

C [ i b`YmY`gd fYb [ h ; fYbnYb . %- ž( - `A YhYf  
VY]a `? fY]ggdUf\_UggYb!7i d`

M`a ]g]`C [ i b`YmY`hf]i a d\]Yfh`VY]a `? fY]ggdUf\_UggYb!7i d`]b  
6]VYfUW`a ]h`%- ž( - `A YhYfb`]a `?i [ Y`ghc» Yb`i bX`ØVYfhf]Zh  
X]Y`?cb\_i ffYbn"



6]VYfUW ž`8Yi hgW`UbX`!`8]Y`C`ma`d]Ug]Y [ Yf]b`M`a ]g]`C [ i b`YmY  
\Uh`VY]a `? fY]ggdUf\_UggYb!7i d`]b`6]VYfUW`Ua`A`cbhU [ UVYbX  
YfbYi`h`Y]bXfi`W\_gj`c```\fY`8ca`]bUbn`]a `?i [ Y`ghc» Yb`i bhYf  
6Yk`Y]g [ YghY`h`A`]h`Y]bYf`K`Y]h`Y`j`cb`%- ž( - `A YhYfb`]Y»`g]Y`\fY  
?cb\_i`ffYbh]bbYb`k`Y]h`\]bhYf`g]W`"5`]bU`?YbnY`j`ca`J`Z6`Ghi`hh [ Ufh  
VY`Y [ hY`a`]h`%, ž( \$`A`YhYfb`XYb`nk`Y]h`Yb`D`Uhnž [ YZc`[`hj`cb  
?Uh\Uf]bU`A`U]gW`Ui`g`9fn [ YV]f [ Y`a`]h`%, ž&`A`YhYfb`"C [ i b`YmYž  
X]Y`]b`X]YgYa``X\`f`VYfY]hg`ZØf`i`fcfY [ Ygc [ h`U`hž`Yfn]Y`hY`ZØbZ  
[ Øh] [ Y`GhØ» Yž`k`cVY`]`\fY`\_ØfnYghY`K`Y]h`Y`]a`a`Yf`bcW`VY]  
fYgdY`\_hUV`Yb`%, ž( %`A`YhYfb`U [ "8]Y`nk`Y]h`Y`F`i`bXY`k`Uf`XUVY]  
VYgcbXYfg`ghUf`ž`U`g`g]Y`X]Y`%- ž( - `A`YhYf`Yfn]Y`hY`ž`VY]bU`Y`X]Y  
[ Y]W`Y`8]ghUbn`k`]Y`VY`]`\fYa`Y`hnhYb`5i`Zh]hh`]a`8]Ua`cbX!  
@YU [ i`Y!`A`YYh]b [ `]b`A`cbUW`ž`k`c`g]Y`%- ž( , `A`YhYf [ Yghc» Yb

\ UhY" OY]Wk hUh\`Yh]\_"XY`VYf]Wk hYhQ

K Ug\`Uh`C [ i b`YmY`]b`XYf`J Yf[ Ub[ Yb\`Y]h`YffY]Wk h3`5i Z[ Yk UWk gYb  
]b`6Y``\`Y]a ž`Z0\`fh]g]Y`]\`fY`K i fnY`b`Ui ZY]bYb`b][ Yf]Ub]gWk Yb  
J UhYf`i bX`Y]bY`XYi hgWk Y`A i hYf`ni f0W`" `A fY`gdcfh]Wk Y`@Ui ZVU\`b  
VY[ Ubb`g]Y`a ]h`6U`Yhh`i bX`Hi fbYbž`VYj cf`g]Y`g]Wk`XYa  
?i [ Y`ghc» Yb`ni k UbXhY" `B UWk`Y]b][ Yf`NY]h`XYg`DUi`g]YfYbg  
Ui Z[ fi bX`j cb`J Yf`Yhni b[ Yb`k`A\`hY`g]Y`X]Y`8fY`ghc» hYWk b]\_ž`i a  
]\`fYb`gdcfh]Wk Yb`K YfXY[ Ub[ `bYi`ni` [ YghU`hYb" `8]Yg`a UWk hY`g]Wk  
VYnU\`h` `X`Yb`Y`hnhYb`X\`fYb`\`Uh]g]Y`nU\`fY]Wk Y`9fZc`[ Y`[ YZY]Yfhž  
XUfi bhYf`X]Y` ; c`Xa YXU]`Y`VY]`XYb`C`ma`d]gWk Yb`Gca`a Yfgd]Y`Yb  
&\$&(`]b`DUf]gž`U`g`g]Y`]a`Y`hnhYb`J Yf`gi Wk`Y]bY`K Y]hY`j cb`&\$ž\$  
A YhYfb`Yfn]Y`hY" `X`Yf`Ui ZYbX`Yb`GU]gcb`\`Uh]g]Y`]\`fY`dYfg0b`]Wk Y  
6YghY]ghi b[ `VYfY]hg`Ui Z`&\$ž&+`A YhYf`[ YghY][ Yfh`0K`\_]dYX]UQ

