

7c`']Yf'7ci bhm'G]a d`]Z]Yg'7cbghfi Wh]cb  
@]Wbgb[ 'Zcf'&( 'HfUXYg°

7c`']Yf'7ci bhm'ghfYUa `]bYg'Wcbghfi Wh]cb`']Wbgb[ 'Zcf'&( hfUXYgž'dfca ch]b[ 'Vi g]bYgg'[ fck h\ 'k ]h\ 'ghUhY`Uk 'WUbb[ Yg YZZYWh]j Y`ž`m'ž'&\$&) "



&, \$&'<cfgYg\cY'8f]j Y`Bž'B Ud`Ygž': @' ( %\$( ž'I G5 '!7c`']Yf 7ci bhm]g'f]b[ ]b[ ']b'gca Y'g][ b]Z]WbWUbb[ Yg']b'h\Y'fYU'a`cZ Wcbghfi Wh]cb'k ]h\ 'h\Y'fYVWbhUbbci bW'a Ybh'cZ'U'bYk`~&\*) a`]cb`YUfh'WbYf'gYh'hc'f]gY'cb'h\Y`B7<'6U\_Yf'<cgd]hU` WJa di g''H\]g'a Ugg]j Y'dfc'YWh'bch'cb`mia Uf\_g'Ub`]bj Ygha Ybh]b \YU'h\WUfY'Vi h'U'gc'Wc]bW]XYg'k ]h\ 'U'g\]Zh]b`cWU`dc`]Wm fY[ UfX]b[ 'WcbhfUW'hc'f`]Wbgb[ 'h\Uh'Wci`X']a dUWh'Vi g]bYggYg UW'cgg'h\Y'UfYU"

5g'cZ'ž`m'ž'&\$&) ž'7c`']Yf'7ci bhm'\Ug'cZZ]W]U`m'fYa`cj YX`cWU` `]Wbgb[ 'fYei ]fYa Ybhg'Zcf'&( 'gdYW]U'hmiWcbhfUW'hc'f'hfUXYg''H\]g a Uf\_g'U'bchUV`Y`YZZcf'h'c'g]a d`]Zm'Wcbghfi Wh]cb`']Wbgb[ ž'U'] [ b]b[ k ]h\ 'ghUhYk ]XY`]b]h]Uh]j Yg'XYg][ bYX'hc'dfca chY'Vi g]bYgg'[ fck h\

UbX'ghfYUa`]bY'fY[ i`Uhcfm'dfcW'ggYg"@cWU`]]W'bg]b[ 'fi`Yg`\Uj Y  
VYYb'gWfUddYX'Xi Y'hc`W'Ub[ Yg']b'ghUHY`Uk ž'dUj ]b[ 'h\Y'k Um'Zcf  
YUg]Yf'cdYfUh]cbg'Zcf'W'bfUW'hc'fg'UW'fc'gg'j Uf]ci g  
gYW'hc'fg` ]bWi X]b[ 'dU]b'hYfgž`UbXgWUdYfgž'UbX'Zc'cf]b[ ' ]bghU`Yfgž  
Ua`cb[ 'ch\Yfg" 'H\Y' [ cU`YfY' ]g'WYUf. 'hc'ghUbXUfX]nY'UbX  
W'bfU` ]nY'h\Y`]]W'bg]b[ 'dfcW'gg'Uh'h\Y'ghUHY`Yj Y'ž'YUg]b[ 'h\Y  
Vi fXYb'cb'W'bfUW'hc'fg'k \]Y'Yb\UbW]b[ 'YZZ]W]YbWm"

## K` \Uh'8cYg'H\ ]g'A YUb`Zcf`7cbhfUW'hc'fg3

I bXYf'h\Y'bYk`fY[ i`Uh]cbgž'bi a Yfci g'gdYW]U'hm'W'bfUW'hc'fg']b  
: `cf]XU'k ]`bc`cb[ Yf'bYYX'ghUHY'cf`cWU`]]W'bgYg'hc'cdYfUHY" 'H\ ]g  
U`ck g'Vi g]bYggYg'hc`W'cbW'bfUHY'cb'k \Uh'h\Ym'Xc`VYgh'k ]h\ci h  
h\Y`UXXYX'ghfYgg'cZ'bUj ] [Uh]b[ 'W'ca`d`YI`]]W'bg]b[ 'fYei ]fYa Ybhg"  
BchUV`mž'k cf\_`h\Uh'WU`b`VY'dYfZcfa YX'k ]h\ci h'U'ghUHY`]]W'bgY  
]bWi XYg`WUV]bYhf'mž'W'ci bhYfhcdgž'dU]bh]b[ ž'UbX'a`cfYž'a U\_]b[ ' ]h  
YUg]Yf'Zcf'W'bfUW'hc'fg'hc'gYfj Y`W]Ybhg'k ]h\ci h'fYX'hUdY`\c`X]b[  
h\Ya`'VUW\_"

BcbYh\Y`Yggž'h\YfY`g'gh]]`gca Yh\]b[ 'hc`X]gW'gg'UVci h'h\Y  
fYei ]fYa Ybh'Zcf'cVhU]b]b[ 'U`cWU`Vi g]bYgg'hU'fYW']dh" '5`  
Vi g]bYggYg'cdYfUh]b[ 'k ]h\]b'h\Y'W'ci bhm`VY ]h]b`B Ud`Ygž'A UfW'c  
=g'UbXž'cf'9j Yf[ `UXYg`a i gh'gYW`fY'h\ ]g'fYW']dh'Zcfa`h\Y`7c`]]Yf  
7ci bhm'HU'7c`YW'hc'fg'cZZ]W'" 'H\ ]g'hU'fYW']dh']g'gdYW]Z]W'hc'h\Y  
hmdY'cZ'k cf\_`dYfZcfa YX'UbX']g']ggi YX'Ubbi U`mž'k ]h\`ZYg'h\Uh  
j UfmiUW'W'cfX]b[ 'hc'h\Y'Vi g]bYgg'hmdY" 'CbY'ci [ \h'hc`W'bg]XYf'h\ ]g  
Ub`YggYbh]U`ghYd`VYZcfY'ghUfh]b[ 'Ubm'dfc`YW'hg']b'h\Y`UfYU"

