

GUUF`ci ]g`< UbXVU``. ! fgUd\ Ufa `U`g  
< Ui dhgdc b g c f ! `5i Zgh]Y[ `]b `G]W\ h°

8]Y`<; `GUUF`ci ]g`d`Ubh`a ]h`< Ui dhgdc b g c f ! fgUd\ Ufa `XYb  
5i Zgh]Y[ `]b`X]Y`&`"@[ U`i bX`gh`f`h`X]Y`BUWk i W\gUfVY]h`ja  
< UbXVU``"



GUUF`ci ]gž`8Yi hgW\`UbX`!`b`Y]bYf`VYXYi hYbXYb`9bhk ]W`i b[  
ZØf`XYb`< UbXVU``gdcfh]b`XYf`FY[ ]cb`\Uh`X]Y`<; `GUUF`ci ]g`Y]bY  
DUfhbYfgW\UZh`a ]h`XYf`! FG5D<5FA`5fnbY]a ]hhY``; a V<  
[ YgW\`cggYb``8]YgY`bYi Y`Ni gUa`a`YbUfVY]h`k`i`fXY`\_Øfn`]W\`]b  
GUUFVfØW`\_Yb`j`cf[ YghY``h`i`bX`gc``b]W\h`bi`f`X]Y`Z]bUbn]Y``Y  
G]h`i`Uh]cb`XYg`J`YfY]bg`j`YfVYggYfbž`gcbXYfb`Ui`W\``Ub[ Zf]gh][ Y  
DYfgdY`\_h]j`Yb`gW\UZYb``< UbXVU``!K`cf`X`VYf]W\hYhž`XUgg`GhY`ZYb  
: fY]W\Y`ž`Y]b`J`YfhfYhYf`XYf`<; `GUUF`ci ]gž`X]Y`N]Y`Y`XYg`J`YfY]bg`]a  
Ni`gUa`a`Yb\Ub[ `a`]h`X]YgYf`bYi`Yb`DUfhbYfgW\UZh`Yf`Äi`hYfh`\Uh`"

8Yf`J`YfY]bž`XYf`U`\_hi`Y``a`Y`f`U`g`%`\$\$\$`A`]h[ `]YXYf`i`bX`ØVYf```\$  
A`UbbgW\UZh`Yb`n`Ä`\`hž`]gh`VYfY]hg`[`i`h`Ui`Z[ YghY``hž`\Uh`Y`XcW\`X]Y  
5a`V]h]cbž`]b`X]Y`&``"@[ U`Ui`Zhi`ghY][`Yb``8]Yg`gc``a`]h`i`bhYfghØhni`b[

j cb`GdcbgcfYbž]bgVYgcbXYfY`XYa`bYi`Yb`<Ui`dhgdcbgcf  
l FG5D<5FA ž[ YgWXY`Yb": fY]WXY`VYhcbhžXUgg`XYf`5i`Zgh]Y[ `]b  
bU\Yf`Ni`\_i`bZh`Ub[ YghfYVh`k`]fXž`k`cVY]`YXcW`:`U`\_hcfYb`k`]Y`:``ØW\_  
i`bX`J`Yf`Yhni`b[ gZfY]\Y]h`Yb`hgWXY]XYbX`gY]b`k`YfXYb"

## GhfUhY[ ]gWXY`N]Y`Y`i`bX`]bZfUghfi`\_hi`fY``Y J`YfVYggYfi`b[`Yb

8]Y`<:`GUUF`ci`]g`\Uh`b]W`h`bi`f`gdcfh`]WXY`5a`V]h]cbYbž]gcbXYfb  
Ui`W`Ub[ Zf]gh][ Y`D`ÀbY`ni`f`J`YfVYggYfi`b[`]fYf`⊖ZfUghfi`\_hi`f``8]Y  
9bhk`]W`\_i`b[ `Y]bYf`bYi`Yb`K`YVg]hY`gck`]Y`Y]bYf`5dd`i`bX`X]Y  
Cdh]a`]Yfi`b[ `XYf`gdcfh`]WXYb`9]bf]W`hi`b[`Yb`ghY`Yb`XUVY]`]a  
J`cfXYf[ fi`bX``⊖X]YgYa`Ni`gUa`a`Yb`Ub[ `k`]fX`Ui`W`Y]bY  
?ccdYfUh]cb`a`]h`XYf`GJ`9]`YfgVYf[ `]a`6YfY]W`<UbXVU``i`bX  
:i`»VU``Ub[ YghfYVhž`i`a`a`Ò[ `]WXY`GmbYf[ `]Yb`ni`bi`hnYbž`k`]Y`Yhk`U  
Y]bYb`[`Ya`Y]bgUa`Yb`5i`gfØghYfi`bX`[`Ughfcbca`]gWXY`5b[`YVchY  
VY]`<Y]a`gd]Y`Yb``A`Uf`\_i`g`6Ui`fž`XYf`bYi`Y`GdcfhX]fY`\_hcfž`\YVh`XUg  
DchYbn]U`X]YgYf`Ni`gUa`a`YbUfVY]h`\Yfj`cf"

