

@Ub [ ghfYW\_Yb!Hf]Uh\ `c b`\_Y\ fh`b UWX  
E i ÅVYWni fØW\_` `5ba Y`Xi b [ `UV`%+ "`> b ]°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`F`ØW\_`Y\`f`XYg`@Ub [ ghfYW\_Yb!  
Hf]Uh\ `cbg`bUWX`E i ÅVYWi bX`X]Y`YI`\_`i`g]j`Y`DUf`hb`Yfg`W`UZh  
a`h`XYf`85H9J`7\`U`Yb [ Y`F`ch`"



F`ch`h`ž`8`Yi`hg`W`X`!`B`UWX`Y`]b`Yf`X`fY`]`Ä`f`][`Yb`DUi`gY`\_`Y\`fh`X`]Y  
:`Ugn]b`Uh]cb`X`Yg`@Ub [ ghfYW\_Yb!Hf]Uh\ `cbg`ni`fØW\_`bUWX`E i ÅVYW  
@Ui`h`9b`Xi`f`Ub`W`G`d`c`f`hg`K`]fY`k`]fX`X]Y`G5`@7\`U`Yb [ Y`E i ÅVYW  
dck`YfYX`V`m`5`f`[`cb`%`,`Ua`&`,`">`b]`&\$&\*`]b`XYf`a`U`Yf]g`W`Yb  
`b`b`Yb`gh`U`X`h`j`cb`E i ÅVYW7`]m`gh`U`h`Z`]b`X`Y`b`"8`]Y`g`Y`J`Y`f`U`b`gh`U`hi`b`[`]`gh  
b]`W`h`bi`f`Y`]b`7`ca`Y`V`U`W`\_`Z`Ø`f`@Ub [ ghfYW\_Yb!Hf]Uh\`Y`h`Y`b`ž`gc`b`X`Y`f`b  
Ui`W`X`U`g`U`Y`f`Y`f`gh`Y`@Ub [ ghfYW\_Yb!Hf]Uh\`c`b`!`F`Y`b`b`Y`b`]b`X`Y`f`  
F`Y`[`]`cb`"

6`Y`g`cb`X`Y`f`g`Ui`Z`fY`[`Y`b`X`]`gh`X`]Y`Y`I`\_`i`g]j`Y`DUf`hb`Y`f`g`W`U`Zh`a`h`h`XYf`  
V`Y`f`Ø`a`h`Y`b`85H9J`7\`U`Yb [ Y`F`ch`h`ž`X]Y`U`g`X`U`g`[`f`Ø`»`h`Y`  
@Ub [ X]`gh`Ub`n!`Hf]Uh\`c`b`!`9`j`Y`b`h`X`Y`f`K`Y`h`[`]`h`"6`Y`]`X`]Y`g`Y`a`9`j`Y`b`h`ž`X`U`g`  
g`Y`h`%-`,`(`]b`8`Yi`hg`W`X`!`Ui`g`[`Y`h`f`U`[`Y`b`k`]fX`ž`a`Y`gg`Y`b`g]`W`X`\_`Ä`f`Z`Ø`f`

ϭ\ f' HUi gYbXY j cb' 5h\`YhYb" '8]Y`YfghYb`&\$\$`FY[ ]ghfUbhYb`Z0f`X]Y  
G5 @7\ U`Yb[ Y`]b`E i`ÅVYWYf\ U`hYb`Y]bYb`[ UfUbh]YfhYb`GhUfhd`Uhn  
Z0f`X]Y`5i g[ UVY`&\$&+`]b`Fch\ž`k Ug`XYb`5bXfUb[ `Ui ZX]Y  
5ba Y`Xi b[ `XYi h]W\`Yf\0\Yb`X0fZhY"

## J ]Y`gY]h][ Yg`K Yhh\_Ua dZUb[ YVch`]b`E i`ÅVYW

8]Y`J cfZfYi XY`Ui ZX]Y`nk Y]hY`5i g[ UVY`XYf`G5 @7\ U`Yb[ Y  
E i`ÅVYWz`X]Y`VYfY]hg`j ca` `&+`"V]g`&-`" `ž b]`&\$&) `ghUhhZ]bXYhž`]gh  
XYi h]W\`gd0fVUf" `BYVYb`XYf`@Ub[ X]ghUbn`k ]fX`Ui W\`Y]b`Gdf]bhl`ž  
c`ma d]gW\Yf`i bX`< U`V!@Ub[ X]ghUbn!K Yhh\_Ua dZUb[ YVchYb" `8]Y  
cZZ]n]Y`Y`ϭhY[ fUh]cb`XYf`@Ub[ X]ghUbn`]b`XUg`Dfc[ fUa`a`k ]fX`Yfgh  
UV`XYf`&\$&\*Yf`5i g[ UVY`j c`nc[ Yb" `8 Ug`VYXYi hYhž`XUgg`5h\`YhYb  
i bX`9bh\i g]UghYb`VYfY]hg`]a` \_ca`a YbXYb`ϭ\ f`ZY]Yfb`\_0bbYbž  
VYj cf`Yg`]a` Zc`[ YbXYb`ϭ\ f`f]W\h][ `ni f`GUW\Y`[ Y\h"

