

Hfi a d/ , \$' - /g'Nc`dc`h]\_Yb`VYXfc\Yb  
X]Y`@i ZhZU\ fh. '8 fc \ h'XYf`H]W\_Yhd fY]g!  
GWX cW\_3

I G!Nc`dc`h]\_ '[ YZÀ\ fXYh'X]Y`@ ZhZU\ fh]bXi ghf]Y.  
DUggU[ ]YfnU\`Yb`g]b\_Ybž`@]YZfj`YfnÒ[ Yfi b[ Yb`VY]'6cY]b[  
i bX`K`YhVYk`YfvGxfi`W\_`ghY][ Yb"



GYUhh`Yž`i`G5`!`č`XYb`i`G5`g]b`\_h`X]Y`NU\`X`Yf`DUggU[ ]YfYž`k`Ug  
k`Y`hk`Y]h`i`b`XYf`@`ZhZU\`fhVfUbWXY`6Ygcf[ b]g`Ui`g`Ògh`8`jY  
Nc`dc`h]\_`j`cb`i`G!DfÀg]XYbh`8`cbU`X`Hfi`a`d`hfÀ[ h`ini`X]YgYf  
9bhk`jW\_`i`b[ `VY]'i`bX`\Uh`VYfY]hg`gdØfVUFY`5i`gk`]f\_`i`b[ Yb`Ui`Z`XYb  
]bhYfbUh]cbU`Yb`@`Zhj`Yf`\_`Y`f`"Gc`g]bX`XYf`bYi`Y`i`G!6Ug]gnc``j`cb  
%\$`DfcnYbh`gck`jY`&`!dfcnYbh][ Y`GcbXYfnÒ`Y`Ui`Z`5i`hcgž`5i`hcH]`Y  
gck`jY`GHU\`i`bX`5`i`a`]b]i`a`]b]?fUZh`5i`W`k`Ybb`n]j`jY`:`i`[ nYi`[ Y  
i`bX`:`i`[ nYi`[ hY]`Y`bUW`Y]bYa`K`HC!5V\_`ca`a`Yb`j`cb`%`-`,\$  
nk`]gW`Yb`XYf`9I`i`bX`XYb`i`G5`j`cb`NÒ`Yb`Ui`g[ Ybca`a`Yb`g]bXž  
V`Y]Vh`X]Y`G]hi`Uh]cb`Ub[ YgdUbbh`6fUbWXYbYI`dYfh]b`A`Uf]U`@Uhc`ffY  
j`cb`9i`Yf`<`Yfa`Yg`k`Ufbhž`XUgg`k`]fhgW`UZh]WXY`Gcf[ Yb`i`bX

ϻZUh]cb`ni`Y]bYa`FØW\_[Ub[`XYg`Hci`f]ga`i`g]b`XYb`l`G5`ZØ\`fYb`  
\_ØbbhYb"

I`bUV\`Àb[`][`j`cb`XYb`[`fØ»`YfYb`k`]fhgW\`UZh`]W\Yb`  
<`YfUi`gZcfXYfi`b[`Yb`nY][`h'g]W\`@`Zh\`UbgU`c`d`h]a`]gh]gW\`"8`Ug`  
I`bhYfbY\`a`Yb`[`UV`Ubž`XYfnY]`h'ghUV]`Y`6i`W\`i`b[`Yb`i`bX`\`c\`Y`  
H]W\_Y`hd`fY]gY`]a`B`cfXU`h`Ubh]`\_`ni`j`YfnY]W\`bYbž`Ui`W\`k`Ybb`\_Y]bY`  
[`YbUi`Yb`6i`W\`i`b[`gnU\`Yb`VY`\_Ubbh[`Y[`YVYb`k`i`fXYb`"7`cbXcf`  
\`b[`Y[`Yb`a`Y`XYhž`XUgg`X]Y`6i`W\`i`b[`gY]b[`Àb[`Y`]a`F`U\`a`Yb`XYf`  
A`Uf`\_hYfk`Ufhi`b[`Yb`i]Y[`Ybž`c\`bY`XUgg`Yg`a`Ugg]j`Y`ÿ`bXYfi`b[`Yb`  
[`Y[`YVYb`\`Uh`"5i`Z`XYf`Ub`XYfYb`GY]hY`VYc`VUW\`hYb`l`G!`  
;`YgY`gW\`UZhYbž`XUgg`g]W\`i`\`fY`;`YgW\`À`ZhYfk`Ufhi`b[`Yb`bUW\`i`bhYb`  
\_`cff][`]YfYbž`XU`k`Yb][`Yf`ϻ`Ub`XgZØ[`Y`[`YVi`W\`h`k`YfXYb`"J`]f[`]b`  
5h`Ubh]W5]fk`Umg`VYf]W\`hYhij`cb`6i`W\`i`b[`gfØW\_[`Àb[`Yb`VY`  
:`YfbZØ[`Yb`nk`]gW\`Yb`XYb`l`G5`i`bX`;`fc»`Vf]hUbb]Yb"

