

K UffYb`NY]XYfg`VY[ Y]ghYfh`< Ua Vi f[ .`9]b  
7ci bhfm!5VYbX`j c``Yf`< ]hg`

K UffYb`NY]XYfg`VY[ Y]ghYfh`Ua `` \$"'>Jbi Uf'&\$&) `a ]h`Y]bYa  
Ui gj Yf\_Ui ZhYb`?cbnYfh`a `8cW\_g`< Ua Vi f[ ``Y]b  
i bj Yf[ Ygg`]WX`Yf`5VYbX`

8cW\_gž`&\$' ) - `< Ua Vi f[ ž`8Yi hgWX`UbX`!`5a `` \$"'>Jbi Uf'&\$&)  
ZUbX`]b`< Ua Vi f[ `Y]b`a ]h`GdUbbi b[ `Yfk UfhYhYg`7ci bhfm?`cbnYfh  
XYg`Ui ZghfYVYbXYb`?`ØbghYfg`K UffYb`NY]XYfg`ghUhh`8]Y  
JYfUbghU`hi b[ `k i fXY`j cb`Gci bX`cZBUg\j ]`Y`cf[ Ub]g]Yfh`i bX`nc[  
Y]b`Ui gj Yf\_Ui ZhYg`Di V`\_]i a `]b`X]Y`8cW\_g`Ui ZXYf`FYYdYfVU`bž`k c  
: Ubg`Ui gj YfgWX`]YXYbYb`HY`]Yb`XYf`FYdi V`\_]`UbfY]ghYb"

6YgcbXYfg`VYa Yf\_Ybgk Yfh`k Uf`X]Y`5bk YgYb\Y]h`dfca ]bYbhYf  
; `AghYž`XUfi bhYf`XYf`A i g]\_Yf`C``]`GW`i `n``8Yf`i fgdfØb[ `]WX`ZØf`XYb  
JcfUWh`Y]b[ Yd`UbhY`BYk W`a Yf`K Yg\_c`a i gghY`Ui Z[ fi bX`j cb  
?fUb\_\Y]h`UVgU[ Ybž`k cXi fWX`G]X`6UXYfž`Y]b`GW`k Y]nYf`7ci bhfm  
i bX`5a Yf]WUbU!GÀb[ Yfž`\_i fnZf]gh][ `Y]bgdfUb[ ``B`UWX`UbZÀb[ `]WX`Yb  
HcbdfcV`Ya Ybž`X]Y`Xi fWX`Y]b`XYZY`\_hYg`; ]hUffYb`UVY``j Yfi fgUWX`h  
k i fXYbž`\_cbbhY`6UXYf`gY]b`?`ØbbYb`i bhYf`6Yk Y]g`ghY``Yb"

?`cbnYfh!`< ][ \`][ \`hg

I a `&%.%) `I \f`VYhfU`h`K UffYb`NY]XYfg`X]Y`6Ø`bY`i bX`Yf`ÖZbYhY  
XUg`?`cbnYfh`a ]h`gY]bYa `<]h`I`d`Hc`Bc`; ccX ``8Ug`Di V`\_]i a  
gWX`cgg`g]WX`VY[ Y]ghYfh`Ub`i bX`gUb[ `hYI hg]WX`Yf`a ]hž`k Ug`XUg  
8cW\_g`]b`Y]b`@]WX`hYfa Yf`j Yfk UbXY`hY``8]Y`GYh`]gh`i a ZUgghY  
nU`fY]WX`Y`k Y]hYfY`<]hg`k ]Y`F]XY`H\Y`@[ \`hb]b[ `ž`FY`UdgY`i bX  
Mci `: cf`5`FYUgcb ``NY]XYfg`nY][`hY`g]WX`g]WX`h`WX`Yf`ZFY`i`h`ØVYf`X]Y  
Ui g[ Y`UggYbY`Gh]a a i b[ `i bX`d`f`ÀgYbh]YfhY`Y]bY`gdY`\_hU`i `ÀfY  
G\ck ž`X]Y`Yhk U`+\$`A ]bi hYb`XUi YfhYž`VYj cf`Yf`c`bY`Ni [ UVY`X]Y

6Ø\bY'j Yf`Y» "

K UffYb`NY]XYfgž`Y]b`&&!`A`f][ Yf`G]b[ Yf#Gcb[ k f]hYf`Ui g`< Yfg\Ymž  
DYbbgmj Ub]Už`\Uh]b`XYb`YhnhYb`š\ fYb`Y]bY`VYa Yf\_Ybgk YfhY  
? Uff]YfY`\]b[ Y`Y[ h`GY]bY`A i g]\_`\_ca V]b]Yfh`c\Y`9bYf[ ]Y`a ]h  
9`f`]W\`\_Y]hi bX`? fUZhž`k Ug`]a`Y]bYb`hfYi Yb`: Ub\_fY]g`Y]b[ YVfUW\h  
\Uh`NY]XYfgž`XYf`ZØf`gY]bY`fUi W\][ Y`Gh]a`a`Y`VY`\_Ubbh]ghž`n]Y\h  
a ]h`gY]bYb`HYi hYb`i bX`A`Y`cX]Yb`gck c`\`X]Y`< YfnYb`XYf`: Ubg`U`g  
Ui W`X]Y`5i Za Yf\_gUa`\_Y]h`XYf`? f]h`\_Yf`Ui Z`g]W`"

A ]h`ØVYf`+- \$`A ]`]cbYb`H]\_Hc`\_!J ]Yk g`i bX`a`Y`\f`U`g`(- &`A ]`]cbYb  
5i X]c!GhfYUa`g`\Uh`NY]XYfg`a ]h`gY]bYa`cf][ ]bU`Yb`Gc`c!  
5\_i gh]\_hfUW`\_ F]XY`H\Y`@][ \hb]b[ `Y]bYb`gcZcfh][ Yb`< ]h`UbXYb  
\_ØbbYb`"BUW`XYa`9fZc`[ `nk Y]Yf`9Dg`[ ]b[ `Yf`Ui Z`gY]bY`YfghY  
Hci fž`VY]`XYf`U`Y`HYfa ]bY`]bbYf\U`V`j cb`+&`Ghi bXYb`Ui gj Yf\_Ui Zh  
k UfYbž`k ]Y`Ui W`VY]`X]YgYa`? cbnYfh]b`< Ua Vi f[ ž`XUg`gY]bY  
Ub\U`hYbXY`6Y`]YVh\Y]hi bhYfghfY]W`h"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`ØVYf`XUg`? cbnYfh]j cb`K UffYb`NY]XYfg  
]b`< Ua Vi f[ `\_ØbbYb`G]Y`XYb`5fh]\_Y`Ui Z`Wb hfm`XY`YgYb`"5i W`Ui Z  
VUbXg]bhck b"Wca`Z]bXYb`g]W`k Y]hYfY`8YhU]`g`ni`gY]bYf  
a i g]\_U`]gW`Yb`? Uff]YfY`i bX`XYb`[ Yd`UbhYb`5i Zhf]hhYb`"

8YhU]`g	
J c f Z U ``	Gc b g h][ Y g
C f h	8 c W_gž`&\$' ) - `< Ua Vi f[ ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• Wb hfm`XY</li> <li>• k k k "VUbXg]bhck b"Wca</li> </ul>

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