

B F K !A ]b]ghYf' ? f]gW\ Yf' Zc fXYfh  
A ]` ]UfXYbZc bXg'ni f'F Yhhi b[ 'XYf  
=b ZfUghfi \_hi f°

B F K !J Yf\_Y\fga ]b]ghYf' ? f]gW\ Yf' Zc fXYfh'Y]b' bYi Yg  
GcbXYfj Yfa Ò[ Yb' ZØf'XYb' 9f\U'h'XYf' =b ZfUghfi \_hi f"  
5Vgh]a a i b[ 'ja '6i bXYgfUh'YfZc`[ h'VU'X"

B c fXf\Y]b!K YghZU`Ybž'8Yi hgW\ `UbX'! B F K !J Yf\_Y\fga ]b]ghYf  
C`j] Yf' ? f]gW\ Yf' \Uh'g]W\ `Yb'hgW\ ]YXYb' ZØf'X]Y'Bi hni b[ 'Y]bYg  
[ Yd`UbhYb'GcbXYfj Yfa Ò[ Ybg'j cb') \$\$'A ]` ]UfXYb'9i fc  
Ui g[ YgdfcW\Ybž'i a 'Y]bYb' bYi Yb' =b ZfUghfi \_hi fZc bXg']bg'@YVYb'ni  
fi ZYb'"8]YgYf': cbXg'gc`'\Y`ZYbž'X]Y'Xf]b[ YbX'VYb'Òh][ hYb' A ]hY`  
ZØf'X]Y'GUb]Yfi b[ 'XYf'a UfcXYb' =b ZfUghfi \_hi f']b'8Yi hgW\ `UbX  
VYfY]hni ghY`Yb'"8]Y': ]bUbn]Yfi b[ 'XYg': cbXg']gh'j cf[ YgY\Yb  
Xi fW\ '9]bbU\ a Yb'Ui g'XYf'@\_k !A Ui h'i bX'J Yf\_Y\fgghYi Yfb"  
' ? f]gW\ Yf' VYhcbhž'XUgg'X]YgYf'GW\ f]h'h'bc'hk YbX][ 'gY]ž'i a 'XYb'9f\U'h  
i bX'XYb'5i gVUi 'XYg'k ]W\ h][ Yb' =b ZfUghfi \_hi fUb[ YVchg']b'XYb  
@ÅbXYfb'i bX'?ca a i bYb'ni 'g]W\ Yfbž'XU'XYf' =b j Ygh]h]cbgVYXUfZ  
\Yf'Ybcfa ' ]ghž']bgVYgcbXYfY' bUW\ 'XYf'GW\ UZZI b[ 'Y]bYg  
=b j Ygh]h]cbgghUi g'ØVYf'j ]Y'Y' ð\ \fY '\ ]bk Y[ '"8]Y' B'chk YbX][ \_Y]h  
Y]bYf'\Ui g\U'hgi bUV\Åb[ ] [ Yb'i bX'`Ub[ Zf]gh][ Yb  
=b j Ygh]h]cbghÅh][ \_Y]h]gh'ZØf' ? f]gW\ Yf'j cb'nYbhfU`Yf'6YXYi hi b[ ž'i a  
X]Y'YfZc fXYf']W\ Yb'6Ui !'i bX'D'Ubi b[ g\_UdUn]hÅhYb'ni 'gW\ UZZYb"

5a ': fY]hU[ 'k ]fX'ja '6i bXYgfUh'ØVYf'Y]b': ]bUbnDU`Yh'UV[ Ygh]a a hž  
XUg'VYfY]hg'j ca '6i bXYghU[ 'VYgW\ `cggYb'k i fXY"'=a 'NYbhfi a  
X]YgYg'DU`Yhg'ghY\h'XUg'gW\ i 'XYbZ]bUbn]YfhY'GcbXYfj Yfa Ò[ Ybž  
XYggYb'@Ui ZnY]h'ink Ò'Z' ð\ \fY 'VYhfÅ[ h'N]Y` ]gh'Ygž'X]Y' =b ZfUghfi \_hi f  
b]W\ h'bi f']bghUbX'ni 'gYhnYbž'gcbXYfb'Ui W\ 'XYb' bUW\ \U'h][ Yb  
9f\U'h'ni '[ Yk Å\ fY]ghYb'"5b'X]YgYa 'HU[ '\_Øb'bhY'Y]bY  
Nk Y]Xf]hY'a Y\ f\Y]h'ZØf'X]Y'YfZc fXYf']W\ Yb

