

›@'dfÄgYbh]Yfh']bbcj Uh]j Y 'Gci bXVUfg  
&\$& ) . '8c`Vm5ha cg`ZØf`U`Y°

9bhXYW\_Yb`G]Y`X]Y`bYi Yb`›@Gci bXVUfg`ZØf`&\$& ) 'a ]h'8c`Vm  
5ha cg'i bX'8HG.L` 'Yf\Ä'h]W`UV`† b]'&\$& ) "'<cWk Yfh][ Yf  
Gi ffc i bX!Gci bX`Yfk UfhYh'G]Y°



6fYa Yf\ Uj Ybž'8Yi hgW`UbX`!`8 Ug`K UfhYb`\Uh`Y]b`9bXY.›@  
\Uh`Ua`'%( " ' † b ] ' & \$ & ) 'gY]bY`bYi Yb`Gci bXVUfg`ZØf`XUg`\_ca`a`YbXY  
›\f`j`cf[ YghY`hi`bX`gc f[ h`b]W`h`b`i`f`ZØf`6Y[ Y]ghYfi`b[ `i`bhYf  
5i`X]cd\`]`Yb":`ØbZVfUbXbYi`Y`A`cXY`Y`g]bX`XUVY]i`bX`XYW\_Yb`Y]b  
VfY]hYg`DfY]ggdY`\_hfi`a`'UVž`j`cb`'`-`-`ž`-`'9i`fc`V]g`%'(-`-`ž`-`'9i`fc`"  
**ghUXh!VfYa Yf\ Uj Yb"XY`VYf]W`hYhž`XUgg`X]Y`bYi Yb`A`cXY`Y`  
8c`Vm5ha`cg`i`bX`8HG.L`i`bhYfghØhnYbž`YXcW`g]bX`X]YgY`:`YUhi`fYg  
VY]`XYb`[`Øbgh][`YfYb`J`Uf]UbhYb`bi`f`j`b`g]a`i`]YfhYb`:`cfa`Yb  
j`YfZØ[`VUf`"8`Ug`:`U[`[`gW`]ZZA`cXY`ž`X]Y`›@6Uf`%'`\$`\$A`?`&ž`V]YhYh  
YXcW`Y]b`VYY]bXfi`W\_YbXYg`9f`YVb]g`a`]hj`c`Yf`8HG.L`!`i`bX`8c`Vm  
5ha`cg!`I`bhYfghØhni`b[`"**

K Ug[ YbUi`Yfk UfhYh`X]Y`?i`bXYb3'8]Y`›@6Uf`%'`\$`\$A`?`&

VYY]bXfi W\_h'a ]h'Y]bYa 'YI hYfbYbž'\_UVY`cgYb'Gi Vk ccZYfž'nk Y]  
'Y]ghi b[ gghUf\_Yb', !Nc`!HfY]VYfb'i bX'Y]bYf'; YgUa h'Y]ghi b[ 'j cb  
&"( +\$'K Uhh"G]Y`YZYfh'XUa ]h'Y]b \Yfj cffU[ YbXYg  
%%"(!?'`Ub[ gmghYa "'5i W\`VY]'XYf'š@6Uf'%%\$A ?&ž'X]Y'a ]h  
Y]bYa 'gYdUfUhb'%'\$!Nc`!Gi Vk ccZYf'Ui Zk UfhYhž'\_ÖbbYb'g]W\`X]Y  
Bi h'Yf'ØVYf'Y]bYb'\_fUZhj c`Yb'+%"(!Gci bX'ZFYi Yb"'8]YgY`VY]XYb  
A cXY`Y`\_ca a Yb'ni XYa 'VYfY]hg'ni f'A Uf\_hY]bZØ\fi b[ 'a ]h'8HG.L  
Ui g[ YghUhhYhž'k Å\fybX'X]Y'ØVf][ Yb'A cXY`Y`k ]Y'X]Y'š@6Uf  
, \$A ?&ž'X]Y') \$A ?&'i bX'X]Y'' \$A ?&'V]g'9bXY'&\$&) 'Y]b'CH5!  
I dXUHY'ZØf'8HG'J ]fhi U'.L`Yf\U'hYb'k YfXYb"

