

: i bXg': `ck ]b[ . 'A Uf[ UhY 'GYb]cf'7YbhYf  
6ccghg'GYfj ]W'g'Zcf'@cWU`'GYb]cfg

9l d`cfY'6fck UfX'7ci bhm' , \$' - /g'fYWbh'XYj Y`cda Ybhgž  
]bWi X]b[ 'gYb]cf'gYfj ]W'g'Z bX]b[ ž'W]hm'Wca a ]gg]cb  
a YYh]b[ gž'UbX'i dWca ]b[ 'Wca a i b]hmidfc'YWhg"



7cWcbi h'7fYY\_ž': `cf]XUž'I G5'!'†b'U'fYWbh'a YYh]b[ ž'd`Ubg  
k YfY'gYh]b'a ch]cb'Zcf'h\Y'Bcfh\k Ygh': cWU`Dc]bh'GYb]cf'7YbhYf  
UbX'h\Y'7]hm'7ca a ]gg]cb'8]ghf]Wž'fYj YU`b[ 'XYj Y`cda Ybhg'U]a YX  
Uh'Yb\UbW]b[ 'Wca a i b]hmigi ddcfh'Zcf'gYb]cfg"GWXYXi `YX'Zcf'† bY  
%( ž'&\$&) ž'h\YgY'a YYh]b[ g'dfca ]gY'hc'VY'd]j chU`b'UXj UbW]b[  
'cWU`b]h]Uh]j Yg"

H\Y'7]hmicZA Uf[ UhY']g[ YUf]b[ 'i d'Zcf'U'bYk 'WcbhfUWh'k ]h'h\Y  
5fYUk ]XY'7ci bW]'cb'5[ ]b[ 'h\Uh'k ]`[ fUbh'@cWU`GYfj ]W'Dfcj ]XYf  
f@GDŁ'Zi bX]b[ 'YZZYWh]j Y'Zfca '†m'%'ž'&\$&) ž'h'fci [ \ '† bY' ' \$ž'&\$&\*"  
H\]g'Zi bX]b[ ']g'Wfi W]U`Zcf'h\Y'cdYfUh]cbg'cZ'h\Y'Bcfh\k Ygh': cWU`  
Dc]bh'GYb]cf'7YbhYfž`cWUhYX'j b'7cWcbi h'7fYY\_`UbX'VcfXYfYX'Vm  
5hUbh]W6ci `Yj UfX'UbX'@mcbg'FcUXž'k \]W'U]a g'hc'ja dfcj Y'h\Y

ei U`]hm'cZ`]ZY`Zcf'UXi`hg'U[ YX`\* \$`UbX`c`XYf'h\fc i [ \`j Uf]ci g  
fYWfYUh]cbU`UbX`YXi WWh]cbU`dfc[ fUa g"

## Gi ddcfh'Zcf'GYb]cf'GYfj ]Wg

H\Y`Bcfh\k Ygh': cWU`Dc]bh'GYb]cf`7YbhYf`XcYg'a cfY`h\Ub`↑ gh  
dfcj ]XY`U`d`UW`Zcf'gYb]cf'g'hc`[ Uh\Yf/]h'UWh]j Y`m'Yb\UbWg'h\Y]f  
`]j Yg'h\fc i [ \`YggYbh]U`gYfj ]Wg"C ZYfYX`dfc[ fUa g`]bWi XY`5Xi`h  
8Um`7UfYž`A YU`g`cb`K \YY`gž`YU`h`gWfYb]b[ ž`Wci bgY`b[ ž`UbX  
hfUb'gd'cfhUh]cb`hc`YggYbh]U`c`WWh]cb'g`\_]Y`VUb\_g`UbX`[ fcWfm  
ghcfYg"5g`XYhU]YX`Vm`**CdYb7ci bgY`b**[ ž`h\Y`Wb'hYf`U]a g`hc  
UXXfYgg'h\Y`X]j YfgY`bYYXg`cZ'h\Y`gYb]cf`Wca a i b]hmž`dfcj ]X]b[  
ci h`Yhg'h\Uh`YbWci fU[ Y`gcW]U`]bhYfUWh]cb`UbX`YU`h\  
a U]bhYbUbW"

H\]g'gi ddcfh]g`ZUW]hUhYX`h\fc i [ \`Zi bX]b[ `Zfca`h\Y`C`XYf  
5a Yf]WUbg`5Wh'cZ%-\*) ž`Ug`k Y`Ug`Wcbhf]Vi h]cbg`Zfca`h\Y  
Wca a i b]hmž`gi W`Ug`h\cgY`Zfca`h\Y`GYb]cf'g': ci bXUh]cb`cZ`BK  
6fck UfXž`bW`H\Y`Wcbh]bi YX`j ]UV]`]hm'cZ'h\YgY`dfc[ fUa g`XYdYbXg  
\YUj ]m'icb`cWU`UbX`ghUhY`Zi bX]b[ ž`k \]Wž`VUgYX`cb`fYdcfhg`Zfca`  
**GYb]cf`7YbhYfg**ž`ZUWg'i bWfhu]bhmUg`Ya Yf[ YbWm`Zi bXg`Zfca  
h\Y`dUbXYa ]Wk ]bX`Xck b"

