

# K Y]b`cVYb`]b`8Y[ [ YbXcfZ.; Ybi ggj c`Y BÄW hY`a ]h`BYi g]YX`Yf`K Y]bYb`°

9f`YVYb`G]Y`j ca`'&%"`V]g`&' ""Bcj Ya VYf`&\$&) `XUg  
/ ei ch/K Y]b`cVYb/ ei ch/`]b`8Y[ [ YbXcfZ`a ]h`Yf`YgYbYb  
K Y]bYb`Ui g`BYi g]YX`Ua`'GYY""H]W\_Yhg`UV`%+"`†` `]"



8Y[ [ YbXcfZ`8Yi hgW`UbX`!`8]Y`J cfZfYi XY`]b`8Y[ [ YbXcfZ  
ghY][ h`J ca`'&%"`V]g`&' ""Bcj Ya VYf`&\$&) `k ]fX`X]Y`GhUXh; Ugh[ YVYf  
Y]bYg`[ Ubn`VYgcbXYfYb`9j Ybhg.` K Y]b`cVYb`]b`8Y[ [ YbXcfZ`k ]fX  
Yfgha`U`g`[ YZY]Yfhi`bX`Vf]b[ h`X]Y`Yf`YgYbYb`K Y]bY`j cb`BYi g]YX`  
Ua`'GYY`X]fY`\_h`]b`X]Y`6Umf]gW`Y`GhUXh`8]Y`Ub[ `Ä`\\f][ Y  
: fYi`bXgW`UZh`nk ]gW`Yb`8Y[ [ YbXcfZ`i`bX`BYi g]YX`gc`""Ub`X]YgYb  
HU[ Yb`k`Y]hYf`j`Yfh]YZh`k`YfXYb`"5b`Ugg`[ Ybi`[ ž`i`a`'K Y]b`]YV`UVYf  
Ui`g`b`U`i`bX`ZYfb`ni`gUa`a`Ybh`fca`a`Y`b`"

5VYf`k`Ug`[ YbUi`'Yfk`UfhYh`X]Y`6Ygi`W`Yf3`J`cb`':`fY]hU[ ž`XYa`'&%"`  
Bcj Ya VYfž`V]g`GUa`ghU[ ž`XYa`'&%"`Bcj Ya VYfž`\\UVYb`X]Y`;`ÄghY  
`Yk`Y]`g`j`cb`%+`V]g`&%`l`\\f`';`Y`Y[ Yb`\\Y]hž`Ub`V]g`ni`UW`h  
j`YfgW`]YXYbYb`C`fhYb`]b`XYf`8Y[ [ YbXcfZYf`b`bYbghUXh

Ui g[ Yk Å\`hY`K Y]bY`ni`j Yf\_cghYb`"8]Y`BYi g]YX`Yf`K ]bnYf`k YfXYb  
]b`i bhYfgW]YX`]W]Yb`@cWU]cbgžXUfi bhYf`XUg`GhUXha i gYi a`i bX  
X]Y`GhUXhV]V`]ch\Y\_ž`\fY`VYghYb`HfcdZYb`dfÅgYbh]YfYb`"5i W  
GbUW\_g`i bX`6fchnY]hUb[ YVchY`g]bX`HY`]`XYg`Dfc[ fUa a gžgcXUgg  
\_Y]bY`?Y\`Y`hfcW\_Yb`V`Y]Vh"