; fi bX[ YgYmÀbXYfi b[ Yb`ni f`@cW\_Yfi b[ `XYf`GW`i `XYbVfYa gY  
Yfn]Y`h`k YfXYbž`k Ug`g]W`U`g`nYbhfU`Y`J cfUi ggYhni b[ `ZØf`X]Y  
l a gYhni b[ `Yfk Y]gh"8]Y`8]g\_i gg]cb`i a `X]Y`GW`i `XYbVfYa gY`k Uf  
]a `6i bXYgfUh`ghUf\_`i a ghf]hhYb`i bX`nY][ hY`X]Y`i bhYfgW]YX`]W`Yb  
dc`]h]gW`Yb`5bgÀhnY`ni `XYb`:]bUbn]Yfi b[ gZfU[ Yb`Ui Z"

8 Yf`Ni ghUbX`XYf`=bZfUghfi \_hi f`]b

8 Yi hgW`UbX

8]Y`]bZfUghfi \_hi fY`Yb`<YfUi gZcfXYfi b[ Yb`]b`8Yi hgW`UbX`g]bX  
[ Yk U`h][ " `=XYb`YhnhYb`X\`fYb`\Uh`X]Y  
J Yf\_Y`f`ga ]b]ghYf`\_cbZfYbn`Y]b`Y]bgh]a a ][ Yg`6Y`Ybbhb]g`ni f  
GW`UZZ] b[ `Y]bYg`=bZfUghfi \_hi fZcbXg`Ub[ Yghc»Ybž`k ]Y`Yg`ni `Yhnh  
Xi fW`XYb`9]bghi fn`XYf`7Ufc`UVfØW\_Y`]b`8fYgXYb`i bhYfghf]W`Yb  
k i fXY"9]bY`?ca a ]gg]cb`gc``bi b`XUg`?cbnYdh`ZØf`X]YgYb`:]cbXg  
YfUFVY]hYb"?)f]gW`Yf`gdf]W`hj cb`Y]bYf` A i `h]a ]``UfXYbgi a a Y`ž  
X]Y`[ YVfUi W`h`k ]fXž`i a `]Yf`Y]bYb`BYi ghUfh`]b`XYf  
=bZfUghfi \_hi fZ]bUbn]Yfi b[ `ni `Yfa Ø[ `]W`Yb"8]Y`@UbXYga ]b]ghYf  
g]bX`g]W`Y]b][ ž`XUgg`YXY`ghUUh]W`Y`9VYbY`ZØf`X]Y`:]bUbn]Yfi b[  
]\`fYf`=bZfUghfi \_hi f`gY`Vghj YfUbhk`cfh]W`]ghž`k Ug`X]Y  
Bch`k YbX][ \_Y]h`Y]bYg`gc`W`Yb`:]cbXg`i bhYfghfY]W`h"5i W`  
6i bXYgj Yf\_Y`f`ga ]b]ghYf`Jc`\_Yf`K ]gg]b[ `Yf`Ybbh`XYb  
<UbX`i b[ gVYXUfZž`\Uh`YXcW`V]g`XUhc`\_Y]bY`\_cb`fYhYb  
:]cfhgW`f]hhY`YffY]W`h"

6YgcbXYfg`X]Y`NU\`Yb`j YfXYi h]W`Yb`XYb`=bj Ygh]h]cbgVYXUfZ`8Ug  
=bgh]hi h`XYf`XYi hgW`Yb`K ]fhgW`UZh`?Ø`b`gW`Àmhž`XUgg`V]g`&\$`\$  
ØVYf`%\$`\$`A ]``UfXYb`9i fc`À`f`]W`bØh][ `gY]b`k YfXYbž`i a `X]Y  
J Yf\_Y`f`fg]bZfUghfi \_hi f`Ui Z`Y]b`hfU[ ZÀ\][ Yg`B]j YUi `ni `Vf]b[ Yb"  
8]Yg`k ]fX`VYgcbXYfg`Xi fW`XYb`5bgh]Y[ `XYg`J Yf\_Y`f`fgj c`i a Ybg  
gY]h`%-`&`i bX`X]Y`ghY][ YbXYb`GW]YbYbj Yf\_Y`f`fg`Y]ghi b[ Yb`j cb  
a Y`f`U`g`+) `DfcnYbh`gY]h`X]YgYa `NY]hdi b`h`k Y]hYf`j YfghÀf`h"

