

) \$\$ 'A ]``]UfXYb '9i fc 'ZØf'8 Yi hgW`UbXg  
Ni \_i bZh. '≠j Ygh]h]cbYb 'Yhnh'[ YZfU[ h°

8]g\_i gg]cb'ØVYf'8Yi hgW`UbXg') \$\$!A ]``]UfXYb!9i fc!  
GcbXYfj Yfa Ò[ Yb'VY]' A U]gWVYf[ Yf 'a ]h'A Ubi Y`U  
GWk Yg][ ž7\ f]gh]bY '@U[ UfXY' i bX'k Y]hYfYb'9i dYfhYb"



8Yi hgW`UbX '!≠Y]bYf'U\_hi Y`Yb'8]g\_i gg]cbgfi bXY'VY]  
A U]gWVYf[ Yf 'ghUbX'XUg') \$\$!A ]``]UfXYb!9i fc!GcbXYfj Yfa Ò[ Yb  
8Yi hgW`UbXg]a 'NYbhfi a 'XYf'8YVUhY" '7\ f]gh]bY '@U[ UfXYž  
DfÅg]XYbh]b'XYf'9i fcdÅ]gWYb'NYbhfU'VUb\_žk ÅfY'XUVY]'Ui h'K Y'h  
YVYbZU`g'XUZØf'Y]b[ YhfYhYbž'X]YgYa 'GWi 'XYbdU\_Yh  
ni ni gh]a a Yb" 'i bhYf'XYb'8]g\_i gg]cbghY]'bY\ a Yfb'VYZUbXYb'g]W  
Ui W'A Ubi Y`U'GWk Yg][ 'fGD8ž7\ f]gh]Ub'8Øff'fl'8Dž'gck ]Y'X]Y  
æi fbU]ghYb'H\Yc'?c``ž?Yfgh]b'DU'nYf'i bX'<U'c'GWi a UWYf"

8Yf'5bgh]Y[ 'XYg'6fi hhc]b'UbXgdfcXi \_hg'fb'ĐŁ'i a 'ž( 'DfcnYbh]a  
YfghYb'E i UfhU'&\$&( žk ]Y'j ca 'GhUh]gh]gWYb'6i bXYgUa h  
[Ya Y'XYhžk i fXY]b'X]YgYa 'Ni gUa a Yb\Ub[ 'j'cb'H\Yc'?c``U'g  
: fcbh!@cUX]b[ !9ZY\_h 'VYgWf]YVYb"'8]Yg'gY]'Y]bY': c`[ Y

j cf[ Ync[ YbYf'6YghY`i b[ Yb']bZc'[ Y'j cb'NÖ`Ybž'X]Y'j cb'XYf  
j cf\Yf][ Yb' l G!FY[ ]Yfi b[ 'i bhYf'8cbU`X`Hfi a d`Y]b[ YZØ\fh  
k i fXYb"?'Yfgh]b'DU`nYf'a Yf\_hY`U`YfX]b[ g'Ubž'XUgg'8Yi hgW\`UbX  
hfchn`X]YgYf'dcg]hj] Yb`K UW\ghi a gXUhYb`k Y]hYf\]b`XUg  
GW`i gg]W\h`i]b`XYf`k ]fhgW\UZh]W\Yb`9bhk ]W`i b[ `gY]"

8 ]g\_i gg]cb`ØVYf`≠bj Ygh]h]cbYb`i bX  
J YfUbhk cfhi b[

8]Y`8]g\_i gg]cbgfi bXY`VY`Yi W\hYhY`Ui W\`X]Y`5i gk ]f\_i b[ Yb`XYg  
GcbXYfj Yfa Ö[ Ybg`Ui Z'ni \_ØbZh][ Y`≠bj Ygh]h]cbYb"7\]gh]bY  
@U[ UfXY`ghY`hY`X]Y`Bchk YbX][ \_Y]h`YfUi gž`ÖZYbh]W\Y  
≠bj Ygh]h]cbYb`ØVYf`Y]bYb`Äb[ YfYb`NY]hfUi a`ni`j YfhY]`Ybž`k Ug  
j cb`A Ubi Y`U`GW\k Yg][ 'i bhYfghØhnik i fXY" `G]Y`Yf`\_`ÄfhYž`XUgg`%\$\$  
A ]`]UfXYb`9i fc`ZØf`\_ca a i bU`Y`5i Z[ UVYb`i bX`k Y]hYfY`%\$\$  
A ]`]UfXYb`9i fc`ZØf`?`]a U!`i bX`9bYf[ ]Y]bZfUghfi \_hi f`j cf[ YgY\Yb  
g]bX" `GW\k Yg][ `k ]XYfgdfUW\` \]YfVY]`XYf`?`f]h]\_j cb`8Øffž`XYf`X]Y  
g]b\_YbXY`≠bj Ygh]h]cbgei chY`XYf`5a dY`fY[ ]Yfi b[ `Ubd fUb[ YfhY"

