

< YbXf]\_ : `]Yfa Ub`j Yf`Àggh; `8 UhU. `B UW  
&\$ `>U\ fYb `Ui Z`bYi Yb `K Y[ Yb °

< YbXf]\_ : `]Yfa Ub`j Yf`Àggh; `8 UhU`7 mVYf8 YZYbgY `bUW `&\$  
>U\ fYb " `GhfYgg`ghY][ Yfh`>Vk YW`gY`! : fYei Ybn`VY]  
7 mVYfgYW f]hm! : Ø\ fi b[ g\_f`ÀZhYb"



; `8 UhU`7 mVYf8 YZYbgYž`8 Yi hgW`UbX`!`>`XYf`K Y`h`XYf  
7 mVYfgYW f]hm]g]bX`J Yf`ÀbXYfi b[ Yb`Ub`XYf`HU[ Ygc]fXbi b[ ži bX  
k ]Y`Yg`Ui gg]Y\hž`k ]fX`< YbXf]\_ : `]Yfa Ubž`Y]b`VY`\_UbbhYg; Yg]W`h  
VY]; `8 UhU`7 mVYf8 YZYbgYž`XUg`l bhYfbY\`a Yb`bUW `&\$`>U\ fYb`ni a  
'`%`5i [ i gh`&\$& ) `j Yf`UggYb": `]Yfa Ub`\`Uh]b`X]YgYf`NY]h  
j YfgW`]YXYbY`GhUh]cbYb`Xi fW`\`Ui ZYbž`[ YghUfhYh`U`g`hYW`b]gW`Yf  
DfcXi`\_ha UbU[ Yf`i bX`g]W`\`cW`[ YUfVY]hYh`V]g`ni a`J]W`DfYg]XYbh  
; `cVU`GU`Yg`/`A Uf`\_Yh]b[ " `9]bY`Y]bXfi W`gj c`Y`? Uff]YfYž`X]Y`]\`a  
j ]Y`6Y`\_Ubbh\Y]h`VfUW`hYb`"GY]b`K Y[ `ZØ\`fhY`ØVYf`X]Y`ghfUhY[ ]gW`Y  
DUfhbYfgW`UZhi bX`XUg`6i g]bYgg`8Yj Y`cda Yb`hž`V]g`Yf`&\$%, `X]Y  
F`c`Y`XYg; `cVU`GU`Yg`8 ]fYW`hf`ØVYfbU\`a ži a`X]Y  
J Yfhf]YVgU`\_hj ]h`hYb`ni `VØbXY`b`i bX`Ui gni VUi Yb`"Bi b`ghY\`hY]b  
bYi Yf`VYfi Z]W`Yf`GW`f]h`Ubž`XYb`Yf`Ui ZY][ YbYb`K i bgW`Ubhf]h`i

Wc b b Y W h ! d f c Z Y g g ] c b U " X Y "

9]bY'gc`WX`Ub[ Y`NY]h]b`Y]bYa`l bhYfbY\`a Yb`Ägg'h]YZ`V`]W\_Yb";  
8UhU`VYXUb\_h]g]W`Ui Zf]W`h][`ZØf`gY]bY`A ]hUfVY]h]i bX`k ØbgW`h]\`a  
U`Yg; ; i hY`ZØf`X]Y`Ni`\_i bZh`CV`:`]Yfa Ub`]b`XYf`bYi Yb  
<YfUi gZcfXYfi b[ `Ui »Yf\`U`V`j`cb`; ;`8UhU`Y]bYb`BYi UbZUb[ `k U[ h  
cXYf`[ Uf`]b`Y]bYf`Ä`b`^]W`Yb`6fUbW`Y`h`Äh][`k`]fXž`V`Y]Vh`gdUbbYbX  
UVni k UfhYb"

## J Y f Ä b X Y f i b [ Y b ` ] b ` X Y f ` 7 m V Y f g Y W ` f ] h m ! 6 f U b W ` Y

8]Y`U`\_hi Y`Yb`9b`k ]W`\_i b[ Yb`XYW`Yb`g]W`a ]h`Y]bYf`Dfc[ `bcgY`j`cb  
; UfhbYfž`X]Y`VYgU[ hž`XUgg`ZUgh`X]Y`<Ä`ZhY`U`Yf`7mVYfgYW`f]hml  
: Ø\fi b[ g\_`f`Ä`ZhY`V]g`&\$&) `Y]bYb`æV`k YW`gY`UbghfYVhž`c`Zh`VYX]b[ h  
Xi fW`X`Yb`GhfYgg`Ua`5fVY]hgd`Uhn"8]YgY`NU\`Yb`\_ÖbbhYb  
:`]Yfa Ub`g`9bhgW`Y]Xi b[ `Yf`\_`Ä`fYbž`XYbb`XYf`8fi W`\_Ui Z  
7mVYfgYW`f]hml9l dYfhYb`]gh`Ybcfa`**gk ]ggWmVYfgYW`f]hm"b Y h"**