@]YZYf`\_`YhhYb`i`bX`:``i`[`nYi`[`VYghY`i`b[`Yb`

9]b`ni`g`Àhn`]W\`Yg`D`fc`V`Y`a`ghY`Yb`X]Y`@]YZYf`\_`YhhYb`ZØf`XYb`6Ui`  
a`cXYfbYf`DUggU[`]YfZi`[`nYi`[`Y`XUf`"J`]Y`Y`k`]W\`h][`Y`Ni`i]YZYfYf`g]bX`  
]a`5i`g`UbX`Ub`g`Àgg][`ž`k`Ug`X]Y`G]hi`Uh]cb`k`Y]hYf`\_`ca`d`]n]Yfh`  
6cY]b[`\_`Àa`d`Z`ia`]h`@]YZYfj`YfnØ[`Yfi`b[`Ybž`k`À`\`fYbX`5]fVi`g`  
ØVYfj`c`Y`5i`ZhU[`gVØW\`Yf`j`Yfa`Y`XYh`6YgcbXYfY`5i`Za`Yf`\_gUa`\_Y]h`  
]Y[`h`Ui`Z`XYa`i`Øb[`ghYb`J`c`fg`hc»`7\`]bUgž`XUg`5]f`]bYg`Ub[`Yk`]YgYb`  
\`Uhž`\_Y]bY`6cY]b[`!A`UgW\]bYb`a`Y`\`f`ni`ØVYfbY\`a`Yb`i`bX`\_Y]bY`  
HY]Y`j`cb`l`G!:`]fa`Yb`ni`VYn]Y\`Yb`"8]Yg`\`À`hhY`b]W\`h`bi`f`  
5i`gk`]f`\_i`b[`Yb`Ui`Z`6cY]b[`ž`gcbXYfb`Ui`W\`Ui`Zj`YfgW\]YXYbY`  
:`i`[`[`YgY`gW\`UZhYbž`X]Y`Ui`Z`X]YgY`A`UgW\]bYb`Ub[`Yk`]YgYb`g]bX"

@`Zh\`UbgU`ghY\`h`i`a`ca`Yb`h`Ub`j`c`f`XYf`<`YfUi`gZcfXYfi`b[`ž`XUgg`&`(`&`  
ZYghY`:`i`[`nYi`[`VYghY`i`b[`Ybž`XUfi`bhYf`%\$%`>hg]j`cb`6cY]b[`ž`  
Ui`Z[`fi`bX`ZY\`YbXYf`Ni`Uggi`b[`Yb`]b`GYUhh`Y`b]W\`h`YfZØ`h`k`YfXYb`  
\_ØbbYb`"Ni`XYa`ghY\`Yb`%)`ZYfh][`[`YghY`h`Y`6cY]b[`+,`+`VYfY]hg`gY]h`  
`Àb[`YfYf`NY]hij`c`f`XYa`K`Yf`\_]b`GYUhh`Yž`XU`J`YfnØ[`Yfi`b[`Yb`VY`  
XYb`G]W\`Yf\`Y]hghYghg`ZØf`bYi`Y`G]hnY`X]Y`5V`]YZYfi`b[`j`Yf\]bXYfb`  
8Yg\`U`V`\_Ubb`@`Zh\`UbgU`X]YgY`bYi`Yb`@Ub[`ghfYW`\_Yb`Yhg`b]W\`h`k`]Y`  
[`Yd`Ub`h`bi`hnYb`i`bX`]gh[`Ynk`i`b[`Ybž`a`]h`À`hYfYbž`  
k`Ufhi`b[`gUbZ`À`][`Yb`i`bX`k`Yb][`Yf`YZZ]n]Yb`hYb`:`i`[`nYi`[`Yb`ni`

Z]Y[ Yb"

< c ZZbi b[ Yb 'Ui Z'9bhgdUbbi b[

8]Y'@ Zh\UbgU'\Uh'\_Øfn]W\Y]bY'8Y'Y[ Uh]cb'bUW\7\Uf'Yghcb  
[ YgW\W\_hž'i a 'XYb'DfcnYgg'XYf'bYi Yb': 'i [ nYi [ VYgW\UZZi b[ 'ni  
VYgW\Yi b][ Yb"'HYW\bc`c[ ]Y!J c fghÅbX]b'; fUn]U'J ]hhUX]b]  
VYf]W\hYhY'j cb' [ i hYa ' : c fhgW\ f]hh 'VY]'XYb'J Yf\UbX'i b[ Yb"'a  
; Y[ YbgUhn'XUni '\Uh'F mUbU]f'X]Y'9fk Ufhi b[ '[ YÅi » Yfhž'XUgg  
Hfi a d'\_Y]bY'NÖ`Y'Ui Z6cY]b[ !>hg'Yf\YVYb'k ]fXž'i bX'd`Ubh  
VYfY]hg'X]Y'@]YZYfi b[ 'j cb'' '\$'6cY]b[ '+ ' +!>hg"'8Y'hU'5]f' ]bYg'\Uh  
i bhYfXYggYb'9]bZ \fnÖ`Y'ZØf'X]Y'VYghY`hYb'5]fVi g!A UgW\]bYb  
UV[ Y'Y\bh"'9UgmYh!7\YZ?Ybhcb'>lfj ]g'Åi » YfhY'X]Y'<cZZbi b[ ž  
XUgg'ni gÅhn']W\Y'DUggU[ ]YfY'bUW\9i fcdU'\_ca a Yb'k YfXYbž'k Ybb  
I G!FY]gYb'ni fØW\_[ Y\Yb'a ØggYb"

8]Y'U\_hi Y`Y'G]hi Uh]cb' ]b'XYf'@ ZhZU\fhVfUbW\Y']gh'U'gc'j cb  
I bg]W\Yf\Y]hYb' [ YdfÅ[ h"'8]Y'dc`]h]gW\Y'i bX'k ]fhgW\UZh']W\Y'@U[ Y  
\_ØbbhY'k Y]hfY]W\YbXY': c`[ Yb'ZØf'XYb' ]bhYfbUh]cbU'Yb': 'i [ j Yf\_Y\ f  
\UVYbž'k ]Y'X]Y'6Yf]W\hY'j cb'GØX\_i f]Yf'i bX'GØXXYi hgW\Y  
j YfXYi h']W\Yb"

8YhU]`g	
C fh	GYUhhYž'i G5
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gi YX_i f]Yf"XY</li> <li>• k k k "gi YXXYi hgW\Y"XY</li> </ul>

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