

H\Y`7K`F]XYg`<][\.`9I Wi g]j Y`D6F  
9j Ybhg`? ]W\_`C ZZ`H\]g`5i [ i gh°

H\Y`7K`BYhk cf\_`Ui bW\Yg`D6F`7Ua`d]b[`K cf`X`HYUa  
GYf]Yg`VfcUXWUghg`Zfca`Gi bf]gYž: @ž`ghUfh]b[`5i [ i gh`- !%\$ž  
&\$&( ž`Yb\UbW]b[`Vi ``f]X]b[`j ]g]V)`]hm"



Gi bf]gYž: `cf]XUž`I G5`!`9I W]hYa Ybh]g`gi f[ ]b[`Ug`H\Y`7K  
BYhk cf\_`dfYdUfYg`hc`Vf]b[`h\Y`h\f)`]b[`k cf`X`cZ`dfcZYgg]cbU`Vi ``  
f]X]b[`hc`)]j ]b[`fcc`a`g`UWfcgg`h\Y`bUh]cb```b`U`dfca`]g]b[  
dUfhbYfg\]d`k`j h\`h\Y`DfcZYgg]cbU`6i ``F]XYfg`fD6F`ž`H\Y`7K``\Ug  
g][`bYX`U`a`i`h]!mYUf`U[`fYYa`Ybh`hc`YI Wi g]j Y`m`VfcUXWUgh`h\Y`D6F  
7Ua`d]b[`K cf`X`HYUa`GYf]Yg`Yj Ybhg`cb`k`YY`YbXg``H\]g  
Wc``UVcfUh]cb`fYZYWhg`H\Y`7K`g`YI`dUbX]b[`dcfhZc`]c`cZ`)]j Y`gdcfhg  
dfc[`fUa`a`]b[`ž`dcg]h]cb]b[`]hgY`Z`Ug`U`XmbUa`]Wd`UmYf`)]b`gdcfhg  
a`YX]U"

H\Y`VfcUXWUghg`UfY`gYh`hc`\_]W\_`cZ`cb`h\Y`k`YY`YbX`cZ`5i [ i gh`-  
UbX`%\$ž&\$&(& ž`k`j h\`)]j Y`Wc`j YfU[`Y`Zfca`Gi bf]gYž: `cf]XU``GhUfh]b[  
cb`GUhi`fXUm`Uh`\*`.`\$`DA`9H`UbX`Wc`bh]bi ]b[`cb`Gi`bXUm`Uh`&.`\$`\$`DA

9Hžj JYk Yfg'WU b'YI dYWh'Ub'UXfYbU'jbY!di a d]b[ 'Yj Yb]b[ 'Ug'Zj Y!  
cb!Zj Y'a UhWxi dg'i bZc`X"K jh\`hYb'UXX]h]cbU`k YY\_YbXg'cZYj Ybhg  
'YUX]b[ 'i d'hc'h\Y'WUa d]cbg\]d'hci fbUa Ybh']b'@Ug'J Y[ Ug'cb  
CWhcVYf'&) 'UbX'&\*ž'&\$&('ž'hYfY g'gca Yh\]b[ 'YI W]h]b[ 'hc`cc\_  
Zcfk UfX'hc'Zcf'Vch\`X]Y!\UfX'ZUbg'UbX'bYk Wca Yfg'U`\_Y" 'A ]\_Y  
DYfa Ubž'GYb]cf'J]W'`DfYg]XYbh'cZGdcfhg'Uh'H\Y'7K ž'fYa Uf\_YX  
h\Uh'h\]g'dUfhbYfg\]d'U]a g'hc'Yb\UbW'h\Y'j JYk ]b[ 'YI dYf]YbW'Zcf  
Vi ``f]X]b[ 'Ybh\i g]Ughg'UWfcgg'h\Y'Wci bhfmž'Ybgi f]b[ 'h\Uh'h\Y'h\f]`  
cZ'h\Y'gdcfh]g'UWWgg]V`Y'hc'U`k ]XYf'Ui X]YbW"

## K \Uh'hc'9I dYWh'Zfca 'h\Y'D6F 'HYUa 'GYf]Yg

K \Uh'a U\_Yg'h\]g'gYf]Yg'dUfh]W'`Uf`mYb[ U[ ]b[ 'jg'h\Y'i b]ei Y  
Zcfa Uh`Ui bWYX' ]b'ž`m'&\$&`"DJWhi fY'h\]g.`\YUX!hc!\YUX  
a UhWxi dg'k \YfY'hYUa g'cZVi ``f]XYfg'ZUW'cZZ'k jh\`h\Y'hYUa 'h\Uh  
gWcfYg'h\Y'\[ \Ygh'k ]bb]b[ 'VfU[ [ ]b[ 'f][ \hg"H\]g'Zcfa Uh'bch'cb`m  
UXXg'U'h\f]``b[ 'Wca dYh]h]j Y`YX[ Y`Vi h'U`gc`\[ \][ \hg'h\Y  
]bWfYX]V`Y'hU'Ybh'cZcj Yf`%ž\$ \$ \$`Vi ``f]XYfg'Wca dYh]b[ 'Ubbi U`m]b  
h\Y'D6F 'W]fW ]h"ž'g'U'gdYWhUWY'h\Uh\Ug'UhhfUWYX`%('`a ]``cb  
ZUbg']b'&\$&('U`cbYž'UbX'k jh\`VfcUXWUghg'fYUW ]b[ 'a cfY'h\Ub'&, ,  
a ]``cb`\ci gY\c`Xg'k cf`Xk ]XYž'hg'WYUf'h\Uh'Vi ``f]X]b[ 'jg[ U]b]b[  
]a dfYgg]j Y'hfUWh]cb"

