

6Yb\_c!D`Y]hY. '9`Vhck Yf!Ni \_i bZh`]b  
< Ua Vi f[ '\`Åb[ h`Ua `gY]XYbYb` : UXYb`°

8Yf`5fh]\_Y`VY`Yi W`hYh`X]Y`5i gk ]f\_i b[ Yb`XYf`6Yb\_c!D`Y]hY  
Ui Z<Ua Vi f[ g`a a cV]`Yba Uf\_hž`U\_hi Y`Y`6Ui dfc`Y\_hY`i bX  
gh`Xh]gW`Y`9bhk ]W`i b[ Yb"



< Ua Vi f[ ž`8Yi hgW`UbX`!`9g`]gh`Y]b`hi fVi `YbhYg`š`l`f`Z0f`XYb  
< Ua Vi f[ Yf`a a cV]`Yba Uf\_hž`i bX`[ Ubn`cVYb`Ui Z`XYf`@]ghY`XYf  
H\Ya Yb`ghY`h`XUg`GW`]W\_gU`XYg`h0f\_]gYb`9`Vhck Yfg`"8Yf  
0ghYffY]W`]gW`Y`a a cV]`Ybi bhYfbY`a Yf`FYb`Å`6Yb\_c`g]Y`h`g]W`]b  
gY]bYf`<Y]a Uh`a ]h`Y]bYf`5b`\_U[ Y`k Y[ Yb`:]bUbn!A Ub]di `Uh]cb  
\_cbZfcbh]Yfh`"8Ug`U`h`Ui W`X]fY\_hY`5i gk ]f\_i b[ Yb`Ui Z`X]Y  
< UbgYghUX`hi bX`gW`UZh`\]Yfni `UbXY`l`bg]W`Yf`Y]h`Gc`VYf]W`hYhY`  
**B 8 F** ž`XUgg`< Ua Vi f[ `ghUf`\_j`cb`XYf`6Yb\_c!D`Y]hY`VYhfc`ZYb`gY]  
i bX`a Y`fYfY`a a cV]`Yb`a ]h`A ]`]UfXYb!< mdch`Y`\_Yb`]b`XYf  
GW`k YVY`Åb[ Yb"

8Yf`9`Vhck Yfž`XYf`i fgdf0b[ `]W`U`g`XUg`Xf]hh`0W`ghY`<cW`\Ui g  
8Yi hgW`UbXg`a ]h`Y]bYf`<0`Y`j`cb`&(`) `A YhYfb`[ Yd`Ub`h`k Ufž`V`Y]Vh

j cfYfghi bj Yf\_Ài Z]W"K À\fybX'X]Y'GhUXh<Ua Vi f[ 'U`Y'UbXYfYb  
j cb'6Yb\_c'VYhf]YVYbYb' a a cV']Yb'YfZc'[ fY]W'j Yf\_Ui Zh\Uhž  
\UffYb'X]Y'D`ÀbY'Z0f'XYb'9'Vhck Yf'Ub[ Yg]W'hg'XYf' bgc'j Ybn'XYf  
G][ bU'<c'X]b[ 'i bX'XYf'XUa ]hj YfVi bXYbYb'6Ui gh]'`Y[ i b[ 'gY]h  
C\_hcVYf'&\$&' k Y]hYf']\fYf'@0gi b[ "'8 Ug'ni ghÀbX][ Y  
6Ui i bhYfbY\ a Yb'\Uh'gY]bY'6Ui hÀh][ \_Y]hY]b[ YghY`hžk Ug'ni  
Y]bYa 'Gh]'ghUbX'Ui Z'XYf'6Ui ghY`Y [ YZ0\fh\Uhž'gc' HU[ YggW'Ui "

## B ÀW ghY 'GW f]hhY 'b' < Ua Vi f[

: ]bUbngYbUhc'f'5bXfYUg'8fYggY`fGD8Ł]gh'cdh]a ]gh]gW' i bX  
VYf]W'hYhj cb': cfhgW'f]hhYb' ]b'XYf'GhUXh"' 8]Y'9bhk ]W\_`i b[ Yb'g]bX  
j ]Y]j Yfgd'fYW'YbXž'i bX'k ]f'\UVYb'Y]b[ i hYg'<ÀbXW'Ybž'i a 'X]Y  
G]hi Uh]cb'ni 'a Y]ghYfb ž'gc'8fYggY`"HUhgÀW'`W'\UVYb' b] Yghc'fYb  
VYfY]hg'X]Y'5`ghYfUf\_UXYbž'X]Y': `0[ [ Yf\0ZY' i bX'XUg  
?Ui Za Ubbg\Ui g'Yfk cfVYb"'8]YgY'J Yf\_Ài ZY'g]bX'Y]b'dcg]hj Yg  
NY]W'Yb'Z0f'XYb'<Ua Vi f[ Yf' a a cV']Yba Uf\_hž'XYf'Xi fW'X]Y  
[ Y[ Ybk Àfh][ Y'?'f]gY' i bhYf'8fi W\_`ghY'h"

