

K Y `hfY\_c fX. '8 ]Y ` \ ÒW ghY  
9]gYbVU\ bVfØW\_Y `ØVYf `XYa '7\ YbUV  
YfÒZZbYh°

9fZU\ fYb `G]Y `U `Yg `ni f `7\ YbUV! 6fØW\_Yž`XYf ` \ ÒW ghYb  
9]gYbVU\ bVfØW\_Y `k Y `hk Y]hž`X]Y `Ua ' \* " ' † b] & \$ & ) `YfÒZZbYh  
k i fXY"



F YUg]!8]ghf]\_hž'>Ja a i 'i bX' ? Ug\ a ]fž' &bX]Yb '!8]Y'7\YbUV!  
6fØW\_Y]b' ? UgW a ]f' ]gh'bi b'c ZZ[n]Y''X]Y'\ ØW ghY'9]gYbVU\ bVfØW\_Y  
XYf'K Y'h''B UW ' >\fnY\ bhYb'XYg'6Ui Ybg'k i fXY'g]Y'Ua ''\*'' > b ]  
&\$&) 'ZØf'XYb'GW ]YbYbj Yf\_Y\ f'Y]b[ Yk Y'\h''8]YgY'a U'YghÀh]gWY  
6fØW\_Y'ØVYfgdUbbh'XYb'7\YbUV!:'i gg]b'Y]bYf' < Ø\Y'j'cb'' ) -  
A YhYfb'i bX'ØVYffU[ h'XYb'9]ZZY'hi fa ' ]b'DUf]g'i a '&- 'A YhYf''

A ]h'Y]bYf'VYY]bXfi W\_YbXYb'GdUbbk Y]hY'j'cb' ( \* + 'A YhYfb'XYg

a ]hYfYb`GhU\`Vc[ Ybg`ghY`h`X]Y`7\YbUV!6fØW\_Y`Y]bY`XYf`[ fØ» hYb  
6c[ YbVfØW\_Yb`k`Y`hk`Y]h`XUf`"8]Y`[ YgUa`hY`Ghfi`\_hi`f`YfghfYW`h`g]W  
ØVYf`%"`%)`A`YhYf`i`bX`VYghY`h`Ui`g`Y]bYf`5bbÅ\Yfi`b[ gVfØW\_Y`j`cb  
)`\$`A`YhYfb`gck`jY`Y]bYf`+,` )`A`YhYf`Ub[ Yb`6c[ YbVfØW\_Y`"G]Y  
VYZ]bXYh`g]W`nk`jgW`Yb`XYb`6U`b`b`ØZYb`?`Ui`f]i`bX`6U`\_U`Ub`XYf`  
`Ja`a`i`6UfUa`i``U!@]b]Y"

## 6Ui`[`YgW`]W`hY`i`b`X`hYW`b]gW`Y`8`Y`hU]`g`

8Ug`Ja`a`i`6UfUa`i``U!9]gYbVU`bdfc`Y`\_hž`XUg`X]Y`k`]fhgW`UZh`]W`Y  
J`YfV]bXi`b[ `nk`jgW`Yb`Ja`a`i`i`bX`XYa``?`UgW`a`]f!`HU`ZØfXYfb`gc`ž  
k`i`fXY`VYfY]hg`]b`XYb`gd`ÅhYb`%-`+\$Yf`J\`fYb`]bg`@YVYb`[`Yfi`ZYb`  
8Yf`i`fi`bXghY]b`ZØf`X]Y`6fØW\_Y`k`i`fXY`Y`Xc`W`Yfgh`%-`,`'`[`Y`Y[`hž  
i`bX`X]Y`Y][`Ybh`]W`Yb`6Ui`UfVY]hYb`VY[`UbbYb`]b`XYb`%-`-\$Yf`  
J\`fYb`"8Yf`6Ui`j`YfhfU[`k`i`fXY`Ub`Y]b`æ]bh`J`Ybhi`fY`nk`jgW`Yb  
]bX]gW`Yb`i`bhYfbY`a`Yb`i`bX`Y]bYf`gØX`\_cfYUb]gW`Yb`i`]fa`U  
j`Yf[`YVYb`"

8]Y`7\YbUV!6fØW\_Y`k`i`fXY`a`]h`Y]bYa``?`cghYbdi`b`\_hj`cb``%(`ž`\*  
A`j`]UfXYb`fWU`"%,`\$`A`j`]cbYb`i`G!8c`UfŁ`Yff]W`hYh`8Yf`6Ui``Y]hYhY  
F`U`YbXfU`?`i`a`Uf`?`U`VUbXYž`XYf`Y`Ya`U`][`Y`8]fY`\_hcf`XYf`?`cb`\_Ub  
F`U]`k`Um`7`cfdcfUh]cb`"8]Y`6Ug]gghØhnYb`k`UfYb`VYfY]hg`]a  
Bcj`Ya`VYf`&\$%+`ZYfh][`[`YghY`hž`i`bX`XYf`6c[`YbVUi`k`i`fXY`V]g`5df`  
&\$&%`UV[`YgW`cggYb`"