## H]W\_Yhj Yf\_Ui Z`i bX`DfY]gY

8Yf`H]W\_Yhj Yf\_Ui Z`ghUfhYh`Ua`8cbbYfghU[ žXYa`i`%+`"i`ž`]&\$&) ži a  
\$-.\$\$`I` \fži bX`YfZc`[ hgck c\`ØVYf`X]Y`D`UhhZcfa`ic\_h]W\_Yh`U`g  
Ui W`X]fY\_h`]b`XYf`Hci`f]gh`žZcfa`Uh]cb`"8]Y`9]bhf]hng\_UfhYb`\_cghYb  
( \$ž\$`ž`k cVY]`Yfa`Å»)[ hY`DfY]gY`ZØf`5i gni V]`XYbXYž`GW`ØYfž  
Ghi X]YfYbXYž`F`YbhbYf`UV`\*)`i`J\`fYb`gck`]Y`ZØf`A`YbgW]Yb`a`]h  
GW`k`YfVY\]bXYfi`b[ Yb`Ub[ YVchYb`k`YfXYb`"Ni`XYa`i`[ ]Vh`Yg  
; fi`ddYb`fUVUhhYž`X]Y`g]W]YfghY`Ybž`XUgg`Ui`W`Y]b`[ YgY`][ Yg  
6Y]gUa`a`YbgY]b`a`Ò[`]W`]gh`"5a`i`GcbbhU[ žXYa`i`&`"i`B`c]`Ya`VYfž  
\_ØbbYb`X]Y`VYghY`hYb`K`Y]bY`]a`i`BYi`Yb`F`Uh\Ui`g`nk`]gW]Yb`%\$`i`bX  
%&`i` \f`UV[ Y\`c`h`k`YfXYb`"

- J`Yf`Ub`ghU`hi`b[ gcfhY`i`bX`hY]`bY`a`Yb`XY`K`]bnYf.
  - Hci`f]gh`žZcfa`Uh]cb.`K`Y]b[ i`h`7`\f]ghcd`\`<`Ygg
  - <`Ub`Xk`Yf\_ga`i`gYi`a`i`K`Y]b[ i`hi`bX  
6i`gW]YbgW]Ub`\_`DfY`gW]h
  - GhUXha`i`gYi`a`i`K`Y]b[ i`h`A`Ø`bYf
  - GhUXhV]V`]ch\Y\_.`K`Y]b[ i`h`<U]XYf`H\ca`Ugi`bX  
K`Y]b[ i`h`?`Ugh
  - 5a`Y`]Y.`K`Y]b[ i`hi`:]gW]VUW
  - HJ!@UV`XYf`H<8.`K`Y]b[ i`h`<U]XYf`7`\f]gh]Ub
  - @]cbg!<ØhhY.`K`Y]b[ i`hi`K`U[ bYf
  - Dcdi`d!Ghc`fY.`K`Y]b[ i`hi`?`Øb][ g\cZYf

9]b`k`Y]hYfYf`<`Ø\Ydi`b`\_`h`k`]fX`X]Y`a`i`g]\_U`]gW]Y`6Y[`Y]hi`b[`Xi`fW  
X]Y`GhUXh`UdY`Y`8Y[ [ YbXcfZ`gY]bž`X]Y`XUg[ YgUa`hY`9]Ybh`a`]h  
dUggYbXYf`i`bhYfa`U`i`b[ `VYfY]W]Yfb`k`]fX`"K`Yf`U`gc`Y]b[ i`hYg  
<`ÅbXW]Yb`ZØf`K`Y]b`\`Uhž`gc`hY`g]W]X]YgYg`9]Ybh`\_Y]bYgZU`g  
Ybh[ Y\Yb`"UggYb`"

K`]f`ZFYi`Yb`i`bg`Ui`ZY]b[ Ybi`ggj`c`Yg`K`cW]YbYbXYž`XUg`g]W]Yf`]b

[ i hYf'9f]bbYfi b[ 'V`Y]VYb:k ]fX" K Y]b`cVYb`]b'8Y[ [ YbXcfZ `]gh  
 b]W`h'bi f`Y]b': Ygh'ZØf`XYb'; Ui a Ybž'gcbXYfb`Ui W`Y]b`NY]W`Yb  
 XYf': fYi bXgW`UZh`nk ]gW`Yb`8Y[ [ YbXcfZi bX`BYi g]YX`Ua `GYY"  
 K Y]hYfY` ðZcfa Uh]cbYb`gck ]Y`H]W`\_YhVi W`i b[ Yb`g]bX`Ui Z`XYb  
 K YVgY]hYb`XYf`GhUXh'8Y[ [ YbXcfZi bX`VY]`c\_h]W`\_Yh`ni `Z]bXYb.`  
 8Y[ [ YbXcfZ"XY`i bX`c\_h]W`\_Yh"XY"

8YhU]`g	
Cfh	8Y[ [ YbXcfZ`8Yi hgW`_UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "XY[ [ YbXcfZ"XY</li> <li>• c_h]W`_Yh"XY</li> </ul>

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