

GW ]W\_gU`j cb ; fUd\ ^h'HYW bc`c [ m  
B UgXUe!< YUf]b [ `Xfc\ h'Ua `%+" ' & ` ]°

; fUd\ ^h'HYW bc`c [ mighY\ hij cf`Y]bYf`YbhgWXY]XYbXYb  
7ca d`]UbW!5b\Òfi b [ `Ua `%+" ' & ` ]&\$&) žbUW  
J YfnÒ[ Yfi b [ Yb`VY]: ]bUbnVYf]W hYb`i bX`Y]bYa `b]YXf][ YfYb  
5\_h]Yb\_i fg"



BYj UXUž`I G5`!`K Ug`\Uh; fUd\ ^h'HYW bc`c [ m]b`XYf`K Y`h'XYf  
gUi VYfYb`9bYf [ ]Yb`j cf3`9]b`6`]W`Ui Z`X]Y`Øb [ ghYb`9bhk ]W`i b [ Yb  
fi bX`i a `XUg`i bhYfbY\ a Yb`nY [ hž`XUgg`Yg`g]W`Ub`Y]bYa  
gdUbbYbXYb`K YbXYdi b\_higY]bYf; YgW]W hY`VYZ]bXYh"A ]h`XYa  
\_Øfn`]WYb`7ca d`]UbW!<YUf]b [ `Ua `%+" ' & ` ]&\$&) `ØVYf`XYa `?cdZ  
]gh`XUg`i bhYfbY\ a Yb` [ Ynk i b [ Ybž`ni `VYk Y]gYbž`XUgg`Yg`g]W  
k ]YXYf`Ui Z`XYb`?i fg`VYk Y [ hž`bUW`XYa `Yg`a ]h`Z]bUbn]Y`Yb  
GWk ]Yf [ \_Y]hYb`i bX`Y]bYa `?i fg`i bhYf`XYa `A ]b]a i a `j cb`\$ž%\$  
I G8`\_cbZfcbh]Yfh`k Uf``9]bY`<YfUi gZcfXYfi b [ ž`X]Y`YXcW`Ui W  
bYi Y`7\UbW`b`a ]h`g]W`Vf]b [ h`

; fUd\ ^h'HYW bc`c [ mifB5G85E .; Hž`VY`Ub bh`ZØf`gY]bY

]bbcj Uh] Y`l a k UbX`i b[ `j cb`DU`a \_YfbgW\U`Yb`]b`cW\fy]bYg  
; fUd\]h`i bX`; fUd\Ybž`Uh`g]W\`]b`XYf`K Y`h`XYf`bUW\`U`h][ Yb  
DfcXi \_h]cb`Y]bYb`BUa Yb`[ Ya UW`h`8]Y`Øb[ ghYb`-GC!  
NYfh]Z]n]Yfi b[ Yb`f`GC`- \$\$%ž%( \$\$%`i bX`(`) \$\$%`VYgh`h][ Yb`X]Y  
\c\Yb`E`i U]h`hg!`i bX`l a k Y`hghUbXUfXg`XYg`l bhYfbY\`a Ybgž`k Ug  
Yg`ni `Y]bYa `Yfbghni bY\`a YbXYb`5\_hY`i f`]a `A Uf\_h`a UW`h"  
8YbbcW`VYa Yf\_Yb`5bU`mghYbž`XUgg`X]Y`5V\`Ab[ ][\_Y]hj cb  
j cf\YfgY\`VUFYb`l bhYfghØ`hni b[ gb]j YUi g`]b`XYf`J Yf[ Ub[ Yb\`Y]h`cZh  
b]W`h`X]Y`[ Yk ØbgW`hYb`d`cg]hj Yb`9fhf`A[ Y`[ Y`]YZYfh`\`Uh"

## 7ca d`]UbW`i bX`K ]YXYfUi ZVUi

8]Y`J Yf\`UbX`i b[ Yb`i a `X]Y`7ca d`]UbW`g]bX`XUg`9f[ YVb]g]j cb  
j Yfgd`hYhYb`Z]bUbn]Y`Yb`6Yf]W`hYb`i bX`XYf`5bZcfXYfi b[ ž`ghUV]`Y  
l bhYfghØ`hni b[ `Xi fW`bYi Y`-b]j YghcfYb`k ]Y`5]XYb`@Y`ni  
[ Yk ]bbYb``8]Y`GhfUhY[ ]Y`XYg`l bhYfbY\`a Ybgž`Y]bYb`F Yj YfgY  
GhcW`Gd`]h`UVni `Y\`bYbž`\_ØbbhY`Ui Z`XYb`YfghYb`6`]W`f]g\_Ubh  
YfgW`Y]bYbž`XU`g]Y`i bk Y][ Yf`]W`ni `l bg]W`Yf\`Y]hYb`ØVYf`X]Y  
9f\`c`i b[ `XYg`5\_h]Yb`\_i fgYg`ZØ`fh"

