf`6`Yk`Y[ i`b[ `j`Yfg`W`a`a`Yfb``  
8]Y`[ Yb`Ui`Yb`l`fg`UW`Yb`g]b`X`j`]Y`Z`h][ .`j`cb`a`i`g\_i`ÀfYb  
l`b[ `Y]W`[ Yk`]W`h`Yb`0`VYf`ZU`g`W`Y`F`Y[ Yb`Yf`Uh]cb`V]g`\]b`ni  
:`i`»`ZY`\`ghY``i`b[ Yb`U`XUg`\_`Ubb`ni`X]Y`g`Yf`g`W`a`Yfn`UZh`Yb  
9f`\_`f`Ub`\_`i`b[ `Z0`f`Yb`ž`k`]Y`0@`a`YX]g`Qj`Yf`XYi`h]W`h``

8]Y`6Y`U`b`X`i`b[ ga`0[ `]W`\_`Y]hYb`g]b`X`V`f`Y]h[ Y`Z`Å`W`Y`f`h``f`X`Y`f`F`Y[ Y`  
k`]f`X`ni`b`Å`W`gh`a`]h`F`i`\`Y`ž`Y]b`Yf`Ub[ Yd`U`g`gh`Yb`HfU]b]b[ gh`Y`f`Ud]Y  
i`b`X`Yb`hn0b`Xi`b[ g`Y`a`a`Yb`X`Yb`A`U`»`b`U`a`Yb`[ YU`f`VY]h`Y`h`C`d`Y`f`U`h]j`Y  
9]b[ f]Z`Y`g]b`X`g`Y`h`Yb`i`b`X`gc``h`Yb`bi`f`]b`g`W`k`Y`fk`]Y[ Yb`X`Yb`:`Å`Yb  
]b`6`Y`h`f`U`W`h`[ Ync[ Yb`k`Yf`X`Yb``5`h`\`Y`h`Yb`ž`X]Y`\_`c`b`g`Y`f`j`Uh]j  
VY`\`Ub`XY`h`k`Yf`X`Yb`ž`\_`0bb`Yb`nk`]g`W`Yb`-`ž%(`i`b`X`%,`ž)`K`c`W`Yb`Ui`Z  
]\`f`Yb`F`0`W`\_`Y`\`fn`Y]h`f`Ui`a`ni`a`Gdc`fh`f`F`Y`h`fb`!`hc`!Gdc`fh`k`U`f`h`Yb``  
9]b`Y`gm`gh`Y`a`Uh]g`W`Y`5`b`U`mg`Y`\`Uh[ YnY][ hž`X`U`gg`X`Y`f`F`HG`Z0f  
c`d`Y`f`U`h]j`VY`\`Ub`XY`h`Y`5`h`\`Y`h`Yb`c`Z`h`a`U`g`V`Y`f`Y]hg`b`U`W`g`Y`W`g`V]g  
nk`0`Z`K`c`W`Yb`Y`f`Zc`[ hž`k`U`g`X]Y`8`f]b[ `]W`\_`Y]h`Y]b`Yf`[ Yn]Y`h`Yb  
6Y`U`b`X`i`b[ `i`b`h`Y`f`gh`f`Y]W`hž`k`]Y`0Gdc`f`h`a`Y`X]n]b`Q`V`Y`h`c`b`h``

8Ug`:`7`Gh`DUi`!A`Ub`U[ Ya`Yb`h`\`Uh`U`gc`U`Y`<`Å`b`X`Y`j`c``ni`hi`b`ž`i`a  
X]Y`J`Yf`Yhni`b[ Yb`]a`HY`Ua`ni`a`Ub`U[ Yb``8`c`W`X]Y`D`f`c[ b`c`g`Yb  
g]b`X`U`Y`g`Ub`XY`f`Y`U`g`Y]b`ZU`W`Y`Y]b`Y`GW`Ua`VY]b`Yb`hn0b`Xi`b[ `\_U`bb

g]W\`U`g`Ub[ k ]Yf][ `Yfk Y]gYbž'i bX`X]Y`a YX]n]b]gW\Yb` : UW\`fÀZhY  
ghY\Yb`j cf`XYf`<YfUi gZcfXYfi b[ žXYb`Gd]Y`Yfb`XYb  
VYgha Ò[ `]W\Yb`K Y[ `ni fØW\_`]bg`HfU]b]b[ `ni `YVbYb`"6`Y]Vh`ni  
\cZZYbž`XUgg`A Ubcg`GU`]U\_Ug`i bhYf`XYf`cVk U`hYbXYb`Gcf[ ZU`h  
gW\`bY`k ]YXYf`Z]h`k ]fX`"

8YhU]`g	
C fh	Gh`DUi `]ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "V]`X"XY</li> <li>• k k k "nY]hgW\ f]Zh!gd c fha YX]n]b"XY</li> <li>• k k k "`i a YX]g"XY</li> </ul>

6Ygi W\`Yb`G]Y`i bg`Ui Z. `X]Y!bUW\ f]W\ hYb`Wca