9VYbZU``g`k`]W`h][ `]gh`X]Y`5i`gV]`Xi`b[ `†`b[`Yf`HU`Yb`hYž`X]Y`X]Y`<`;  
GUUF`ci`]g`ØVYf`X]Y`⋈\fY`\Yfj`cf[`YVfUW`h`\Uhž`XUfi`b`hYf`BUh]cbU`!  
i`bX`9fgh][`Ugd]Y`Yf`k`]Y`A`Uf`\_c`:`f[ `]W`@YhnhYfYf`k`]fX`]a`Gca`a`Yf  
&\$&\*`j`cb`H`GJ`9]gYbUW`ni`G`:`Yb`gVi`f[ `!<UbXYk`]h`k`YW`gY`bž  
k`Ug`X]Y`VYY]bXfi`W`\_YbXY`BUW`k`i`W`gUfVY]h`XYg`J`YfY]bg  
i`b`hYfghfY]W`h``8]Y`c`ZZ]n]Y``Y`K`YVg]hY`XYf`<`:`GUUF`ci`]g`\YVh  
\Yfj`cfž`XUgg`X]Y`DUf`hb`YfgW`UZh`a`]h`l`FG5D<5FA`Ui`W`XUni`X]Y`bž  
XYb`<UbXVU``gdcfh]a`GUUF`UbX`bUW`\U`h][`ni`ZØfXYfb`i`bX`X]Y  
9hUV`]Yfi`b[ `j`cb`DfcZ]!<UbXVU``]b`XYf`F`Y[ `]cb`ni`i`b`hYfghØhnYb"

## 5`\_hi`Y``Y`gdcfh`]WXY`@U[`Y

⊖`XYf`j`Yf[`Ub[`YbYb`GU]gcb`VY`Y[`hY`X]Y`<`:`GUUF`ci`]g`XYb`j`]Yf`hYb  
D`Uhn]b`XYf````@[`U``:`Øf`X]Y`\_ca`a`YbXY`GU]gcb`k`]fX`Y]b`D`Uhn  
i`b`hYf`XYb`YfghYb`nk`Y]Ub[`YghfYVhž`i`a`]b`X]Y`5i`Zgh]Y[`gfi`bXY`ni  
[`Y`Ub[`Yb``6Ui`f`k`Y]gh`Ui`ZX]Y`B`chk`YbX][`\_Y]h`\]bž`GhUV]`]h`À`h`i`bX  
6fY]hY]a`?UXYf`ni`gW`UZZYbž`k`Ug`Ui`W`BYi`ni`[`Àb[`Y`ni`f`:`c`[`Y  
\UVYb`\_ØbbhY``8]Y`<`:`GUUF`ci`]g`g]Y`\h]g]W`[`i`h[`YfØghYhž`i`a`X]Y

<YfUi gZcfXYfi b[ Yb'XYf'bYi Yb'GU]gcb'Ub[ Y\Yb'ni '\_ÖbbYbž  
VYgcbXYfg'a ]h'XYa 'FØW\_Ybk ]bX'Xi fW'XYb'bYi Yb'<Ui dhgdcbgcf"

Ni gUa a YbZUggYbX`Äggh'g]W'gU[ Ybž'XUgg'X]Y'<; 'GUUf`ci ]g'a ]h  
\_`Uf'XYZ]b]YfhYb'N]Y`Yb'i bX'Y]bYf'gc`]XYb'DUfhbYfgWUZh'bUW'j cfb  
V`]W\_hž'gck c\`]a 'gdcfh]WYb'U'g'Ui W'ja 'cf[ Ub]gUhc]gWYb  
6YfY]W'"8]Y'\_ca a YbXYb'A cbUHy'k YfXYb'YbhgWY]XYbX'XUZØf  
gY]bž'cV'X]Y'[ YghYW\_hYb'N]Y`Y'YffY]W'h'k YfXYb'\_ÖbbYb'i bX'X]Y  
FØW\_\_Y\`f']b'X]Y'&'@[ U'hUhgÅW`]W' '[ Y`]b[ h"

8YhU]`g	
C fh	GUUf`ci ]gž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "\UbXVU`!k cf`X"bYk g</li><li>• \[!gUUf`ci ]g"XY</li></ul>

6Ygi W'Yb'G]Y'i bg'Ui Z.'a Y]b!k ]Yb"bYh