B Yi YghY`Ghi`X]Yb`nY][`Ybž`XUgg`Y]b`J]YfhY`XYf`7mVYfgYW`f]hml  
: Ø\fi b[ g\_`f`Ä`ZhY`Y]bY`j`Ö`][`UbXYfY`:`i b`\_h]cb`UbghfYVh"  
GhfYggZU`hc`fYbž`k ]Y`gh`Ä`bX][`Yf`8fi W`\_i bX`i b\`U`hVUfY  
5fVY]hgVYX]b[ i b[ Ybž`hfU[ Yb`XUni`VY]ž`XUgg`g]W`j`]Y`Y  
YbhgW`Y]XYbž`XUg`l bhYfbY\`a Yb`ni`k YW`gY`b`c`XYf`g]W`bYi`ni  
cf]Yb]h]YfYb"8YYdh];`cdU`ž`8]fYW`hc`f`5bU`mgh`VY];`UfhbYfž`gdf]W`h  
j`cb`XYb`dgmW`c`c[ ]gW`Yb`5i`gk ]f`\_i b[ Yb`XYg`GhfYggYgž`X]Y`X]Y  
9bhgW`Y]Xi b[ Yb`i bX`X]Y`@]ghi b[ `XYf`:`UW`Yi hY`VYY]bhf`Ä`W`h][`Yb"  
9]bY`gW`Y`W`hY`l bhYfbY\`a Ybg`\_i`hi`f`k ]f`\_h]g]W`XUVY]`bY[ Uh]j`Ui Z  
XUg`K`c\`VYZ]bXYb`Ui`g`i bX`\_Ubb`ni`6i`fbc`i`h`ZØ\`fYb"

- Dfc[ `bcgY.`6]g`&\$&) `k YfXYb`a Y\`f`U`g`X]Y`<Ä`ZhY`U`Yf`  
gW`k Yfk ]Y[ YbXYb`7mVYfj`cfZ`Ä`Y`Ui Za Ub[ Y`b`XYg`HU`Yb`h  
cXYf`a YbgW`]W`Yg`J YfgU[ Yb`ni`fØW`\_ni`ZØ\`fYb`gY]b"
- 9]b`5bgh]Y[ `j`cb`7mVYf!`i bX`GcW]U`!9b[ ]bYYf]b[ !5b[ f]ZYb  
Ui ZA YbgW`Yb`]gh`ni`Yfk UfhYb"
- \* - l`XYf`A ]hUfVY]hYbXYb`\`UVYb`]b`XYb`YhnhYb`%&  
A`cbUhYb`7mVYfg]W`Yf\`Y]hg]f]W`h]b]Yb`i`a [ Ub[ Yb"
- +( l`XYf`6YZfU[ hYb`k`Ä`fYb`VYfY]hž`G]W`Yf\`Y]hg]f]W`h]b]Yb`ni

i a [ Y\Ybž'i a ; YgW\ÀZhgn]Y`Y`ni `YffY]W\Yb"

8]Y`9bhk ]W`i b[ Yb`i a ; `]Yfa Ub`i bX`X]Y`U``[ Ya Y]bYb`HfYbXg`]b  
XYf`6fUbW\Y`k YfZYb`Y]b`@]W\h`Ui Z`X]Y`<YfUi gZcfXYfi b[ Ybž`a ]h  
XYbYb`j ]Y`Y`i bhYfbY\`a Yb`\_cbZfcbh]Yfh`g]bX``G]Y`a ØggYb`g]W\  
j YfghÀf`\_hia ]h`XYf`i bhYfbY\`a Ybg`\_i `hi f`i bX`XYa  
GhfYgga UbU[ Ya Ybh`]\fYf`A ]hUfVY]hYbXYb`Ui gY]bUbXYf`gYhnYbž  
i a `hU`Ybh]YfhY` : Ø\fi b[ g`fÀZhY`ni ``U`hYb"

Hfchn`XYf`<YfUi gZcfXYfi b[ Yb`V`Y]Vh`Yg`ZUgn]b]YfYbX`ni `gY\Ybž  
k ]Y`g]W`X]Y`7mVYfgYW`f]hm!@UbXgW\UZh`\_cbh]bi ]Yf`]W`k UbXY`h`  
i bX`k ]Y` : UW\`Yi hY`k ]Y` : `]Yfa Ub`XUVY]`]\fY`?Uff]YfYk Y[ Y`bYi  
[ YghU`hYbž'i a `XYb`5bZcfXYfi b[ Yb`Y]bYf`XmbUa ]gW\Yb`6fUbW\Y  
[ YfYW\h`ni `k YfXYb``8Yf`5i ggh]Y[ `j cb` : `]Yfa Ub`a Uf\_]Yfh`b]W\h`bi f  
XUg`9bXY`Y]bYf`Y`fU`ZØf` ; `8UhUž`gcbXYfb`Yf`ÒZbYh`Ui W\`bYi Y  
A Ò[ `]W\`\_Y]hYb`ZØf`]\bž'i a `gY]bY`?Ybbhb]ggY`i bX`9fZU\fi b[ Yb`]b  
Y]bYa `UbXYfYb`?cbhYi h`Y]bni Vf]b[ Yb``6`Y]VYb`k ]f`[ YgdUbbhž  
k Y`W\Y`GW\f]hY`Yf`U`g`B`ÀW\ghYg`k U[ Yb`k ]fX"

8YhU]`g	
Cfh	; `8UhU`7mVYf8YZYbgYž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"><li>• k k k "W\`bbYW\!dfcZYgg]cbU`"XY</li><li>• k k k "W\`UbbY`dUfhbYf"XY</li><li>• k k k "gk ]ggWmVYfgYW`f]hm"bYh</li></ul>

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