9]bV`]W\_Y`]b`X]Y`6fUbW`YbYb`hk ]W`\_i b[ `nY][ Ybž`XUgg`; fUd\]hYg  
J Yfk YbXi b[ `]b`XYf`9`Y`\_hfc`a`cV`]h`hgVfUbW`Y`ghUf`\_ni b]a`a`h`A ]h  
Y]bYf`Yfk UfhYhYb`K UW`ghi`a`gfUhY`j`cb`%\*`i` `A\`f`]W`V]g`&\$` \$`g]Y\`h  
g]W`X`Yf`GY`\_hcf`a` ]h`ghY][ YbXYf`B UW`ZfU[ Y`\_cbZfcbh]Yfh`< ]Yf`gd]Y`h  
; fUd\`Yh`Y]bY`GW`ØggY`fc``Yž`]bXYa`Yg`g]W`[ Yn]Y`h`Ub  
9`Y`\_hfcZU\`fnYi [ \YfghY``Yf`]b`XYb`l G5`k YbXYhž`X]Y`a` ]h`9b[ d`ÄggYb  
]b`XYf`; fUd\]h] Yfgcf[ i b[ `Äa`dZb``@Ui`h`ghcfYg\`c`d`dY`"W`a  
\_ØbbhY`X]Y`9b`hk ]W`\_i b[ `Y]a` ]gW`Yf`DfcXi \_h]cbg\_UdUn]h`hYb`b]W`h  
bi`f`X]Y`@]YZf`\_YhY`ghUV`]g]YfYbž`gcbXYfb`Ui W`ni`f`GW`UZZi b[ `j`cb  
5fVY]hgd`Ä`hnYb`VY]hfU[ Yb"

## HYW`bc`c [ ]gW`Y`-bbcj Uh]cbYb`i bX < YfUi gZcfXYfi b[ Yb

; fUd\`Yhž`&\$%-`]b`A`U`Umg]U`[ Y[ fØbXYhž`j YfZc`[ h`a` ]h`igY]bYf  
dUhYb]h]YfhYb`HYW`bc`c [ ]Y`XUg`N]Y`ž`X]Y`5fhi bX`K Y]gYž`k ]Y  
; fUd\]h`k Y`hk Y]h`YfnYi [ h`k ]fXž`bUW\`U`h][ `ni`j`Yf`ÄbXYfb``8]Y

I a k UbX`i b[ ``UbXk ]fhgWUZh]WXYf'5VZÄ`Y`]gh`b]W`h`bi f  
i a k Y`hZFYi bX`]W`ž`gcbXYfb`V]f[ h`Ui W`VYXYi hYbXYg`DchYbn]U`ZØf  
ni \_ØbZh][ Y`÷bcj Uh]cbYb`i bX`5bk YbXi b[ Yb`]b`j YfgW]YXYbYb  
6YfY]W`Ybž`Y]bgW`]Y»`]W`6UhhYf]Yb`i bX`6fYbbghcZnY`Yb"

CVk c``Yg`c`c`Y`F]g]\_Yb`[ ]Vhž`k ]Y`fY[ i`Uhc]gW`Y`I bg]W`Yf`Y]hYb  
i bX`Z]bUbn]Y`Y`<YfUi gZc`fXYfi b[ Yb`]a`Ni gUa`a Yb`Ub[ `a`]h`XYa  
5i gVUi `XYf`DfcXi \_h]cbggh`h`h`]b`BYj UXUž`X]Y`?cghYb`nk ]gW`Yb  
%) \$`i bX`&\$`\$`A`j``cbYb`I G8`VYhfU[ Yb`\_ØbbhYž`[ ]Vh`Yg`Ui W`\_`UfY  
d cg]h]j Y`DYfgdY`\_h]j Yb`"8Yf`8]U`c[ `a`]h`XYf`6fUbW`Y`i bX  
ghfUHy[ ]gW`Y`DUf`hbYfgW`UZhYb`\_ØbbhYb`b]W`h`bi f`ni`Y]bYf  
[ Ybi ggj c``Yb`K ]YXYf`YfghY``i b[ `XYg`I bhYfbY`a Ybg`ZØ`fYbž  
gcbXYfb`Ui W`X]Y`A Uf`hVYX]b[ i b[ Yb`ni a`J`cfhY]`j`cb`; fUd`Y`h  
VYY]bZi ggYb"

÷`5bVYhfUW`h`XYf`ghY][ YbXYb`B UW`ZFU[ Y`bUW` ; fUd`h`Xi fW`X]Y  
k Y`hk Y]hY`9bYf[ ]Yk YbXY`i bX`XYa`DchYbn]U`Y]a ]gW`Yf  
DfcXi \_h]cbga Yh`cXYb`ghY`h`g]W`X]Y` : fU[ Y`?Ubb` ; fUd`Y`h`gY]bY  
5a V]h]cbYb`]b`Y]bYb`ghUV]Yb`A Uf`hYfZc`[ `i a`a ØbnYb3`8]Y  
5bhk`cfhYb`k YfXYb`g]W`Yf`VY]a`VYj`cfghY`YbXYb`<YUf]b[ `Ua``%+`  
÷`j`&\$&) `ni`gY`Yb`gY]b`i bX`\_ØbbhYb`ZØf`XUg`I bhYfbY`a Yb`X]Y  
K Y]W`Yb`ZØf`Y]bY`bYi Y`Y`fU`ghY`Yb`"÷`j`Yghc`fYb`i bX`6YcVUW`hYf  
gc`hYb`X]Y`G]h`Uh]cb`Ui Za`Yf`gUa``j`YfZc`[ Ybž`XYbb`X]Y`7`UbW`b  
Ui ZY]bY`d cg]h]j Y`9bhk ]W`i b[ `\_ØbbhYb`a`]h`XYf`GhUV]`]g]Yfi b[ `XYg  
5\_h]Yb`\_i fgYg`fUgW`UbghY][ Yb"

|          |  |
|----------|--|
| 8YhU]`g  |  |
| C fh     | BYj UXUž`I G5  |
| E i Y`Yb | <ul style="list-style-type: none"> <li>• k k k "U]bj Ygh"W`a</li> <li>• k k k "bUgXUe"W`a</li> <li>• k k k "ghc`fYg`c`d`d`Y"W`a</li> </ul> |

6Ygi W`Yb`G]Y`i bg`Ui Z.`k`ca` , +`XY