## 8]Y`bYi Yb': YUhi fYg']a`8YhU]`

5`X]YgY`Gci bXVUfg'g]bX'a ]h'XYf'A i`h]6YUa "' "\$`HYW\bc`c[ ]Y'j cb  
<Ufa Ub'Ui g[ YghUhhYhž'X]Y'XUg'Gi ffc i bX!9f'YVb]g'Yf\YV`W  
j YfVYggYfh'"8]Y'UVbY\`a VUfYb'FYUf!@Ui hgdFYW\Yf'V`Y]VYb'Y]b  
ZYghYf'6YghUbXhY]'XYg'8Yg][ bg'i bX'hfU[ Yb'ni f': 'YI ]V]'hÅh'VY]"  
≠bcj Uh]j Y': i b\_h]cbYb'k ]Y' Ga Ufh8YhU]`g`gcf[ Yb'ni XYa 'ZØf  
dfÅn]gYfY?'`Ub[ bi UbW\`b"'9]b'k Y]hYfYg'<][ \`][ \h]gh'X]Y'Di fYJ c]W  
&"\$`HYW\bc`c[ ]Yž'X]Y`\_`UfY'8]U`c[ Y'[ UfUbh]Yfhi bX'gca ]h  
]bgVYgcbXYfY`VY]: ]a Yb'i bX'GYf]Yb'XYb'; Ybi gg'Yf\Ö\h"

5VYf'XUa ]h'b]W\h[ Ybi [ .`5`Y`bYi Yb'A cXY`Y`g]bX'HY]'XYf'š@C bY  
D`UhhZcfa "'8]YgY`Yfa Ö[ `]W\h'Y]bY'Y]bZUW\Y`GhYi Yfi b[ 'ØVYf'Y]bY  
5ddž'X]Y'a ]h'Y]bYa '+!6UbX!9ei U`nYf'i bX'ga UfhYb  
Ni gUhnZi b\_h]cbYb'Ui Zk UfhYh'I dXUHYg'ZØf'X]Y'Gci bXVUfg'g]bX  
YVYbZU`g`HY]'XYg'DU\_Yhgž'k Ug'X]Y'@Ub[ `YV][ \_Y]h'XYf'; YfÅhY  
[ Yk Å\f'Y]ghYh"'8]Y'J YfZØ[ VUf\_Y]h'VY[ ]bbh'VYfY]hg']a`š b]`&\$&) `ZØf  
X]Y'š@6Uf'%%\$A ?&ž'6Uf', \$A ?&ž'6Uf') \$A ?&'i bX'6Uf  
' \$A ?&ž[ YZc`[ hj cb'XYf'6Uf'%' \$A ?&'UV'GYdhYa VYf'&\$&) "

## 9]b`6`]W\_']b`X]Y`Ni`\_i bZh'XYg'5i X]c[ Ybi ggYg

š@V`Y]Vh'b]W\h'bi f'VY]'gY]bYb'bYi Yb'Gci bXVUfg'ZØ\fybXž'XUg  
I bhYfbY\`a Yb'V`]W\_h'Ui ZØVYf'+) `š\fy'9fZU\fi b[ ]b'XYf  
5i X]c]bXi ghf]Y'ni fØW"'8]Y`\_fYUh]j Yb'→YYb'i bX'≠bcj Uh]cbYbž'X]Y  
š@]a a Yf'k ]YXYf'j cfUbhfY]Vhž'nY][ Yb'g]W\`b]W\h'bi f']a  
DfcXi \_hXYg][ bž'gcbXYfb'Ui W\`]b'XYf'; YgUa hei U']hÅh'XYf

5i X]cYf`YVb]ggYž`X]Y`g]Y`gW\UZZYb`"A i g]\_ž`@]ZYghm`Yž; Ua ]b[ `i bX  
 Gdcfh` `š@`Uh`Yg`g]W\`ni f`5i Z[ UVY`[ Ya UW\hž`X]YgY`6YfY]W\Y  
 a ]hY]bUbXYf`ni `j YfV]bXYb`i bX`YXYb`A ca Ybh`ni a `9f`YVb]g`ni  
 a UW\Yb`bYk g`^V`"WŁa "

8]Y`@Y]XYbgW\UZh`ZØf`ØVYf`Y[ YbY`5i X]cei U`]hÅhgd]Y[ Y`hig]W\`Ui W\  
 ]a `bYi Yb`š@6Uf`- "%k ]XYfž`XYf`U`g`\_UVY``cgYg`Gi ffc`i bX!  
 Gci bXgmghYa `XYfnY]hi a `( ` \$`I G8`Yf\`Å`h]W\`]ghi bX`g]W\`Xi fW\  
 Y]bY`VYUW\h]W\Y`5bnU\`Ub`]bhY[ f]YfhYb`@Ui hgd`fYW\Yfb`i bX`Y]bYb  
 ghUf`\_Yb`Gi Vk ccZYf`Ui gnY]W\`bYh`8Yf`\c`Y`5bgd`fi W\`Ub  
 ?`Ub[ ei U`]hÅh]gh`VY]`š@U`gc`]a a Yf`ni `gdØfYb`Ygei ]fY"WŁa "

8YhU]`g	
C fh	6fYa Yf\Uj Ybž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• ghUXh!VfYa Yf\Uj Yb"XY</li> <li>• k k k "Ygei ]fY"WŁa</li> <li>• bYk g`^V`"WŁa</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`X]Y!bUW\ f]W\ hYb"WŁa