

? i `hi fni [ `bUW`6fYg`Ui .`%\$`>U\ fY`j c``Yf  
? i bgh`i bX`5VYbhYi Yf°

9f`YVYb`G]Y`X]Y`?i`hi ffY]gY`ja`?i`hi fni [ `j cb`6Yf`b!  
@]W`hYbVYf[ `bUW`6fYg`Ui .`?i bghž; YgW]W`hY`i bX  
Ui » Yf[ Yk Ò\ b`]W`Y`GY`Ybgk ØFX][ \_Y]hYb`k UfhYb`Ui ZG]Y°



@]W`hYbVYf[ ž`8Yi hgW`UbX`!`8Yf`?i`hi fni [ `j cb`6Yf`b`bUW  
6fYg`Ui `ZY]Yfh`Y]b`VYa`Yf`\_Ybgk`YfhYg`ž`V]`Ài`a`.`GY]h`&\$%\*  
j`YfV]bXYh`Yf`X]Y`VY]XYb`Gh`XhY`Ui`Z]b`bcj`Uh]j`Yf`5fhi`bX`K`Y]gY  
i`bX`V]YhYh`FY]gYbXYb`Y]b`Y]bn][`Ufh][`Yg`9f`YVb]g`8Yf`b`ÀW`ghY  
: U\fhYfa`]b`]gh`Ua``%`"5df)`&\$&)"

8]Y`H]W`\_Yhd`fY]gY`ZØf`X]Y`: U\fh`VYhfU[`Yb`&+`9i`fc`ž`k`À\`fYbX  
Yfa`À»][`hY`H]W`\_Yhg`ZØf`?`]bXYf`nk`]gW`Yb`\*`i`bX`%(`>U\`fYb`gck`]Y`ZØf  
<i`bXY`bi`f`%`ž`)\$`9i`fc`\_cghYb`",`VYf`%\$\$"\$\$\$`: U\`f[`ÀghY`i`bX`a`Y\`f  
U`g`%&\$`\$`]bhYfbUh]cbU`Y`?ØbghYf`\UVYb`X]Y`Ni`[`ZU\`fh]b`XYb  
j`Yf[`Ub[`YbYb`bYi`b`>U\`fYb`[`Ybi`hnh`

? i `hi fdfc[ fUa a `i bX`5hhfU\_h]cbYb

8Yf?i`hi fni [ `ZÀ\fh`ZfY]hU[ g`i a `%( "( &`l \f`i bX`gUa ghU[ g`i a  
, "( &`l \f`j cb`6Yf`b!@]W`hYbVYf[ `UV``8]Y`5b`\_i bZn]b`6fYg`Ui  
YfZc`[ hi a `%- "&`\*`l \f`ZfY]hU[ g`i bX`i a `%' "\$`\$`l \f`gUa ghU[ g``5i Z  
XYf`GhfYW`Y`\À`h`XYf`Ni [ `i bhYf`UbXYfYa `]b`7chVi gž`K`Y»k UggYf  
i bX`XfY`]k`Y]hYfYb`dc`b]gW`X`Yb`C`fhYb``8Ug`Dfc[ fUa a `]a `Ni [   
V]YhYh`Y]bY`a`cV]`Y`6]V`]ch\Y`\_ž`ØVYfgYhnhY`HU[ YgnY]hi b[ Yb`i bX  
\_fYUh]j`Y`A`]ha`UW`U`\_h]cbYb`k`]Y`[ Ya`Y]bgW`U`Zn]W`X`Yg`Ghf]W`Ybž`i`a  
XYb`Àb[ ghYb`GW`U`XYf`K`Y`h`ni`Y`fghY`Y`b"

8Ug`5b[ YVch`k`]fX`j`cb`?`Øbgh`Yfb`i`bX`5i`hc`fYb`[`YghU`hYhž`X]Y  
@Ygi`b[ Yb`i`bX`?`Ub[ dYfZc`fa`UbW`g`UbV]YhYb``Ni`XYa`k`YfXYb  
6f]YZ`j`cb`ZfØ\YfYb`F`Y]gYbXYb`j`YfhY]`hž`X]Y`k`Yfhj`c`Y`H]ddg`ZØf  
XYb`6Ygi`W`]b`6fYg`Ui`Y`bh\U`hYb"

6fYg`Ui`ž`Ui`W`K`fc`WUK`[`Yb`Ubbhž`]gh`VY`\_Ub`bh`ZØf`gY]bY`fY]W`X`Y  
;`YgW`]W`hY`i`bX`VYY]bXfi`W`\_YbXYb`GY`Y`b`gk`ØfX][`\_Y]hYb``8]Y`GhUXh  
k`]fX`c`Zi`U`g`J`YbYX][`XYg`B`c`f`X`Y`bg`V`Y`n`Y]W`b`Y`h`i`b`X`[`Y`\`Ø`f`h`i`n`i  
XYb`[`fØ»`hYb`N`Y`b`h`f`Y`b`B]Y`X`Y`f`g`W`Y`g]Y`b`g`ž`a`]h`Y`h`k`U`\*)`\$`\$`\$`\$`  
9]bk`c`\`b`Y`fb``6Ygi`W`Y`f`\_`Ø`b`b`Y`b`X]Y`5`h`gh`UX`h`a`]h`]\`f`Y`b`j`]Y`Z`À`h][`Y`b  
F`Y`gh`Ui`f`U`b`hg`i`b`X`X`Y`a`B`U`W`h`Y`V`Y`b`Y`f`\_i`b`X`Y`b"