8]Y`6fØW\_Y`k`i`fXY`gc`\_`c`bn]d]Yfhž`XUgg`g]Y`YI`hfYa`Yb`6YX]b[`i`b[`Yb  
ghUbX`Å`hž`XUfi`bhYf`9fXVYVYb`V]g`ni`f`A`U[`b]hi`XY`,`Ui`Z`XYf`  
F]W`hYfg`\_U`Už`\`c`Y``b`hYbg]h`ÅhgYI`d`c`g]cbYb`gck`jY`HYa`d`YfUhi`fYb  
V]g`ni``&\$`..7`i`bX`K`]bX[`YgW`k`]bX][`\_Y]hYb`j`cb`V]g`ni``&`\*`\*\_`\_a`#`"  
8]Y`@YVYbgXUi`Yf`XYf`6fØW\_Y`k`]fX`Ui`Z`%&\$`J\`fY`[`YgW`Å`h`hž`i`bX  
g]Y`]gh`ZØf`i`YgW`k`]bX][`\_Y]hYb`j`cb`V]g`ni``%\$\$`\_a`#`f\*`&`a`d`Ł  
Ui`g[`Y`Y[`h`"

## ?`cbghfi`\_`h]cb`i`b`X`A`UhYf]U`j`Yfk`YbXi`b[

:`Øf`XYb`6Ui`XYf`6fØW\_Y`k`i`fXYb`VYY]bXfi`W`YbXY`A`Yb[`Yb`Ub  
A`UhYf]U`j`Yfk`YbXYh`Y`hk`U`&`,`\*`\*`\$`H`c`b`b`Yb`GhU`Å`ž`\*`\*`"\$`\$`\$`a`^`6Y`h`c`b  
gck`jY`,`(`,`?`]ca`YhYf`6c`nYb`i`bX`?`UVY`"8]Y`?`cbghfi`\_`h]cb`Yf`Y`h`

Y]bYb`gdYn]Y`Yb`\_cffcg]cbgVYghÅbX][ Yb`5bghf]Wž`XYf`Y]bY  
@YVYbgXUi Yf`j`cb`Yhk U`%)` `J\ fYb` \Uh"8Yf`D`Ubi b[ gdfcnYgg  
k i fXY`j`cb`K GD: ]bb`UbXž`@Ycb\UfXhž`5bXfÅ`i bX`DUfhbYf`gck ]Y  
J ]YbbU`7cbgi `h]b[ `9b[ ]bYYfg`i bhYfghØhnh"

8]Y` ; `Y]gj Yf`Y[ i b[ `Ui ZXYf`6fØW\_Y`VY[ Ubb`]a `: YVfi Uf`&\$&' ži bX  
X]Y`YfghYb`HYghZU\fhYb`ZUbXYb`]a `š b]`&\$&(`ghUh"8]Y  
j c`ghÅbX][ Y` : Yfh][ ghY``i b[ `XYf`6fØW\_Y`k i fXY`]a `5i [ i gh`&\$&  
VY\_Ubbh[ Y[ YVYb"8]Y`7\YbUV!6fØW\_Y`ghY``hb]W`h`bi f`Y]b  
bUh]cbU`Yg`Dfc`Y`\_h`XUfž`gcbXYfb`Ui W`Y]b`VYXYi hYbXYg  
`bZfUghfi`\_hi`fdfc`Y`\_h`ni`f`l`bhYfghØhni b[ `XYf`k ]fhgW`UZh]W`Yb  
5\_h]j ]hÅh`b`XYf`FY[ ]cb" `G]Y`k ]fX`gca ]h] cfUi gg]W`h]W`Y]bYb  
Yf\YV`]W`Yb`9]bZi gg`Ui Z`X]Y`A`cV`]hÅh`]a `?UgW`a ]f!HU`\UVYb"

K Y]hYfY` `bZcfa Uh]cbYb`ni`f`6fØW\_Y`\_ØbbYb`Ui Z`XYfGhUbXUfX`i bX  
K ]\_]dYX]U`bUW [ Y`YgYb`k YfXYb"

|          |  |
|----------|--|
| 8YhU]`g  |  |
| C fh     | F YUg]!8 ]ghf]_hž`J`a`a`i`i`bX`?Ug`a` ]fž` `bX]Yb  |
| E i Y`Yb | <ul style="list-style-type: none"><li>• k k k "XYfghUbXUfX"XY</li><li>• Yb"k ]_]dYX]U"c f[</li></ul> |

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY