

K U[ \U`g][ Y': `i W\ h. '&, !>À\ f][ Yf'gdf]b[ h  
Ui Z'A c hcf\ Ui VY `]b 'F Ua YfgXcfZ°

5a '\$- "\$&"&\$&) `k i fXY`Y]b'&, !>À\ f][ Yf'A YfWXYg!: U\ fYf`]b  
F Ua YfgXcfZj cb`Y]bYa `fchYb`HcmchU`VYXfÀb[ h'i bX`j Yf`Yhnh"  
8]Y`Dc`nY]`gi W\ h`NYi [ Yb"

F cgYb\Y]a Yf`GhfU» Yž', %+' ) `A ØbW\ Ybž`8 Yi hgW\ `UbX`!`5a  
GUa ghU[ žXYa '\$- "\$&"&\$&) žYfY][ bYhY`g]W\ [ Y[ Yb`%+' `i \f`]b  
F Ua YfgXcfZž`Ui ZXYf`F cgYb\Y]a Yf`GhfU» Y`]b`F]W\ hi b[  
7\]Ya [ Ui ghfU» YžY]b`Ui ZgY\YbYffY[ YbXYf`J cfZU`nk ]gW\ Yb`nk Y]  
: U\ fYfb" `9]b'&, !>À\ f][ Yf'A YfWXYg!: U\ fYf`gU\ `g]W\ `Xcfh`Y]bYa  
U[ [ fYgg]j Yb`A Ub`Öj Yf`XYg: U\ fYfg`Y]bYg`fchYb`HcmchU`5m[ c  
Ui g[ YgYhnh"@Ui h`hn"XY`VYXfÀb[ hY`X]YgYf`XYb`A YfWXYg!: U\ fYf  
Xi fW`5i gVfYa gYb`i bX`gW\ bY]XYh`\b`gW\ `Y» `]W\ ž`k Ug`ni `Y]bYf  
\hn][ Yb`?cbZfcbhUh]cb`ZØ\ fhY"

5b`XYf`fchYb`5a dY`Ub`XYf`?fYi ni b[  
F cgYb\Y]a Yf#7\]Ya [ Ui ghfU» Y`j Yf`Y» `XYf`&, !>À\ f][ Y`gY]b  
: U\ fnYi [ ži a `XYb`HcmchU!: U\ fYf`ni f`FYXY`ni `ghY`Yb" `D`Öhn`]W\  
[ UV`XYf: U\ fYf`XYg`HcmchU; Ug`i bX`Zi \f`cgž`k À\ fYbX`XYf  
&, !>À\ f][ Y`Ui ZX]Y`A c hcf\ Ui VY `gdfUb[ " `8Yf`U[ [ fYgg]j Y': U\ fYf  
Vc[ `XUbb`fYW\ hg`]b`X]Y`7\]Ya [ Ui ghfU» Y`UV`i bX`VYgW\ `Yi b][ hY" `≠  
X]YgYa `A ca Yb`h`VYh`Àh][ hY`XYf`HcmchU!: U\ fYf`X]Y  
GW\ Y]VYbk ]gW\ Yfž`k cXi fW`XYf`&, !>À\ f][ Y`gY]h`]W\ `UV[ Yk cfZYb  
k i fXY" `9f`UbXYhY`Ui ZXYf: U\ fVU\ b`i bX`j Yf`YhnhY`g]W\ `Y]W\ h" `8Yf  
HcmchU!: U\ fYf`ZØW\ hYhY`]b`F]W\ hi b[ `6U`UbghfU» Yž`c`bY  
Ubni \U`hYb"

F Y hhi b[ gX]Ybgh`i bX`Dc`nY]`]a `9]bgUhn

8Yf`FYhhi b[ gX]Ybgh`k Uf`gW\ bY`j cf`Cfhž`i a `XYb`j Yf`YhnhYb`ni

j Yfgcf[ Yb"8]Y'A ØbWbYf'J Yf\_Y\fgdc`nY]\Uh'X]Y'9fa ]h'i b[ Yb  
ni 'X]YgYa 'J cfZU``ØVYfbca a Yb'i bX'gi W'h'Ymh'Xf]b[ YbX'bUW  
NYi [ Yb" ðgVYgcbXYfY' ]bhYfYgg]YfhYb'g]W'X]Y'9fa ]h'Yf'ZØf  
ðZcfa Uh]cbYb'ni 'XYb' ðgUggYb'XYg'fchYb'HcmchU'5m[ c"NYi [ Yb  
k YfXYb [ YVYhYbž'g]W'a ]h'XYa 'l bZU``ca a UbXc' ]b'J YfV]bXi b[  
ni 'gYhYbž'XUg'i bhYf'XYf'5XfYggY'HY [ YfbgYf'@UbXghfU» Y'&%\$  
YffY]WVUf' ]ghž'gck ]Y'hY'YZcb]gW'i bhYf'XYf'Bi a a Yf'\*&%'!' ' &&"

8]YgYf'J cfZU``k ]fZh'Y]b'GW'U[ `]W'h'Ui Z'X]Y'; YZU`fYb' ]a  
GhfU» Ybj Yf\_Y\fž'X]Y'Xi fW'k U[ \U'g][ Y': U\fa UbØj Yf'i bX  
5 [ [ fYgg]cb'YbhghY\Yb'\_ØbbYb" '@Ui h'XYa 'GhUh]gh]gW'Yb  
6i bXYgUa h' ]gh'X]Y'5bU`mgY'j cb'J Yf\_Y\fgi bZÄ`Yb'YbhgW'Y]XYbX  
ZØf'X]Y'9bhk ]W\_i b[ 'YZY\_h]j Yf'A U» bU\ a Yb'ni f'J YfVYggYfi b[ 'XYf  
J Yf\_Y\fgg]W'Yf\Y]h" »XYg' ð\f'k YfXYb'l bZÄ`Y'Xc\_i a Ybh]Yfhž'i a  
A i ghYf'i bX'f]g\_UbhY'J Yf\U'hYbgk Y]gYb'ni ' ]XYbh]Z]n]YfYb'i bX  
gca ]h'X]Y'G]W'Yf\Y]h' ]a 'GhfU» Ybj Yf\_Y\f'ni 'Yf\Ø\Yb"

; Yk U'h' ]a 'GhfU» Ybj Yf\_Y\f'j Yf\ ]bXYfb

Y\ b' ]W'Y' [ YZÄ`f' ]W'Y'G]hi Uh]cbYb'k i fXYb' ]b'UbXYfYb'HY]Yb  
8Yi hgW'UbXg'VYcVUW'hYhž'k ]Y'Y]b'J cfZU``j ca ' & ) "\$+ "&\$&( ' ]b  
@Y]dn][ žVY]'XYa 'Y]b' ? fUXZU`fYf'k Ä`fYbX'Y]bYg'f]g\_UbhYb  
A UbØj Yfg'Y]bYb'Ni gUa a Ybghc» 'a ]h'Y]bYa '@Y]W'h\_fUZhfUX  
j Yfi fgUW'hY'i bX'UbG'W'Y]Y» YbX'ZØW'hYhY" 'Gc`W'Y'J cfZÄ`Y'nY][ Yb  
X]Y'Bchk YbX][ \_Y]h'ghfYb[ YfYf'A U» bU\ a Yb'i bX'i a ZUggYbXYf  
GYbg]V' ]g]Yfi b[ 'ZØf'XUg'H\Ya U'J Yf\_Y\fgg]W'Yf\Y]h"8]Y'Dc` ]nY]  
GUW'gYb'VYf]W'hYh'YVYbZU`g'ØVYf'j YfgW'YXYbY  
j Yf\_Y\fgfYW'h' ]W'Y'8Y'\_hY'i bX'gW'Y]Y» h'X]Y'; YZÄ`fXi b[ 'XYg  
GhfU» Ybj Yf\_Y\fg'i bX'XUg'i bYf'Ui VhY'9bhZYfbYb'j ca 'l bZU`cfh  
Ui [ YbZÄ`][ 'Y]b"

8Yf'J cfZU``]b'F Ua YfgXcfZ']gh'Y]b'k Y]hYfYg'6Y]gd]Y`XUZØfž'k ]Y  
gW'bY`g]W'J Yf\_Y\fgg]hi Uh]cbYb'ni gd]hYb'i bX'X]Y'G]W'Yf\Y]h  
U`Yf'J Yf\_Y\fgH]Y]bY\ a Yf' [ YZÄ`fXYh'k YfXYb'\_Ubb"l a 'gc`W'Y  
J cfZÄ`Y'ni 'j Yf\ ]bXYfbž'V'Y]Vh'Y]bY'ghÄbX][ Y'K UW'gUa \_Y]hi bX  
X]Y'Ni gUa a YbUfVY]h'nk ]gW'Yb'XYf'Dc` ]nY]'i bX'XYf'^2 ZZYbh' ]W'\_Y]h  
i bYf'Ägg' ]W'"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``ž8]YVghU\`žJ UbXU`]ga i gž 7mVYf_f]a ]bU`]hÅh
I fgUWXY	; YZÅ\ fXi b[ `XYg`GhfU» Ybj Yf_Y\ fgž I bYf`Ui VhYg`9bhZYfbYb`j ca `I bZU``cfhž 6YgcbXYfg`gWk YfYf`8]YVghU\`
C fh	F cgYb\Y]a Yf`GhfU» Yž, %+` ) `A ØbWXYbž 8Yi hgW`UbX
J Yf`Y hnhY	'
GW XUYb`]b`	&\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "hn"XY</li> <li>• k k k "dc`]nY]"gUW gYb"XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

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