: ]bUbn]Yfi b[ gUb gÀhnY`i bX`ni \_ØbZh][ Y

DYfgdY`\_h]j Yb

: Øf`XYb`[ Yd`UbhYb`=bZfUghfi \_hi fZcbXg`\_ØbbhYb`bYVYb`XYb`VYfY]hg

Yfk Å\bhYb'9]bbU\ a Yb'U`hYfbUh]j Y': ]bUbn]Yfi b[ g]bghfi a YbhY' ]b  
 6YhfUW\h[ Ync[ Yb'k YfXYb" J c f g W \ Å [ Y' V Y ] b \ U`hYb' i bhYf'UbXYfYa  
 X]Y'9]bVYn]Y\ i b[ 'j cb'df]j UhYa '?Ud]hU`'j cb' i bhYfbY\ a Yb' i bX  
 J Yfg]W\Yfi b[ Yb" ' ð'6Yni [ 'Ui Z'X]Y' \_ØbZh][ Y': ]bUbn]Yfi b[ '\Uh  
 6Yf' ]bg' J Yf\_Y\fggYbUhc f]b' i hY'6cbXY'f78I Ł'U`hYfbUh]j Y'5bgÅhnY  
 [ YZcfXYfhžgc`hY'X]Y'GW\i`XYbVfYa gY'b]W\h[ YÅbXYfh'k YfXYb"  
 8Yf'K Y[ 'ni f' i a gYhni b[ 'Y]bYf'GUb]Yfi b[ gcZZYbg]j Y'k ]fX'Ui Z  
 Y]bYb'NY]hfUi a 'j cb'nY\ b'V]g'nk Ubn][ ' ð\ fYb' [ YgW\Ånhž'k Ug  
 XYi h' ]W\ 'a UW\ hž'XUgg'gW\ bY`Yg' < UbXY' b' YfZcfXYf' ]W\ ' ]gh"

ðg[ YgUa h'g]bX'X]Y'; YgdfÅW\Y'ØVYf'XUg'GcbXYfj Yfa Ò[ Yb' i bX  
 XYb' ðZfUghfi \_hi fZcbXg'j cb'Y]bYf' [ fc»Yb'8f]b[ ' ]W\ \_Y]h[ YdfÅ[ h"  
 J Yf\_Y\fga ]b]ghYf'?f]gW\Yf' i bX'gY]bY'?c`Y[ Yb'XfÅb[ Yb'Ui Z'Y]bY  
 gW\ bY`gha Ò[ ' ]W\Y' i a gYhni b[ 'XYf': ]bUbn]Yfi b[ ga U» bU\ a Ybž  
 i a 'XYb' ðj Ygh]h]cbgghUi 'UVni VUi Yb' i bX'X]Y' ðZfUghfi \_hi f' ]b  
 8Yi hgW\`UbX'ni \_i bZhgZÅ\][ 'ni 'a UW\Yb" "XYk YnYh"XY' i bX'cd!  
 cb` ]bY"XY'VYf]W\hYb'j cb'XYb' < ]bhYf[ fØbXYb' i bX': cfhgW\ f]hhYb' ]b  
 X]YgYf'5b[ Y'Y[ Yb\Y]h"5i W\ 'k Y'h"XY'VY'Yi W\hYh'X]Y'6YXYi hi b[  
 X]YgYf'dc` ]h]gW\Yb' ð]h]Uh]j Y' i a ZUggYbX"

8YhU]`g	
J c f ZU`	Gcbgh][ Yg
C fh	B c f X f \ Y ] b ! K Y g h Z U ` Y b ž ' 8 Y i h g W \ ` U b X
GW\ UX Y b ' ] b ' .	) \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$
E i Y ` Y b	<ul style="list-style-type: none"> <li>• k k k "XYk YnYh"XY</li> <li>• k k k "cd!cb`]bY"XY</li> <li>• k k k "k Y'h"XY</li> </ul>

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