@Ui h`XYb`U`\_hi Y`Yb`5bU`mgYb`XYg`8Yi hgW\Yb`≠gh]hi hg`ZØf  
K ]fhgW\UZhgcfcgW\i b[ `fB`≠K`Ł`\_ÖbbhY`Y]bY`≠bj Ygh]h]cb`]b`<Ö\Y`j cb  
) \$\$`A ]`]UfXYb`9i fc`ZØf`X]Y`bÄW\ghYb`nY\`b`≠\`fY`Yf\`YV`]W\Yb  
\_cb`↑`b\_hi fY`Yb`9]bZi gg`\UVYb" `8]YgY`9]bgW\Ähni b[ `VYgU[ hž`XUgg  
ÖZYbh]W\Y`≠bj Ygh]h]cbYb`X]YgYf`; fÖ» YbcfXbi b[ `X]Y`XYi hgW\Y  
K ]fhgW\UZh`g][ b]Z]\_Ubh`Ui g`XYf`?`f]gY`\c`Yb`\_ÖbbhYbž`k ]Y]b`8`≠K  
XUf[ Y`Y[ h`k ]fX"

2 ZZYbh`]W\Y`≠bj Ygh]h]cbYb`U`g`GW\`ØggY` `ni f  
K YhhVYk YfVgZÄ\ ][ \_Y]h

8 Ug`8`≠K` `VYhcbh`k Y]hYfž`XUgg`8Yi hgW\`UbX`]b`XYb`YhnhYb  
≠\`fnY\`bhYb`]b`k ]W\h][ Y`6YfY]W\Y`k ]Y`J Yf`\_Y`fg]bZfUghfi \_hi f`i bX  
8][ ]hU`]g]Yfi b[ `ni`k Yb][ `]bj Ygh]Yfh`\Uh" `8]YgY`J YfbUW\`Ägg][ i b[  
ZØ\fh`ni`ghfi \_hi fY`Yb`i bX`\_cb`↑`b\_hi fY`Yb`<YfUi gZcfXYfi b[ Yb  
ZØf`X]Y`K ]fhgW\UZh" `2 ZZYbh]W\Y`≠bj Ygh]h]cbYb`\_ÖbbhYb`XUni  
VY]hfU[ Ybž`8YZ]n]hY`Ui gni [ `Y]W\Yb`i bX`X]Y`K YhhVYk YfVgZÄ\ ][ \_Y]h  
ni`Yf\`Ö\Ybž`k Ug`X]Y`[ YgUa hY`K ]fhgW\UZh`U[ Y`ghUV`]`g]YfYb

k ØfXY"6YfYW.bi b[ Yb`nY][ YbžXUgg'ØVYf'%%\$ \$'A ]`]UfXYb`9i fc`]b  
 XYb`bÅW ghYb`j ]Yf`X\ fYb`XUg`6Ð`i a`%ž) `Dfc nYbhighY][ Yfb  
 \_ØbbhYbž`k ]Y`Ui g`8 ✖ `Yfj cf[ Y`h"

8 Ug`9l dYfhYb`\_ca ]hY`k Y]gh`XUfUi Z`\]bžXUgg`XYf`F ØW\_[ Ub[ `XYg  
 5bhY]`g`ÖZZbh]WXYf`þj Ygh]h]cbYb`Ua`6Ð`Y]bYb`\_cbh]bi ]Yf`]WXYb  
 6Y]hfU[ `ni f`gWk UWXYb`DfcXi`\_h]cbg!`i bX

9]b`\_ca a YbgYb`k ]W`i b[ ``Y]ghYh`K Å\ fYbX`XYf`5bhY]`gY]h`XYf  
 : ]bUbn`\_f]gY`nk Uf`hYbXYbn]Y``ni b]a a hž`V`Y]Vh`Yf`XYbbcW`Ui Z  
 Y]bYa`b]YXf][ Yb`B]j YUi ``8]Y`bÅW ghY`< YfUi gZcfXYfi b[ `ZØf`X]Y  
 XYi hgWY`K ]fhgWUZh`]Y[ h`XUf]bž`X]Y`bch`k YbX][ Yb  
 þj Ygh]h]cbgd`fc`Y`\_hY`YZZ]n]Ybh`ni`d`UbYb`i bX`i a ni gYhnYbž`i a`X]Y  
 k ]fhgWUZh]WXYb`J cfUi ggYhni b[ Yb`bUW\U`h][ `ni`j YfVYggYfb"

8YhU]`g	
J cfZU``	; YgYhn[ YVi b[
C fh	8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "k Y`h"XY</li> <li>• k k k "X]k "XY</li> <li>• k k k "X]k "XY</li> </ul>

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U[ "bYh