8]Y`5ba Y`Xi b[ `Z0f`X]Y`J YfUbghU`hi b[ `&\$&\*`0ZbYh`Ua` `%+`" `ž b]  
&\$&) `i a` `%. \$\$. \$\$. \f" `8 Ug`9j Ybh]gh`Y]b`YW\hYf`A U[ bYh`Z0f`X]Y  
Gdcfh[ Ya`Y]bgW\UZhž`i bX`j YfgW\]YXYbY`DUfhbYf`\ UVYb`X]Y  
6YXYi hi b[ `XYf`J YfUbghU`hi b[ `Z0f`X]Y`FY[ ]cb`i bX`X]Y  
Hf]Uh\`cbgnYbY`\Yfj cf[ Y\cVYb"

## Hf]Uh\`cb`]a`5i Zk ]bX

K Ug`a UW\h`XYb`Hf]Uh\`cb`U`g`GdcfhUfh`gc`UhhfU`\_h]j 3`8]Y`NU\`Yb  
gdfYW\Yb`Z0f`g]W\`" `@Ui h`@Y]XYb`gW\UZh`Hf]Uh\`cb`YfZfYi Yb`g]W\  
Hf]Uh\`cb!] YfUbghU`hi b[ Yb`]b`8Yi hgW\`UbXž`k c`X]Y`GdcfhUfh`gY]h  
%- , &`dcdi`Āf`]ghž`ghYh][ `k UW\gYbXYf`6Y`]YVh\Y]h" `Ā\ f]W\`Z]bXYb  
Xcfh`0VYf`\* \$\$`K Yhh\_Āa dZY`a`]h`a`Y\ f`U`g`%) \$\$`K YhhVYk YfVYb  
ghUhh" `ϭ`XYb`YhnhYb`nk Y]`ϭ\ fnY\`bhYb`]gh`X]Y`NU\`XYf`HY`]bY\`a`Yf  
j cb`- "\$\$\$`]a` `ϭ\ f`&\$`\$` `Ui ZVYY]bXfi W`YbXY`&+`"\$\$\$`]a` `ϭ\ f  
&\$%\* `Ub[ Ygh]Y[ Yb"

ϭ`8Yi hgW\`UbX`[ Y`hYb`X]Y`ϭ`Hl`K cf`X`Hf]Uh\`cb`GYf]Yg`]b`< Ua Vi f[  
a`]h`Yhk U`%\$"\$\$\$`HY`]bY\`a`Yfb`i bX`X]Y`85H9J`7\ U`Yb[ Y`Fch\`U`g  
k Y[ k Y]gYbXY`9j Ybhž`X]Y`gck c`\`5h\`YhYb`U`g`Ui W\`Ni gW\Ui Yf  
VY[ Y]ghYfb" `6YgcbXYfg`X]Y`a` U[ ]gW\Yb`9f`YVb]ggY`VY]a  
GW\k ]a`a`ghUfh`Ua`A U]b!8cbUi`!`?UbU`i bX`X]Y`Y`[ YbXĀfY

N]Y`dUfhm]a `Hf]Uh\`cb!GhUX]cb`n]Y\Yb`]a a Yf`k ]YXYf`HUi gYbXY  
Ub"

A ]h`gc`W\`gdUbbYbXYb`9bhk ]W\_`i b[ Yb`k ]fX`X]Y`G5 @7\U`Yb[ Y  
E i ÅVYWg]W\Yf`]W\`Y]b`< ][\`][\h]a `Hf]Uh\`cb! ?U`YbXYf" `8 ]Y  
J cfVYfY]hi b[ Yb`Ui ZYb`VYfY]hg`i bX`X]Y`Gdcfh`Yf`\_`ÖbbYb`Yg`\_Ui a  
Yfk UfhYbž`HY]`X]YgYg`Ui » Yf[ Yk Ò\b`]W\Yb`9j Ybhg`ni `k YfXYb"

8YhU]`g	
C fh	Fch\ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "YbXi fUbW\gdcfhgk ]fY"WŁa</li><li>• k k k "W\U`Yb[ Y!fch\ "WŁa</li><li>• `Y]XYbgW\UZh!hf]Uh\`cb"XY</li></ul>

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