Ni XYa '\Uh'X]Y'GhUXh<Ua Vi f[ 'XUg'Y\Ya U][ Y'<G<!BcfXVUb\_!  
; YVÀi XY'Z0f'ghc`nY'%%&'A ]`cbYb'9i fc'Yfk cfVYb"' ; Yd`Ubh]gh'Xcfh  
XUg' <Ui g'XYf'8][ ]hU'Yb'K Y'h žY]b'UW'hgW'cgg][ Yg'60fc[ YVÀi XY  
Ua ' ; ÀbgYa Uf\_hž'XUg'V]g'9bXY'&\$&, 'fYU']g]Yfh'k YfXYb'gc`"'@Ui hi  
<Ua Vi f[ "XY'k ]fX'X]YgYg'Dfc'Y\_h'Ui W'X]Y'NYbhfU'V]V']ch\Y\_'i bX  
X]Y'J c'\_g\cW'gW'i `Y' i bhYf'Y]bYa '8UW'j YfY]bYb"

## a a cV']Yba Uf\_h]a '6]W

8Yf' a a cV']Yba Uf\_hVYf]W'h<Ua Vi f[ '&\$&) 'V]YhYh'ni XYa 'Y]bY  
fcVi ghY'6Ug]g'Z0f'X]Y'K YfhYfa ]hh'i b[ 'j cb' a a cV']Yb' i bX'nY][ h  
X]Y'DfY]ghfYbXg'Ui Z'Gc'V']YVYb'X]Y'6cXYbf]W'hk YfhY'Z0f  
9]bZJa ]']Yb\Ui g!6Ui d`ÀhnY'ghUV]'žk À\fybX'X]Y'DfY]gY'Z0f  
; YgW'cggk c\bi b[ g!6Ui d`ÀhnY' i a ') 'DfcnYbh'gh]Y[ Yb"'8]Y  
Xi fW'gW'b]hh]W'Yb'DfY]gY'Z0f'9]b! i bX'Nk Y]ZJa ]']Yb\Ài gYf'U[ Yb  
i bj YfÀbXYfh'VY]'fi bX', \$, "\$\$\$'9i fc"'9]bYa 'F0W\_[ Ub[  
VY[ Y[ bYhYb'X]Y'DfY]gY'Z0f'A Y\ fZJa ]']Yb\Ài gYfž'X]Y' i a ', 'DfcnYbh  
Ui ZYhk U'&'-\$'9i fc'dfc'E i UXfUha YhYf'gUb\_Yb"

a`&f&\$&([UV`Yg`Y]bYb`g)[b]Z\_UbhYb`5bgh]Y[ `VY]  
 HfUbgU\_h]cbYb`i bX`i; Y`Xi a`gUmžk Ug`nY][hž`XUgg`hfch`XYf  
 <YfUi gZcfXYfi b[ Yb`Xi fW`X]Y`6Yb\_c!D`Y]hY`6Yk`Y[ i b[ `]a`A Uf\_h  
 ]gh`8]Y`J Yf\_`Ai ZY`j cb`BYi VUi k c`bi b[ Yb`gh]Y[ Yb`i a`+` `DfcnYbhž  
 k Ug`XUfUi Z`bXYi hYhž`XUgg`ja a`Yf`bcW`Y]bY`c`Y`BUW`ZfU[ Y  
 VYghY`hž`Ui W`k Ybb`X]Y`G]hi Uh]cb`fi bX`i a`XYb`9`Vhck Yf`U`Yg  
 UbXYfY`U`g`fcg][ `]gh"

b`XYb`8]g\_i gg]cbYb`i a`XYb`9`Vhck Yf`i bX`XYb`a`a`cV`]Yba Uf\_h  
 k ]fX`U\_hi Y``XUfUi Z`b[ Yk`]YgYbž`XUgg`\_Y]b`GhYi Yf[ Y`X`Z0f`X]Y  
 , VYfbU`a`Y`i bX`XUg`k`Y]hYfY`J`cf[ Y`Yb`j`Yfk`YbXYh`k`YfXYb`gc``"  
 Gc``hY`Yg`ja`FU`a`Yb`XYg`b`gc`j`Ybnj`YfZU`fYbg`\_Y]bY  
 df]j`Uhk`]fhgW`UZh`]W`Y`@Ogi b[ `ni`f`K`]YXYfUi`ZbU`a`Y`XYf  
 6Ui`h`h][`\_Y]h`[ YVYbž`k`]fX`X]Y`GhUXh`X]Y`F`YW`hY`bi`hnYbž`X]Y`]`f  
 Xi`fW`XUg`i`fgdf0b[ `]W`[`Yg]W`YfhY`K`]YXYf`\_Ui`ZgfYW`h`ni`ghY`Yb`"  
 8Yf`6`]W`V`Y]Vh`[ YgdUbb`h`Ui`Z`X]Y`b`AW`ghYb`9`bhk`]W`i`b[ Yb`]a  
 <Ua`Vi`f[ Yf`a`a`cV`]YbgY`hcf"

8YhU]`g	
Cfh	<Ua`Vi`f[ ž`8Yi`hgW`U`bX
Ei`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• k k k "hU[ YggW`Ui`"XY</li> <li>• k k k "\Ua`Vi`f[ "XY</li> </ul>

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