## 9]b`ghUf`\_Yg`K`YhhVYk`YfVgi`a`ZY`X

5VYf`b]Wk h`bi f`X]Y`8Ua Yb`k UfYb`Ub`X]YgYa`5VYbX`]b`6]VYfUWk  
[ YZcfXYfh" `a`A`AbbYfk`YhhVYk`Yfv`0VYfhfUZYb`[ `Y]Wk`XfY]`5h\`YhYb  
X]Y`a`U[ ]gWk Y`&\$!A YhYf!A Uf`\_Y" `B]W`DU`a`Yf`Ui`g`BYi`gYY`UbX  
[ Yk`Ubb`a`]h`&\$ž`&`A YhYfbž`k`A\`fYbX`XYf`XYi`hgWk Y`9f]WA`U]\`0ZYf  
a`]h`&\$ž\$-`A YhYfb`i`bX`G]a`cb`6UmYf`j`ca`@57`9gg]b[ Yb`a`]h`&\$ž\$%  
A YhYfb`YVYbZU`g`ghUf`\_Y`@Y]ghi b[ Yb`nY][ hYb" `; Ycf[ `<`UfdZ`k`Uf`XYf  
\`YfUi`gfU[ YbXY`I`&`!Ghc» Yf`a`]h`%-`ž%)`A YhYfb" `5i`Wk`X]Y  
B UWk`k`i`Wk`gUh\`YhYb`VchYb`j`]Y`j`YfgdfYWk YbXY`@Y]ghi b[ Ybž  
XUfi bhYf`G]a`cb`?i`b`\_Y`a`]h`%,`ž`() `A YhYfb`i`bX`5bhcb]U`<`VYf`Yž  
X]Y`a`]h`%\*`ž`(`A YhYfb`]\`fY`6YghY]ghi b[ `Ui`ZghY`hY"  
OY]Wk hUh\`Yh]\_"XY`VYf]Wk hYhQ

Gc[ Uf`DUfU!5h\`YhYb`\`UhYb`X]Y`A`0[ `]Wk`\_Y]hž`g]Wk`]a`K`Yhh`Ua`dZ  
ni`VYk`Y]gYbž`k`]Y`Yhk`U`B]\_c`?`UddY`ž`XYf`a`]h`%(`ž`\*`A`YhYfb`Y]bYb  
fYgdY`\_hUV`Yb`Ghc»`Yfn]Y`hY" `9g`]gh`\_`Ufž`XUgg`6]VYfUWk`Y]b  
GWk`Ui`ZYbghYf`Z0f`HU`Yb`hY`]b`XYf`@Y]Wk hUh\`Yh]\_`[ Yk`cfXYb`]ghž`XUg  
Y]bY`VfY]hY`DU`YhhY`j`cb`5h\`YhYb`Ubn]Y`h`

## 8 Yf`6`]W`\_]b`X]Y`Ni`\_i`bZh

C [ i b`YmY`\`Uh]g]Wk`bUWk`]fYa`C`ma`d]Ug]Y[ `j`cb`&\$&(`U`g`YWk`hY

; fÖ» Y`ja` ?i [ Y`ghc» Yb`YhUV`Yfh" Æ f`N]Y`g]bX`X]Y`UbghY`YbXYb  
 K Y`ha` Y]ghYfgW`UZhYb`]b`Hc\_]c`ja`GYdhYa`VYf`&\$&) ""8 UVY]`Uhg]Y  
 a`jh]`fYa`Y`YmhYb`5i`Zh]hh`]b`8 ØggY`XcfZ`VYgh`h][`hž`XUgg`g]Y`ØVYf  
 &\$`A`YhYf`ghc» Yb`\_Ubb`i`bX`g]W`XYf`8fi`W\_ž`k`Y]hYfY`FY`cfXY  
 Ui`Zni`ghY`Ybž`]b`; fYbnYb``À`h" ÆW`ZØ`Y`a`]W`VYfY]h`ž`Ài`»YfhY  
 g]Y`\_Øfn`]W`"8]Y`I`bhYfghØhni`b[`XYf`Ni`gW`Ui`Yf`hf`À[`h`ni`]`fYa  
 GY`Vghj`Yfhf`Ui`Yb`VY]`Y]b`; U`hž`XYb`g]Y`VY]a`Y`YmhYb`]Yfgi`W`]b  
 8 ØggY`XcfZ`U`g`g]Y`]`f`@]YX` ; ccXVmY`M`ghYfXUm`gUb[`ž  
 Y]bXfi`W\_g]c``XYa`cbghf]YfhY" QgdcfhgW`Ui`"XY`VYf]W`hYhQ

A`jh`Y]bYf`gc`UbghY`W`YbXYb`9bYf[`]Y`i`bX`@]XYbgW`UZh`]gh`M`a`]g]  
 C[`i`b`YmY`nk`Y]ZY`gZfY]Y]bY`5h`Yh]bž`X]Y`Yg`k`Yfh`]ghž`k`Y]hYf`]b`]a  
 5i`[`Y`VY`U`hYb`ni`k`YfXYb" Æ fY`9fZc`[`Y`g]bX`b]W`h`bi`f`Y]b  
 Hf]i`a`d`ZØf`g]Y`dYfgØb`]W`ž`gcbXYfb`Ui`W`Y]b`5bgdcfb`ZØf`↑`b[`Y  
 5h`YhYb`]a`[`UbnYb`@]bX"

8YhU]`g	
Cfh	6]VYfUW`ž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k ""Y]W`hUh`Yh]_`XY</li> <li>• XY"k`_]`dYX]U"cf[</li> <li>• k k k "gdcfhgW`Ui`"XY</li> </ul>

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`bU[`!V`k`"XY