## : i bX]b[ `8Yj Y`cda Ybhg`cb`h\Y`<cf]ncb

5h'h\Y`7]hm'7ca a ]gg]cb'a YYh]b[ ž`j Uf]ci g`WcbgYbh'U[ YbXU]hYa g  
k YfY`X]gW ggYXž`]bWi X]b[ `h\Y`Uddfcj U`Zcf`di fWUg]b[ `Df]a YI  
dfcXi W`hg`UbX`hYUa`VYbW`Yg`Zcf`Wca a i b]hmidUf\_gž`U`k \]Y  
\_YYd]b[ `Wca a i b]hm]Z]hbYgg]b'a ]bX": i fh\Yfa cfYž`U`YhYf`cZ  
gi ddcfh`YUfa Uf\_]b[ ``' \*-ž`\*&Zfca`h\Y': YXYfU`: ]gWU`MYUf`&\$&(  
9Xk UfX`6mfbY`A Ya cf]U`ž`gh]W`5gg]ghUbW`f; fUb'h`Zcf`6fck UfX  
7ci bhm'U`gc`i bXYfgWcfYX`h\Y`W]hm'g`Wca a ]ha Ybh'hc`Wca a i b]hm  
Yb\UbW`a Ybh"

5XXfYgg]b[ `h\Y`bYYXg`cZ'h\Y`A Uf[ UhY`Dc`]W`8YdUfha Ybhž`h\Y  
a YYh]b[ `U`gc`XY`j YX`]bh`Ub`cfX]bUbW`h\Uh`dfcdcgYg  
YghUV`]g\]b[ `U`Wca a ]hY`Y`hc`fY]bY`h\Y`dc`]W`dfca ch]cbU`  
dfcWg"K ]h\`U`ZcW`g`cb`gY`YWh]b[ `h\Y`a cgh`ei U`]ZYX`WUbX]XUhYg

VUgYX'cb'h\Y]f'ei U`J]WU]h]cbg'UbX'WUdUV`]h]Ygž'h\]g']b]h]Uh]j Y  
 \][ \`][ \hg'h\Y'W]hm g'U]a 'hc'ZcghYf'dfcZYgg]cbU``[ fck h\`k ]h\]b``Uk  
YbZcfW`a Ybh"

H\Y'6fcUXYf'7cbhYI h

H\Y``UbXgWUdY'Zcf'Zi bX]b[ 'gYb]cf'gYfj ]W`g']g'W\Ub[ ]b[ "'5W`c fX]b[  
hc'**G**Yb]cf'7Yb**hYfg**ž'k \]Y'Zi bX]b[ '\Ug'bca ]bU``m]bWfYUgYX'g]bW`  
&\$%) ž]h'\Ug'bch'\_Ydh'dUW`k ]h\`h\Y'gk Y``b[ 'dcdi `Uh]cb'cZ'c`XYf  
UXi `hg]b'h\Y'I "G"'8Ygd]hY'gca Y'i dh]W\_g']b'ZYXYfU``UbX'ghUhY  
Zi bX]b[ 'U]a YX'UhU]X]b[ 'gYb]cf'W`bhYfgž'UfYUg``\_Y': `cf]XU`\Uj Y  
gYYb'g][ b]Z]WU]bh]a dfcj Ya Ybhg']b'Zi bX]b[ 'Zcf'Y`XYf'WUfY  
dfc[ fUa\_g']b'fYW`bh'mYUfg"'H\]g'\Ug'VYYb'Wfi W]U``Zcf'h\Y'gi W`W`gg  
cZW`bhYfg``\_Y'h\Y'Bcfh\k Ygh: cWU``Dc]bh"

5g'k Y``cc\_'U\YUXž'h\Y'\c`]gh]WUddfcUW\`cZ'W`a V]b]b[ 'fYWfYUh]cbž  
\YU'h\ž'UbX'W`a a i b]hmgi ddcfh'fYa U]bg'YggYbh]U``'9bgi f]b[ 'h\Uh  
Zi bX]b[ 'W`bh]bi Yg'hc'Zck 'jbhc'h\YgY'dfc[ fUa\_g']g'bch'† gh'UVci h  
dfcj ]X]b[ 'UW]h]j ]h]Yg/'h]g'UVci h'i d\c`X]b[ 'h\Y'X][ b]hm'UbX  
Yb\UbW]b[ 'h\Y'ei U`]hmicZ``ZY'Zcf'gYb]cfg'h\fc[ [ \ci h'ci f'UfYU"

I `h]a UhY`mž'Ug'k Y'Yb[ U[ Y'k ]h\`h\YgY'bYk '']b]h]Uh]j Yg'UbX'Zi bX]b[  
UffUb[ Ya Ybhgž]h'VYW`a Yg'WYUf'h\Uh'a U]bhU]b]b[ 'UbX'YI dUbX]b[  
gYfj ]W`g'Zcf'ci f'gYb]cfg']g'bch'† gh'U'W`a a i b]hm'fYgdcbg[V`]hm  
Vi h'U'a cfU``]a dYfUh]j Y""H\YfY g'gca Yh\]b[ 'hc'VY'gU]X'Zcf  
Ybgi f]b[ 'h\Uh'ci f'Y`XYf'mW]h]nYbg'\Uj Y'h\Y'fYgci fW`g'h\Ym'bYYX  
hc``YUX'Zi `Zi``]b[ ``]j Yg"

8YhU]`g	
Cfh	7cW`bi h'7fYY_ž: `cf]XUž'I G5
Ei Y``Yb	<ul style="list-style-type: none"><li>• a Uf[ UhYbYk g"bYh</li><li>• k k k "cdYbW`i bgY`)b[ "W`a</li><li>• gYb]cfW`bhYfg"W`a</li></ul>

6Ygi W\Yb'G]Y'i bg'Ui Z.`a Y]b!k ]Yb"bYh