GY\Yb`gk`ØfX][`\_Y]hYb`i`bX  
:`fY]nY]ha`Ò[`]W`X`\_Y]hYb

Ni`XYb`V`Y`a`Y`f`\_Y`b`gk`Y`f`h`Y`b`5`hhfU`\_h]cbYb`n`À`\`Y`b`X`Y`f`;`fc`»`Y`F`]b[`ž  
\`]ghc`f]gW`X`Y`6`Ø`f[`Y`f`\`À`i`g`Y`f`ž`[`ch]gW`X`Y`i`b`X`V`U`f`c`W`\_Y`?`]fW`X`Y`b`g`c`k`]Y  
X]Y`8`ca`]bgY``9]b`<`][`\`][`\`h`ZØf`H`c`i`f]ghYb`g]bX`X]Y`N`k`Y`f[`Y`]b`X`Y`f  
GhUXhž`X]Y`U`b`X]Y`D`f`c`h`Y`gh`V`Y`k`Y`[`i`b[`]`C`f`U`b[`Y`5`h`Y`fb`U`h]j`Y  
Y`f]b`b`Y`fb``ϕ`6fYg`Ui`[`]V`h`Y`g`Ui`W`X`Y]bY`J]Y`n`U`\`j`cb  
GhUXhZØ\fi`b[`Y`b`b`U`W`X`Y`a`A`c`h`c`N`U`\`hž`k`U`g`]\`f`k`c`h`g`c`k`]Y`X]Y  
V`Y`]Y`V`h`Y`b`N`k`]gW`X`Y`b`g`h`c`d`d`g`U`b`X`Y`f`A`U`f`\_`h`U`Y`ž`k`c`f`Y`[`]cb`U`Y  
G`d`Y`n]U`]h`À`h`Y`b`U`b[`Y`V`ch`Y`b`k`Y`f`X`Y`b"

- 6fYg`Ui`Y`f`C`d`Y`f`a`]h`[`Øbgh][`Y`b`H]W`\_Y`hg`ZØf`5i`ZZØ\fi`b[`Y`b
- Y`h`Y`ghYf`i`b`X`[`fØ»`hYf`N`cc`]b`D`c`Y`b`ž`a`]h`Ø`V`Y`f`%&`\$`\$`\$`H]Y`f`Y`b

- 6chUb]gWXYf'; UfhYb'a ]h%"") \$\$`DZUbnybUfhYb
- ɹ\ f\ i bXYfh\U`Yž`Y]b`VYXYi hYbXYg`6Ui k Yf`XYf  
K Y`hUfW\]hY`hi f

6YgcbXYfg`\Yfj cfni \YVYb`]ghž`XUgg`XUg`?i`hi`fni`[!H]W\_Yh`XYb`  
\_cgHYb`cgYb`Ni`[Ub[ `ni`XYb`ÖZZYbh`]WXYb`JYf\_Y\fga`]hY`b`]b`  
K`fcWUK`Yfa`Ö[ `]W\hž`k`Ug`XYb`6Ygi`WXYfb`ni`gÄh`]WXY`:`YI`]V`]hÄh`  
VY]a`9f`\_i`bXYb`XYf`GhUXh`V]YhYh`A`]h`XYa`5b[ YVch`XYg`  
?i`hi`fni`[g`Yf\U`hYb`FY]gYbXY`b]W\h`bi`f`Y]bY`VYeI`Ya`Y`5bfY]gYž`  
gcbXYfb`Ui`W`Y]bYb`i`a`ZUggYbXYb`Ni`[Ub[ `ni`XYb`\_i`hi`fY`Yb`  
FY]W\hØa`Yfb`j`cb`6fYg`Ui`ž`X]Y`k`Ä`fYbX`]fYg`5i`ZYbh\U`hg`Ui`Z`  
j`]Y`ZÄ`h][`Y`K`Y]gY`Yf`YVVUf`g]bX`"A`Y`f`b`Zcfa`Uh]cbYb`\]Yfni`[ `]Vh`  
Yg`Ui`Z`7Hci`f"

8]Y`F`ØW\_ZU\fhj`cb`6fYg`Ui`bUW\`6Yf`]b!@]W\hYbVYf[ `YfZc`[`hi`a`  
%+`" (`i`f`a`]h`5b`\_i`bZhi`a`&%"`'`i`f`"FY]gYbXY`\UVYb`X]Y`  
A`Ö[ `]W\`\_Y]hž`g]W\`Ui`ZY]b`bUW\`U`h][`Yg`i`bX`i`bj`Yfk`YW\gY`VUfYg`  
9f`YVb]g`ni`ZfYi`Ybž`k`Ä`fYbX`g]Y`X]Y`?i`hi`f`i`bX`;`YgW\]W\hY`X]YgYf`  
ZUgn]b]YfYbXYb`GhUXh`YbhXYW\_Yb"

8YhU]`g	
Cfh	@]W\hYbVYf[ ž`8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• a U[ Un]b"Whci f"XY</li> </ul>

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`bYh`