

# I bVY\_UbbhYf`VY`Àgh][ h'œ [ [ Yf]b`]b 5i [ gVi f[ ` `Dc`]nY]'gi W h`NYi [ Yb`°

I bVY\_UbbhYf`VY`Àgh][ h'œ [ [ Yf]b`]b`5i [ gVi f[ . `Dc`]nY]'gi W h`  
NYi [ Yb`bUW` `J cfZU``Ua `\*"'& b]`&\$&) "'<]bk Y]gY`YfVYhYb"



6Yf`]bYf`5`YYž, \*%) ` `5i [ gVi f[ ž`8Yi hgW`UbX`!; YghYfb  
5VYbX`\_Ua `Yg`ni `Y]bYa `VYXYb`\_]WYb`J cfZU``]b`5i [ gVi f[ "'9]bY  
) (!`À\][ Y`œ [ [ Yf]b`k i fXY`[ Y[ Yb`&%.%\$`I `f]b`XYf`6Yf`]bYf`5`YY  
j cb`Y]bYa `i bVY\_UbbhYb`A Ubb`VY`Àgh][ h`8Yf`HÀhYf`gW`]W`g]W  
Ub`X]Y` : fUi `YfUb`i bX`VYf0`fhY`g]Y`Ua `; YgÀ» ž`VYj cf`Yf`Ui Z  
Y]bYa `gW`k UfnYb` : U`ffUX`]b`F]W`hi b[ `@W`U`i gYf`GhfU» Y  
Z0W`hYh`"Hfcm`XYf`i a [ Y`YbX`U`Ufa ]YfhYb`Dc`]nY`]V`]YV`X]Y  
: U`bXi b[ `ni b`ÀW`gh`c`bY`9fZc`[ ži bX`X]Y`6YUa`hYb`Yfa`]hY`b`bi b  
k Y[ Yb`gYI i Y`Yf`6Y`Àgh][ i b[ "'8Y`Dc`]nY`]5i [ gVi f[ `C`gh`V]hYh`X]Y  
6Yj`0`\_Yfi b[ `i a`A`]h`]Z`Y`i bX`k`0bgW`h`g]W`<]bk Y]gY`Ui Z`XYb  
[ Ygi W`hYb`A Ubb`ž`XYf`U`g`Yhk`U`&\$`U`f`U`hž`gW`Ub`\_i bX`a`]h  
Xi b`\_Yb`<UUFYb`VYgW`f]YVYb`k`]fX`"9f`hfi [ `Y]bYb`Xi b`\_Yb  
Di ``cj Yf`a`]h`k Y]» Yf`5i ZgW`f]Zhž`VYf]W`hYh`H]I ]c"

8cW`X]YgYf`JcfZU``]gh`b]W`h`XYf`YfghY`gY]bYf`5fh]b`5i [ gVi f[ ``5a  
&\$`~\bi Uf`X]YgYg`~\fYg`Yf`YVhY`Y]bY`%+!`^`f][ Y`DUggU[ ]Yf]b`]b  
Y]bYf`GhfU»YbVU`b`Y]bY`^`b`]W`i`bUb[ YbY`a`Y`G]hi Uh]cb``8Yf  
Xi b`\_Y`^`Ai h][ Y`A`Ubbž`VY`\_Y]XYh`a` ]h`Y]bYf`gW`k`UfnYb`~`[ [ ]b[ \cgY  
i`bX`~\W`\_Yž`^`UhhY`g]Y`b`UW`Y`hk`Ug`[ YZfU[ hž`XUg`Yf`Ub`]^`f`\_Ui`ZYb  
\_ÖbbYž`i`bX`\_`cdZhY`]^`f`XUVY]Ui`ZXYb`C`VYfgW`Yb`\_Y` ``5i`W`]b  
X]YgYa` :`U``YfghUhhY`h`X]Y` ;`YgW`^`X][ hY`5bnY][ Yž`i`bX`X]Y`Dc`]nY]  
Yfa` ]hhY`h`k`Y[ Yb`gYI`i`Y``Yf`6Y`^`gh][ i`b[ ``8]Y`Dc`]nY]]bgdY`\_]h]cb  
5i [ gVi f[ `GØX`^`Uh`Y]bYb`NYi [ YbUi`Zfi`Z[ YghUfhY`hi`bX`V]hhY`hi`a  
gUW`X]Yb`]W`Y`<]bk`Y]gY`i`bhYf`X`Yf`HY`Y`Zcbbi`a`a`Yf  
\$,`&`%`#`&`!`&`+`%`\$`i`bX`ØVYf`X]Y`DfYggYghY``Y`XYg`Dc`]nY]df`^`g]X]i`a`g  
GW`k`UVYb`B`cfX`i`bhYf`\$,`&`%`'`&`'`'`%`\$`%`#`%`\$`%(`#`%`\$`%)`c`XYf`j`]U`9!  
A`U]`Ub`dd!`gk`b`dfYggYghY``Y`4`dc`]nY]"VUmYfb`"XYž`k`]Y`XUg`  
**DfYggYdcfhU`^`VYf]W`hY`h"**

