

6ÖV`]b[ Yb. '8 Yf'ni \_i bZhgk Y]gYbXghY '? fY]g  
]b '6UXYb!K ØfhYa VYf[ °

8 Yf'@UbX\_fY]g'6ÖV`]b[ Yb'VY`Y[ h'&\$&) 'XYb') "'D`Uhn`ja  
Dfc[ bcg!Ni \_i bZhgUh`Ug'i bX`]gh'ZØ\ fYbX`]b'6UXYb!  
K ØfhYa VYf[ `VYnØ[ `]W`Ni \_i bZhgZÅ\][ \_Y]h"



6ÖV`]b[ Ybž'8 Yi hgW`UbX`!K Ybb`Yg'i a `X]Y`Ni \_i bZi[ Y\hž`Uh  
XYf'@UbX\_fY]g'6ÖV`]b[ Yb`]b'6UXYb!K ØfhYa VYf[ `[ Ubn'gW`Øb`XYb  
Hi fVc`Y]b[ Y`Y[ h"@Ui h`XYa `Dfc[ bcg!Ni \_i bZhgUh`Ug'&\$&) `]gh`Yf`XYf  
ni \_i bZhgZÅ\][ ghY '? fY]g`]b`XYf`FY[ ]cb`i bX`VY`Y[ h`Vi bXYgk Y]h`XYb  
Ui g[ YnY]W`bYhYb`ZØbZhYb`D`Uhn`i bhYf`(\$\$`GhUXh`i bX`@UbX\_fY]gYb"  
<]YfVY`nY][ h]g]W`XYi h]W`ž`XUgg`X]Y`@Y]ghi b[ `XYg`@UbX\_fY]gYg  
b]W`h`bi f`ja `GØXYb`8 Yi hgW`UbXg`cW`ja `?i fg`ghY`hž`k`Å`fYbX  
X]Y`@UbX\_fY]gY`A`ØbW`Ybž`9f`Ub[ Yb`i bX`X]Y`GhUXh`A`ØbW`Yb`X]Y  
YfghYb`XfY]`F`Åb[ Y`VY`Y[ Yb"

8 Yf'@UbX\_fY]g'6ÖV`]b[ Yb`\Uh]g]W`ja `J Yf[ `Y]W`ni a `YhnhYb  
F Ub\_]b[ `ja `]f`&\$&&gc[ Uf`i a `Y]bYb`D`Uhn`j YfVYggYfh`@UbXfUh  
F c`UbX`6Yfb`UfX`ZFYi h]g]W`ØVYf`X]Y`ghUf`Y`Dcg]h]cb`i bX`YVh

\Yfj cfžk ]Y`k ]W`h[ `X]YgY`D`Uhn]Yfi b[ `ZØf`X]Y`k ]fhgW`UZh]W`X  
9bhk ]W`i b[ `XYf`FY[ ]cb`]gh"6YgcbXYfg`VYa Yf`Ybgk Yfh]gh`X]Y  
Dcg]h]cb`ja `6YfY]W`K YhhVYk YfV`i bX`b`bcj Uh]cbž`b`XYa `XYf  
@UbX`fY]g`Ui Z`D`Uhn`j ]Yf`i bhYf`XYb`GØXk Ygh!`fY]gYb`UbXYh`Y`]bY  
J YfVYggYfi b[ `j`cb`D`Uhn`ZØbZ`ja `>\f`&\$&"8]Y`ghfUhY[ ]gW`X  
5i gf]W`hi b[ `XYf`?fY]gk ]fhgW`UZhgZØfXYfi b[ ž`X]Y`gY]h`&\$%, `Ub`XYf  
Ni `i bZhghfUhY[ ]Y`K ]fhgW`UZhghUf`Yf`@UbX`fY]g `UfVY]hYhž`nY][ h  
YfghY`9fZc`[ Y"

GhUf`Y`@Y]ghi b[ Yb`i bX

J YfVYggYfi b[ gdc`hYbn]U`Y

8]Y`F`Ub\_]b[ g`VUg]YfYb`Ui Z`j ]Yf`nYbhfU`Yb`H`Ya YbZY`XYfb.  
8Ya c[ fUZ]Yž`5fVY]hga Uf`hž`K YhhVYk YfV`i bX`b`bcj Uh]cb`gck ]Y  
K c`\ghUbX`i bX`gcn]U`Y`@U[ Y"K `À`fYbX`XYf`@UbX`fY]g`6ØV`]b[ Yb  
]a `6YfY]W`K YhhVYk YfVgZ`À`][ `Y]h[ `Àbnhž[ ]Vh`Yg`ja  
XYa c[ fUZ]gW`Yb`6YfY]W`bcW`@`Zh`bUW`cVYb" < ]Yf`Z]Y`XYf  
@UbX`fY]g`j`cb`D`Uhn`%`&`Ui Z`%`+"8Yb`bcW`U`h`6ØV`]b[ Yb`ja  
5fVY]hga Uf`h`f`Ub\_]b[ `Y]bYb`VYa Yf`Ybgk YfhYb`Gdfi b[ `]`Ya UW`hž  
j`cb`D`Uhn`&%`Ui Z`D`Uhn`\*`"8Ug`nY][ hž`XUgg`g]W`X]Y`i bhYfbY`a`Yb`]b  
XYf`FY[ ]cb[ `i`h`dcg]h]cb]YfYb`i bX`Ui W`bYi Y`5fVY]hg`f`ÀZhY  
Ubn]Y`Yb`\_ØbbYb"