## 9ggYbh]U`F Y[ i`Uh]cbg`UbX`Gi ddcfh

9j Yb'k ]h\h\YgY`W'Ub[ Ygž'h\Y'bYYX'Zcf'Ub`UW'W'ci bhUV`Y'gmghYa  
fYa U]bg" '5W'W'cfX]b[ 'hc'h\Y`7c`]]Yf'7ci bhm'CdYfUh]cbg`/  
FY[ i`Uhcfm'A UbU[ Ya Ybh'8 ]j ]g]cbž'h\Ym'cj YfgYY`]]W'bgYX  
W'bfUW'hc'fgž'a UbU[ ]b[ 'W'ca`d`U]bhg'U[ U]bgh'i b`]]W'bgYX'hfUXYg  
h\fc i [ \h\Y]f'7cbhfUW'hc'f@]W'bg]b[ 'GYW]cb" 'H\ ]g'X]j ]g]cb`Ybgi fYg  
h\Uh'W'bfUW'hc'fg'UfY`fY[ i`UhYX'i bXYf'7\UdhYf'&&'5fh]WY`J`cZ'h\Y  
7cXY`cZ`@Uk g'UbX`CfX]bUbW'g'UbX`7\UdhYf' ( , -`cZ'h\Y': `cf]XU  
GhUhi hYg" '7ca`d`U]b]b[ 'UVci h'i b`]]W'bgYX'W'bfUW'hc'fg3`M'ci`WU`b`Z]`Y

U`Wca d`U]bh\h fci [ \`h\Y]f`XYX]WUhYX`k YV`dcfhU`cfj`j]U`d\cbY`Uh  
f&` - Ł&) &!&(` %ž`g\ci `X`mci `bYYX`Ugg]ghUbW`"

H\]g`W\Ub[ Y`Wca Yg`Ua ]Xgh`h\Y`VUW\_Xfcd`cZ`GhUhY`cZ: `cf]XU  
<ci gY`6]``Bc``+' ) ž`k \]W\`a Um`UZZYWh`h\Y`ghUhi g`UbX`YI d]fUh]cb`cZ  
Wfhu]b`7Yfh]Z]WUhYg`cZ7ca dYhYbWhi]b`7c``Yf`7ci bhmUg`cZ`ž`m`%ž  
&\$&` ``: cf`Ubmc`bY`bUj`][ Uh]b[ `h\]g`UbXgWUdYž`ghUm]b[ `i dXUhYX`]g  
Wfi W]U``A cfY`XYhU]`g`WUb`VY`Zci bX`X]fYWh`m`cb`h\Y`7c``Yf  
7ci bhm`k YVg]hY`"

5g`h\YgY`XYj Y`cda Ybhg`i bZc`Xž`]h`fYa U]bg`hc`VY`gYYb`\ck`h\Y  
fY`UI YX`fY[ i`Uh]cbg`k`]``UZZYWh`h\Y`Wcbghfi Wh]cb`UbXgWUdY`]b  
7c``Yf`7ci bhm`K`]``XYWfYUgYX`VUff]Yfg`YbWci fU[ Y`a cfY`cWU`  
YbhfYdfYbYi fg\]d3;`]j Yb`h\Y`W ffYbh`\YU`h\`ZUW`]hm]bj Ygha Ybhgž  
h\Y`\cdY`]g`h\Uh`YUgY`cZUWW`gg`k`]``YUX`hc`h\f]j`]b[ `Vi`g]bYgg`UbX  
Wca a i b]hm[ fck h`"

: cf`h\cgY`cc\_]b[ `hc`X]j Y`XYdYf`]bh`c`WU``]Wbg]b[  
fYei`]fYa Ybhg`cf`j Uf]Uh]cbg`UWfcgg`h\Y`ghUhYž`Zi fh\Yf`]bZcfa Uh]cb  
]g`Uj U]UV`Y`h\ fci [ \`h\Y`: `cf]XU`8YdUfha Ybh`cZ`6i`g]bYgg`UbX  
DfcZYgg]cbU`F Y[ i`Uh]cb`"

ž`h\Y`YbXž`h\YgY`g\]Zhg`fYdfYgYbh`U`VU`UbW]b[ `UWh`VYhk`YYb  
fY[ i`Uhcfm`cj Yfg][ \`h`UbX`Vi`g]bYgg`ZfYXca`U`W\U`Yb[ Y`bch  
i bZUa`]]Uf`]b`h\Y`gi`bg\]bY`ghUhY`"

8YhU]`g	
Cfh	&, \$\$`<cfgYg\cY`8f]j Y`Bž`BUd`Ygž`: @` ( %\$( ž I G5
Ei Y`Yb	<ul style="list-style-type: none"><li>• k k k "bUd`YgbYk`g"Wca</li><li>• Wc``]YfWci bhmZ`"egWbX"Wca</li><li>• k k k "a mZ`cf]XU`]WbgY"Wca</li></ul>

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