

: Y]Yf`]Wk Yf': UggV]YfUbgh]Wk . '9K ;  
VY[ Y]ghYfh'6fYa Yb!BcfX°

5a `&) ""5dfj`&\$&) `ZY]Yfh'X]Y`9\ fYbk YfhY'; YgY`gWkUZh`b  
J Y[ YgUW`XYb`hfUX]h]cbY`Yb': UggV]YfUbgh]Wk `a ]h'A i g]\_ž; f]`  
i bX`\]ghcf]gWkYb`6i ggYb"

K U`X[ Ughgh`hhY`6fi bbYb`cZž; f0bYf`K Y[ `%) ž`&, +-  
@Yi Wk hYbVi f[ ž`8Yi hgWk`UbX`!`8]Y`9\ fYbk YfhY'; YgY`gWkUZh  
f9K ; Łž[ Y[ f0bXYh`%- , &j cb`<Y]bf]Wk `K ]\Y`a `CYV\_Yfž`<Ubg  
9`a Yfg`i bX`@ hn`8]YXf]Wk ž`V`W`h`Ui ZY]bY`Ub[ Y`HfUX]h]cb`ni f0W`  
5\_hi Y`VYghY`h`X]Y`Cf[ Ub]gUh]cb`Ui g`UWk h`A ]h[ `]YXYfbž`X]Y`g]Wk  
Xi fWk `]\fY`Zcfa Y`Y`?`Y]Xi b[ ž`VYghY`YbX`Ui g': `]Y[ Yž`Ga`c\_]b[ ž  
k Y]»Ya `GY]XYbgWkU`ž`k Y]»Yb`<UbXgWk i `Ybž`Y]bYf`BY`\_Y`]a  
?bcdZcWk`i bX`Y]bYa `Nm]bXYfž`Ui gnY]Wk bYb`"8Uf0VYf`\]bUi g  
hfU[ Yb`g]Y`Y]bYb`gWk k UfnYb`GWk]fa`i bX`g]bX`VY]`nU`\fY]WkYb  
0ZZYb`h]WkYb`J YfUbghU`hi b[ Yb`U\_h]j ž`XUfi bhYf'; YgWk`Äzhg!`i bX  
A Uf\_hYf0ZZbi b[ Ybž`?cb[ fYggYž`GWk]ZZghUi ZYb`i bX  
GdYbXYbU\_h]cbYbž`k ]Y`XUg!V`j "XY`VYf]Wk hYh"

9]b`<][ \`][ \`h]a`?U`YbXYf`XYf`9K ; `]gh`XYf`hfUX]h]cbY`Y`Y  
: UggV]YfUbgh]Wk ž`XYf`i fgd f0b[ `]Wk`U`g`A U]VcW`Ubgh]Wk`VY[ Ubb  
i bX`]b`X]YgYa``U\`f`Ua`': fY]hU[ ž`XYa`&) ""5dfj`ž`ni a`(`%"`A U`  
[ YZY]Yfh`k ]fX`"8]Y`J YfUbghU`hi b[ `Z]bXYh`]b`XYf`K U`X[ Ughgh`hhY  
6fi bbYb`cZž; f0bYf`K Y[ `%) `]b`@Yi Wk hYbVi f[ ž`ghUhh`i bX`]gh`Z0f  
U`Y`6Ygi WkYf`\_cghYb`cg`"5V`%, `i \`f`k ]fX`Y]b'; f]`VYhf]YV  
Ub[ YVchYbž]b`XYggYb`F U\`a Yb`6fUhk i fghž`7`Ua`d][ bcbg`i bX  
BUW`YbghYU`g]a`6f0hWkYb`a ]h`?fUi hgU`Uh`ni`a`cXYfUHyb`DfY]gYb  
j Yf`\_Ui Zh`k YfXYb`"i a`%'`.( ) `i \`f`ghUfhYb`X]Y`A ]h[ `]YXYf`a ]h`Y]bYf  
F i bXhci f]a` \]ghcf]gWkYb`6G5; !6cf[ k UfXVi`g]j cb`%-)` ž`XYf`Y]b  
) \$!@]hYf!: Ugg`<UU`\_Y`6YW`\_ni a`J YfUbghU`hi b[ gcfh`hfUbgdcfh]Yfh`  
8]Y`YfghY`GhUh]cb`XYf`6i gZU`f`h]gh`XUg`F YghUi fUb`h`GdUfhU`]b