5g'dUfh'cZ'h\Y'VfcUXWUghž'H\Y'7K 'k cb h'VY'U`cbY' ]b'U]f]b[ 'D6F  
WcbhYbh"J JYk Yfg'k ]``gh]``Yb'č'm'h\Y': f]XUm'b][ \h'UWh]cbž'k \]W'k ]`  
VY'YI Wi gjj Y`mU]fYX'cb': CL`BUh]cbž'k \]Y'76G'Wcb]bi Yg'k jh\`]hg  
; Ua Y'cZ'h\Y'K YY\_`Wcj YfU[ Y"H\]g'a i`h]!ZUW'hYX'UddfcUW  
Ybgi fYg'h\Uh'ZUbg'\Uj Y'a Ubmicddcfhi b]h]Yg'hc'Yb'č'm'h\Y'h\f]``cZ  
Vi ``f]X]b[ 'h\fc i [ \ci h'h\Y'k YY\_"

## H\Y'7K g'; fck ]b[ 'Gdcfhg'DcfhZc`c

H\Y'UXX]h]cb'cZ'D6F'hc'H\Y'7K g'dfc[ fUa a ]b[ ``]bYi d'Zi fh\Yf  
gc`]X]Z]Yg']hg'Wca a ]ha Ybh'hc'gdcfhg'YbhYfhU]ba Ybh"5`cb[ g]XY'Vi ``  
f]X]b[ ž'h\Y'bYhk cf\_]g'U'fYUXm\ca Y'hc'gYj YfU`ch\Yf'dcdi `Uf  
gdcfhg']bWi X]b[ 'B5G75F`LZ]b]hm'GYf]Ygž'K K 9`BLHž'UbX'5JD  
VYUW'j c``YmVU`ž'bch'hc'a Ybh]cb']hg'i dWca ]b[ 'Wcj YfU[ Y'cZ'D65  
dfcZYgg]cbU`Vck` ]b[ 'j b'&\$&\*`"H\Y'7K g'UV']hm'hc'XY'j Yf' %)

\ci fg'cZ'df]a Yh]a Y`YbhYfhU]ba Ybh'k YY\_`mUbX'bYUf`m( \$\$`\ci fg  
cZ'gdcfhg'dfc[ fUa a ]b[ `Ubbi U``m `fYUZZ]fa g']hg'fc`Y`Ug`U`\_Ym  
WŁbhYbh'dfcj ]XYf`]b`h\Y`gdcfhg`VfcUXWUgh]b[ `Xca U]b"

: cf'h\cgY`cc\_]b[ `hc`WUHWX`h\Y`gYUgcbU``\][ \`][ \hgž'h\Y`D6F  
7Ua d]b[ `K cf`X`HYUa `GYf]Yg`k ]``cZZf`U`dUW\_YX`gWXYXi `Yž  
]bWi X]b[ `ghcdg`]b`B Ug\j ]``Yž5i gh]bžGdf]b[ Z]Y`Xž`UbX`; fYYbgVcfcž  
W`a ]bUh]b[ `]b`h\Y`WUa d]cbg\]d`]b`@Ug`J Y[ Ug``H\Y`Zi ``Yj Ybh  
gWXYXi `Y`g\ck WUgYg`U`fUb[ Y`cZ'h]a Yg`UbX`j Ybi Ygž'dfca ]g]b[ `U  
k YY\_YbX`cZ`WŁa dY``]b[ `UW]cb`UWf`cgg`h\Y`WŁi bhfm"

⊕`U`ghUhYa Ybh`fYZYWh]b[ `cb`h\]g`dUfhbYfg\]dž`GYUb; `YUgcbž`79C  
UbX`7ca a ]gg]cbYf`cZ`D6F ž`YI dfYggYX`\]g`Ybh\i g]Uga `Zcf`a U\_]b[  
Vi ``f]X]b[ `Yj Ybhg`a cfY`UW`gg]V`Y`hc`ZUbgbUh]cbk ]XY``K ]h\`h\Y  
WŁ``UVcfUh]cb`gYh`hc`XY`j Yf`gca Y`h\f`]b[ `k YY\_YbXgž`]hg`gUZY`hc  
gUmih\Uh`Vi ``f]X]b[ `]g[ `YUf]b[ `i d`Zcf`Ub`YI W]h]b[ `bYk`WUdhYf`cb  
H\Y`7K "

5g`k Y`WŁi bhXck b`hc`h\Y`\_]W\_cZZ`cZ'h\]g`\][ \`mUbh]W]dUhYX  
gYUgcbž`a Uf\_`mci f`WU`YbXUfg`Zcf`h\cgY`YUf`m5i [ i gh`XUhYg`k \]`Y  
[ Yhh]b[ `fYUXmihc`WXYf`cb`mci f`ZUj cf]hY`hYUa g``K ]h\`gi WŁ`U  
WUdh]j Uh]b[ ``]bYi d`UbX`h\Y`dfca ]gY`cZ`h\f`]b[ `WŁa dYh]h]cbgž`]hg  
[ c]b[ `hc`VY`Ub`YI \]`UfUh]b[ `f]XY`Zcf`ZUbgb`cZ`h\]g`]WŁb]Wgdcfh"

8YhU]`g	
Cfh	Gi bf]gYž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "gd cfhgj ]XYc"cf[</li><li>• dVf"WŁa</li><li>• k k k "gd cfhgVi g]bYgg`ci fbU``WŁa</li></ul>

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