

# J Yfa ]gghYbZU``Ua '5]'Ygk UgYbgYY. 'Gi WX Y cZZ]n]Y``Y]b[ YghY``h°

5a `%%"\$\* "&\$&) `k i fXY`X]Y`J Yfa ]gghYbgi WX Y`Ua  
5]'Ygk UgYbgYY`]b`BYW\_UfhU]`Z]b[ Yb`Y]b[ YghY``h`BYi YghY  
`bZcfa Uh]cbYb`i bX`< ]bhYf[ fØbXY"



BYW\_UfhU]`Z]b[ Yb`ž`8Yi hgWX`UbX`!``b`BYW\_UfhU]`Z]b[ Yb`\\YffgWX h  
XYfnY]h`Y]b`VY`\_`Ya a YbXYg`GWk Y][ Yb``B UWX`]bhYbg]j Yb  
Gi WX a U» bU\`a Yb`k i fXY`X]Y`Gi WX Y`bUWX`Y]bYa`'j Yfa ]gghYb  
↑ b[ Yb`A Ubb`Ua`'5]'Ygk UgYbgYY`Y]b[ YghY``h`'8 ]Yg`VYf]WX hYh`X]Y`  
**BYW\_Uf!HU]`Z]b[ Yf`NY]hi b [ ž`X]Y`Ui Z`X]Y`hfU[ ]gWX Yb`l`a gh`AbXY`  
Ui Za Yf\_gUa`'a UWX hž`X]Y`]b`XYb`Y`hnhYb`HU[ Yb`X]Y`F Y [ ]cb  
VYgWX`ÅZh][ h`\\UVYb"**

8Yf`&`!`Å`\\f][ Y`J Yfa ]gghY`k Uf`Ua`'ZfØ`Yb`5VYbX`XYg`-`" `† b]'&\$&)  
ni`Y`hnh`[ YgY`Yb`k cfXYb`ž`k cfUi Z`]b`X]Y`Dc`]nY]`i bX  
F Y`hi b [ g\_f`ÅZhY`gcZc`fh`Y]bY`[ fc» Ub[ Y`Y[ hY`Gi WX Y`Y]b[ Y`Y]hYh  
\\UhhYb`"Hfchn`XYg`'9]bgUhnYg`j cb`a Y`\\fYfYb`'8i hnYbX`< Y`ZYfbž  
HUi WX Yfb`i bX`gc[ Uf`<i bXYb`V`]YV`XYf`'9fZc`[ `Ui g`" `b`nk ]gWX Yb

g]bX`X]Y`6Y\ÖfXYb`ni`X]Ya`GW`i`gg`[ Y\_ca`a`Ybž`XUgg`X]Y  
7\UbW`bž`XYb`↑`b`[ Yb`A`Ubb`YVYbX`ni`Z]bXYbž`bi`f`bcW`a`]b]a`U`  
g]bX`"8]Y`Gi`W`Y`k`i`fXY`XU\Yf`gW`k`YfYb`<`YfnYbg`Y]b`[ YghY`"h"

## < ]b hYf[ fØb XY`i` bX`DYfgdY`\_h]j`Yb

8]Y`ZY`\`YbXY`Gdi`f`XYg`J`Yfa`]gghYb`\`Uh`b]W`h`bi`f`X]Y`5bk`c`\`bYf`  
VYfØ`fhž`gcbXYfb`k`]fZh`Ui`W`:`fU`[ Yb`Ui`ZØVYf`X]Y`  
G]W`Yf\`Y]hgj`cf`\_Y\`fi`b`[ Yb`]b`XYf`i`a`[ YVi`b`[`XYg`5]`Ygk`UgYbgYYg`"  
6YgcbXYfg`]a`Gca`a`Yfž`k`Ybb`j`]Y`Y`A`YbgW`Yb`X]Y`B`Uhi`f`  
[ Yb]Y»`Ybž`gc`"hY`X]Y`G]W`Yf\`Y]h`[ Yk`À`\`f`Y]ghYb`gY]b`"6YfY]hg`&\$&%`  
[ UV`Yg`À`\`b`]W`Y`J`cfZ`Ä`"Y`]b`XYf`F`Y`[ ]cbž`VY]`XYbYb`gW`bY`"  
fYU`[ ]Yfh`k`YfXYb`a`i`gghY`"