## GhY][ YbXY`NU`^`Yb`VY]`gYI`i`Y``Yb`8Y`^`\_hYb

8]Y`k`UW`gYbXY`5bnU`^`Ub` :`^`Yb`gYI`i`Y``Yf`6Y`^`gh][ i`b[ `]gh`Y]b  
VYgc`f[ `b]gYffY[ YbXYg`D`^`Abca`Ybž`XUg`b]W`h`bi`f`5i [ gVi f[ `VYhf]Zh`  
GY]h`~\fYb`ghY][ h`X]Y`NU`^`YfZUggYf`GYI`i`U`XY`^`\_hY`]b`8Yi`hgW`^`UbX  
\_cb]h]bi`]Yf`]W`^`Ub` ``~`~\f`&\$`&(`k`i`fXY`Y]b`<`ÖW`ghghUbX`j`cb`fi`bX  
%&`,`\$\$\$`\$` :`^`Yb`YffY]W`hž`gc`XUg`6i`bXYg`\_f]a`]b`U`Ua`h`f`b?`5`L`8]YgYf  
5bgh]Y[ `k`]fX`hY`k`Y]gY`Ui`ZY]bY`Yf`^`Ö`hY`GYbg]V`]^`h`h`i`bX  
6YfY]hgW`UZh`i`ni`f`5bnY][ Y`ni`fØW`\_`YZØ`f`h`J]Y`Y`C`dZYfž`c`Zh`↑`b[ Y  
:`fUi`Yb`nk`]gW`Yb`%(`i`bX`&\$`~\fYbž`g]bX`Y`XcW`^`Ai`Z][ `ni  
hfUi`a`Uh]g]Yfh`c`XYf`Y]b[ YgW`ØW`hYfhž`i`a`gc`W`Y`J`cfZ`^`Y`ni  
a`Y`XYbž`i`bX`ZØfW`hYbž`VYgW`i`X][ h`ni`k`YfXYb`"

6YgcbXYfg`VYhfc`ZYb`g]bX` :`fUi`Ybž`XU`fi`bX` -`%`Dfc`nYb`h`XYf`C`dZYf  
j`cb`GYI`i`U`ghfUZhUhYb`k`Y]V`]W`g]bX` ``8]YgY`^`c`^`Y`NU`^`\_`Ubb`U`g  
5i`gXfi`W`\_`[ YgW`Y`W`hggdYn]Z]gW`Yf` ;`Yk`U`h`[ Y[ Yb` :`fUi`Yb  
VYhfUW`hY`h`k`YfXYbž`X]Y`Yg`ni`VY`\_`Aa`dZYb`[ `]`h`9]b`h]Y`Z[ Y`^`Yb`XYg  
l`a`XYb`\_`Yb`]gh`YfZc`fXYf`]W`ž`i`a`hfUX]YfhY`J`cfghY``i`b[ Yb`j`cb  
A`UW`h`i`bX`Y]bYa`j`Yfa`Y]b`h]W`Yb`F`YW`h`Ui`Z`Hf]YVVY`Zf]YX][ i`b[  
ni`fØW`\_`ni`Xf`^`Ab[ Yb` ``8Yb`b`XYf`[ YgY`g`W`UZh]W`Y`8fi`W`\_`i`bX`X]Y  
B`ch`k`YbX][ \_Y]hž`gc`W`Y`HUhYb`c`ZYb`ni`^`Y[ Yb`ž`^`Y[ Yb`b]W`h`bi`f`VY]  
XYb`C`dZYf`bž`gc`bXYf`b`g]bX`Y]bY`[ YgUa`h[ YgY`g`W`UZh]W`Y  
<YfUi`gZc`fXYfi`b[ ž`k`]Y`Yg`Ui`Z`**GhUh]ghU`ZYgh[ Y`^`U`hYb`k`]fX`"**

8YhU]`g	
C fh	6Yf`]bYf`5`YYž, *%) ' `5i [ gVi f[ ž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "h]l ]c"XY</li> <li>• k k k "dfYggYdcfhU`"XY</li> <li>• XY"ghUh]ghU"Wca</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!\_cY`b"bYh