9]b`6`]W`\_`Ui Z`X]Y`UbXYfYb`@UbX`fY]gY`]b`XYf`FY[ ]cb`nY][ hž`XUgg  
X]Y`?`cb`\_i`ffYbn`ghUf`\_]gh"8]Y`GhUXh`Ghi hh[ Ufh`VY`Y[ h`XYb`b`Yi bhYb  
F`Ub[ `]b`XYb`Hcd`%\$žk `À`fYbX`nY`b`GØXk Ygh!GhUXh`i`bX  
@UbX`fY]gY`i bhYf`XYb`VYghYb`&\$`j`YfhfYhYb`g]bXž`XUfi bhYf`l`a`Ui Z  
D`Uhn`%ž`<Y`Vfcb`b`Ui Z`D`Uhn`%&`i`bX`<Y]XY`VYf[ `Ui Z`D`Uhn`%)"  
8]YgY`F`Ub\_]b[ g`j`YfXYi`h]W`Ybž`XUgg`gck c`\`6UmYfb`U`g`Ui W`  
6UXYb!K`ØfhYa`VYf[ `]`\fY`GhUbXc`fhgh`Å`f`\_Y`ghYh][ `Ui`gVUi`Ybž`k`cVY]  
-`%`Dfc`nYb`h`XYf`?fY]gY`]b`6UXYb!K`ØfhYa`VYf[ `]b`XYb`cVYfYb`j`]Yf  
Ni`\_i`bZhg`\_UggYb`ghY`Ybž`Y]b`ghUf`\_Yg`NY]W`Yb`ZØf`X]Y`5hhfU`\_h]j`]h`h  
XYf`FY[ ]cb"

5i gV`]W`\_]b`X]Y`Ni`\_i`bZh

8]Y`9f[ YVb]ggY`XYg`Dfc[ bcg!Ni`\_i`bZhgUh`Ug`g]bX`b]W`h`bi`f`NU`Ybž

g]Y`g]bX`Ui W`Y]b`5ddY``Ub`X]Y`J YfUbhk cfh]W`Ybž`k Y]hYf`]b`Ub  
 XYb`<YfUi gZcfXYfi b[ Yb`ni`UfVY]hYb``8Yf`@UbX\_fY]g`6ÖV`]b[ Yb  
 \Uh`\_`Uf`Yf`Ubbhž`k c`X]Y`GhÄf`\_Yb``]Y[ Ybž`UVYf`Ui W`ž`k c  
 <UbX`i b[ gVYXUfZ`VYghY`h`A`]h`Y]bYf`\_`UfYb`GhfUhY[ ]Yž`Y]bYf  
 Yb[ U[ ]YfhYb`K`]fhgW`UZhgzÖfXYfi b[ `i bX`Y]bYa`5i [ Y`Ui Z`X]Y  
 XYa`c[ fUZ]gW`Yb`9bhk ]W`\_i b[ Yb`gW`Y]bh`XYf`@UbX\_fY]g`VYghYbg  
 [ YfØghYh`ZÖf`X]Y`<YfUi gZcfXYfi b[ Yb`XYf`Ni`\_i bZh`

8 Ug`i a`ZUb[ fY]W`Y`F`Ub\_]b[ `i bX`X]Y`XUVY]`[ Yk`cbbYbYb  
 9f`\_Ybhb]ggY`nY][ Yb`Y]ba`U`a`Y`fž`XUgg`XYf`@UbX\_fY]g`6ÖV`]b[ Yb  
 Ui Z`XYa`f]W`h][ Yb`K`Y[ `]gh`I`a`gc`k`]W`h][ Yf`]gh`Ygž`X]Y`dcg]h]j`Y  
 9bhk ]W`\_i b[ `Zcfhni`gYhnYb`i bX`[ Yn]Y`h`Ub`XYb`GW`k`ÄW`Yb`ni  
 UfVY]hYb``GW`]Y»`]W`[ ]`h`K`Yf`X]Y`Ni`\_i bZh]a` ;`f]Z`U`hž`U`h`Ui W`  
 XUg`6YghYW`\_i]b`XYf`<UbX`

K`Y]hYfY`8YhU]`g`i bX`h]YZYfY`9]bV`]W`\_Y`ni`XYb`F`Ub\_]b[ g`i bX`XYfYb  
 6YXYi`hi b[ `Yf`U`hYb`G]Y`Ui Z`XYb`GY]hYb`j`cb`GhUUhgUb`nY][ Yf`i bX  
 @F`566`"

8YhU]`g	
Cfh	6ÖV`]b[ Ybž`8Yi`hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "ghUUhgUb`nY][ Yf`"XY</li> <li>• k k k "`fUVV"XY</li> </ul>

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