8cW`X]Y`HfU`[ ]\_`fY]W`h`k`Y]hYf.`"a`F`U\`a`Yb`j`cb`9fa`]h`i`b`[ Yb`\_`Ua`  
Yg`Ui`W`ni`8]g`\_i`gg]cbYb`ØVYf`XYb`8`UhYbgW`i`h`ni`bX`XYb`i`a`[ Ub`[  
a`]h`XYb`dYfgØ`b`]W`Yb`8`UhYb`XYg`J`Yfa`]gghYb`"<]YfVY]`k`]fX`\`Äi`Z][  
ØVYfgY\`Ybž`XUgg`"bZcfa`Uh]cbYbž`X]Y`g]W`Ui`ZY]bY`bUhØf`]W`Y`  
DYfgcb`VYn]Y\`Ybž`Xi`fW`X]Y`8`UhYbgW`i`h`n!;`fi`bXj`YfcfXbi`b`[  
fBG;`J`C`Ł`[ i`h`[ YgW`Ø`hnh`g]bX`"K`]Y`8`f`"8`UhYbgW`i`h`n`Yf`Äi`hYfhž`  
g]bX`dYfgcbYbVYnc`[ YbY`8`UhYb`XYZ]b]Yfh`U`g`"bZcfa`Uh]cbYbž`X]Y`  
]XYbh]Z]n]YfVUfY`DYfgcbYb`VYhfYZZYb`"8`UVY]`gd]Y`h`Yg`\_Y]bY`F`c`"Yž`  
cV`X]YgY`"bZcfa`Uh]cbYb`X]fY`\_h`cXYf`]bX]fY`\_h`ni`f`"XYbh]Z]n]Yfi`b`[  
ZØ\`fYb`\_`ØbbYb`"

## GYbg]V`]g]Yfi`b`[`ZØf`8`UhYbgW`i`h`n

"b`8Yi`hgW`UbX`k`]fX`8`UhYbgW`i`h`n`Yfbgh`[ Ybca`a`Ybž`i`bX`XUg`  
b]W`h`c`\`bY`;`fi`bX`"K`]Y`XUg`VUmYf]gW`Y`Dc`fhU`"8`UhYbgW`i`h`n`  
6UmYfb`Uba`Yf`\_hž`]gh`Yg`i`bYf`Ägg`]W`ž`X]Y`"XYbh]Z]n]YfVUf`\_Y]h`j`cb`  
8`UhYb`ni`VYhfUW`hYb`i`bX`VYk`i`ggh`ni`"\`UbXY`b`"2`ZZYbh`]W`Yg`i`bX`  
df]j`UhYg`<`UbXY`bž`Y]bgW`"Y»`]W`XYf`Dc`]nY]i`bX`XYf`A`YX]Ybž`  
a`i`gg`XUfUi`Z`UW`hYbž`XUgg`X]Y`j`cb`]b`Yb`[ Y`]YZYfhYb`  
"bZcfa`Uh]cbYb`]a`G]bbY`XYg`8`UhYbgW`i`h`nYg`j`YfUbhk`cfhi`b`[ gj`c`"  
VY\`UbXY`h`k`YfXYb`"

"b`5bVYhfUW`h`X]YgYf`hfU`[ ]gW`Yb`G]hi`Uh]cb`a`ØW`hY`X]Y`  
;`Ya`Y]bgW`UZh`ni`gUa`a`Yb`fØW`\_Ybž`i`a`X`Yb`5b`[ Y\`Öf][ Yb`XYg`

J Yfa ]gghYb`VY]ni ghY\Yb"9g]gh`Y]bY`V]hhYfY`@Y\_h]cb`ØVYf`X]Y  
NYfVfYW`]W\_Y]h`XYg`@VYbg`i bX`X]Y`Bchk YbX][`\_Y]hž]b`gWk YfYb  
NY]hYb`ZØfY]bUbXYf`XU`ni`gY]b"K Å\fybX`X]Y`Gi WY`VYYbXYh]ghž  
k ]fX`X]Y`9f]bbYfi b[ `Ub`XYb`j Yfa ]gghYb`A Ubb`Y]b`V`Y]VYbXYg  
9Wc`]b`XYf`F Y[ ]cb`\]bhYf`UggYb"

8YhU]`g	
C fh	BYW_UfhU]`Z]b[ Ybž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "b hn"XY</li><li>• k k k "Xf!XUhYbgW i hn"XY</li><li>• k k k "XUhYbgW i hn!VUmYfb"XY</li></ul>

6Ygi WYb`G]Y`i bg`Ui Z.`bU[ !Vk "XY