@Ygi a ž[ YZc`[ hij ca `FYghUi fUbh'5`c]g`]b`J Y[ YgUW\_`i bX`XYa  
: Å\`f\`Ui g" < i VYfhi g` < Ygg!; fi bYk U`Xž DfÅg]XYbh`XYg`GJ`K YfXYf  
6fYa Ybž`k ]fX`[ Y[ Yb`%-`i \`f`XUg` : Ugg`UbghYWX Yb`i bX` : fY]V]Yf  
Ui ggWX Yb`\_Yb`"9]b`6]Yfk U[ Yb`]a`5i » YbVYfY]WX`XYf  
K U`X[ UghghÅhhY`k ]fX`V]g`&&`i \`f`VYhf]YVYbž`XUbUWX`]gh`X]Y  
5i ggWX Ub`\_bi f`bcWX`Xf]bbYb`a`Ò[ `]WX`": Øf`X]Y`a`i g]\_U`]gWX`Y  
I bhYf\`U`hi b[ `gc f[ h`8 > HcXXmž`k Å\`fYbX`nU\`fY]WX`Y`9\`fYb[ ÅghYž  
XUfi bhYf`XYf`C fhgUa`hg`Y]hYf`i bX`XYf`6Øf[ Yfa`Y]ghYfž`Yfk UfhYh  
k YfXYb"

## : UggV]YfUb gh]WX`i bX` < ]ghc f]Y

8]Y`9K ; `d`Ubh`ZØf` : fY]hU[ ž`XYb`i&, "'5df]`ž`Y]bY`k`Y]hYfY  
J YfUbghU`hi b[ `dfc[ fUa`a`]YfhY`Y]bYb` : UggV]YfUbgh]WX`]a  
FYghUi fUbh`?fÅb\`c`a` `]b`Gh`A U[ bi g`UV`%-`i \`f`"6YfY]hg`gY]hi( \$  
š\`fYb`[ Y\`Øfh`X]YgYg`9j Ybh`ni`XYb`HfUX]h]cbYb`XYf` ; YgY`gWX`UZh"  
K ]Y`k`YgYf!`\_i`f]Yf"XY`VYf]WX`hYhž`\`UVYb`X]Y`A`]h[ `]YXYf  
j YfgWX]YXYbY`HfUb gdc fha`]hY`k`]Y`XYb`\`]ghc f]gWX`Yb`6cf[ k UfXVi`g  
Y]b[ YgYhnhž`i`a`X]Y`J YfUbghU`hi b[ `ni`i`bhYfghØhnYb`": fØ\`Yf`ZUbXYb  
: UggV]YfUbgh]WX`Y`Ub`C`fhYb`k`]Y`XYf`GhfUbX`i`gh`i`bX`6fi`bg` ; UfhYb  
ghUhh`"6]g`Ub[ `k`i`fXY`ni`f` : ]bUbn]Yfi`b[ `XYf`J YfUbghU`hi`b[ `Y]b  
Xi`fWX`Gdc bgc`fYb`Z]bUbn]YfhYg` < YZhj`YfØZZYbh`]WX`hž`XUg`Ui`WX`X]Y  
; YgWX]WX`hY`XYf`9K ; `VY]b\`U`hYh"

8]Y`A`]h[ `]YXYf`XYf`9K ; ž`X]Y`g]WX`]b`Ga`c\_]b[ `i`bX`Nm]bXYf  
\_`Y]XYbž`g]bX`[ `Y]WX`VYfYWX`h][`hi`bX`YfZØ`Yb`gY]h`%-` , ` `X]Y  
C f[ Ub]gUh]cb`XYg`6]YfUbgh]WX`g`i`fgdfØb[ `]WX`k`i`fXYb`A`U]VcW`!  
: ÅggYf`Ub[ YghcWX`Ybž`YXcWX`\`UVYb`g]WX`X]Y`HfUX]h]cbYb`\`]b`ni  
< UU`\_Y`6YW`\_6]Yf`j`YfÅbXYfh`"8]Y`\`Yi`h][`Y`Hci`f`VY[ ]bbh`Ua` `A`]hU[  
]a`6cf[ k UfX!6i`g`i`bX`i`a`ZUggh`a`Y\`fYfY`GhUh]cbYb`]b`6fYa`Yb!  
BcfXž`k`c`UbghY`Y`j`cb`6]YfZÅggYfb` ; i`hgWX`Y]bY`ØVYf[ YVYb  
k YfXYb`"8]Y` : Y]Yf`]WX`\_Y]hYb`Ua` `&, "'5df]`k`YfXYb`Xi`fWX`X]Y  
@]Y`a`i`g]\_`XYf`6UbX`7Ug]bc`F`cmJ`Y`Ui`g` < Ua`Vi`f[ `VY[ `Y]hYhž`i`bX  
XYf`9]bhf]hh`ni`f`J YfUbghU`hi`b[ `]gh`YVYb`ZU`g`ZfY]ž`a`]h`9]b`Ugg`UV`%  
I`\`f"

8YhU]`g	
J c fZU``	Gcbgh][ Yg
C fh	K U`X[ UghghÀhhY`6fi bbYb\cZž; fØbYf`K Y[ `%) ž &, ++- `@Yi W\hYbVi f[ ž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "XUg!V`j "XY</li> <li>• k k k "k YgYf!_i f]Yf"XY</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U[ "XY