

; UnU! ? f]Y[ `Yg\_U`]Yfh. '8 Yi hgWk `UbX`ghY\ h  
j cf`gWk k ]Yf][ Yb `9b hgWk Y]Xi b[ Yb °

8 Yf`5fh]\_Y`VY`Yi Wk hYh`X]Y`U\_hi Y`Yb`9fY][ b]ggY`ja `BU\Yb  
C ghYbž]bgVYgcbXYfY`XYb`?cbZ]\_h`nk ]gWk Yb`=gfUY`i bX`XYf  
< Ua Ugž`gck ]Y`X]Y`8YVUhhY`ØVYf`8Yi hgWk `UbXg  
F Øghi b[ gYI dcfhY`i bX`X]Y`i a Ub]hÅfY`@U[ Y`]b` ; UnU"



; UnUž`DU`Àgh]b U`!`8Yf`?cbZ]\_h`ja `BU\Yb`C ghYb`YffY]Wk h  
k Y]hYf\]b`Y]bYb`hfU[ ]gWk Yb`< Ø\Ydi b`h`5a `DZ]b[ ghk cWk YbYbXY  
gYhhYb`X]Y`]gfUY`]gWk Yb`5b[ f]ZZY`Ui Z`XYb` ; UnUghfY]ZYb  
i bj Yfa ]bXYfh`Zcfh`@Ui h`XYa `6Yf]Wk hij cb`A 5N`k i fXYb`XUVY`X]Y  
@Y]Wk Yb`j cb`a ]bXYghYbg`&&`DU`Àgh]bYbgYfb`[ Ya Y`XYhž`k Å\fybX  
Ui Wk`ja `BcfXYb` ; UnUgž`XUfi bhYf`Y]bY`A i hhYf`a ]h`]\fyb`ZØbZ  
? ]bXYfbž`HcXYgcdZYf`ni `VY`\_U[ Yb`k UfYb`"8 ]YgY`5b[ f]ZZY`g]bX`HY`  
XYf`]gfUY`]gWk Yb`FYU\_h]cb`Ui Z`VUfVUf]gWk Y`5b[ f]ZZY`XYf`< Ua Ugž  
k ]Y`XUg`]gfUY`]gWk Y`A ]`]hÅf`a ]hhY`hž`XUg`g]Wk `[ `Y]Wk nY]h][ `Ui Z`X]Y  
9]b\U`hi b[ `XYg`J Ø`\_YffYWk hg`VYfi Zh"

DUFU`Y`ni `XYb`?cbZ]\_hYb`ja` ; UnUghfY]ZYb`a Y`XYhY`HU[ YggWk Ui ž

XUgg'ǳfUY`Ui W`j b`Gmf]Yb`a` ]hÀf]gWXY`A U» bU`a` Yb`Yf[ fY]Zh`i` a`  
9]bf]W`hi` b[ Yb`XYf`5ggUX!FY[ ]Yfi` b[ `ni` `nYfghØfYb`"8]Y`FY[ ]cb`  
Yf`YVh`Y]bY`Yf`YV`W`j` YfgW`ÀfZhY` `i` a` Ub]hÀfY`?f]gYž`k`cVY]  
GW`Àhni` b[ Yb`ni` Zc`[ Y`ØVYf`&) "\$\$\$`N]j` ]ghYb`ja` ; UnUghfY]ZYb`i` a` g`  
@VYb`\_Ua` Yb`i` bX`a` Y`f`U`g`\*`&"\$\$\$`j` Yf`Yhnh`k`i` fXYb`"8]YgY`  
NU`Yb`g]bX`YXcW`b]W`hi` bUV`Àb[ ][ `ØVYfdfØZVUf"

; Y]gY`bU`a` Yb`i` bX`]b`hYfb`Uh]cb`U`Y`  
F`YU`\_h]cb`Yb`

ǳ`XYb`Øb[ ghYb`9b`hk` ]W`\_i` b[ Yb`k`i` fXY`Y]bY`h`U]`ÀbX]gWXY` ; Y]gY`ž`  
BUhhUdcb[ `D]bhUž`X]Y`Ua` `+"`C`\_hcVYf`&\$&'`Yb`hZØ`fh`k`i` fXYž`]b`XYf`  
B`À`Y`j` cb`F`UZU` `hch`[ YVcf[ Yb`"K` À`fYbX`X]Y`F`ØW`\_Y`f`X]YgYf`  
; Y]gY`]b`ǳfUY`X]Y`GW`U[ nY]Yb`Xca` ]b]YfhYž`g]bX`k`Y]hYf`]b`ØVYf`  
)`\$` ; Y]gY`b`ja` ; UnUghfY]ZYb`]b`[ Y]gY`bY`a` Yf]gWXYf` ; Yk`U`fgUa` "  
8]Y`G]hi` Uh]cb`k` ]fZh` : fU[ Yb`ni` a` ` `i` a` Ub]hÀfYb`J`Ø`\_YffYW`h`Ui` Zž`X]Y`  
]b`8Yi` hgW`UbX`ni` bY`a` YbX`X]g`\_i` h]Yfh`k` YfXYb`"5i` » Yba` ]b]ghYf`  
ǳ`U`bb`K` UXYd`i` `f78I` Ł`Ài` » YfhYž`X]Y`6i` bXYgfY[ ]Yfi` b[ `dfØZYž`cV`  
X]Y`@U[ Y`]b` ; UnU`a` ]h`XYb`Yb`hgd`fYW`Yb`XYb`F`YW`hgbc`fa` Yb`  
j`YfY]bVUf`gY]ž`VY`\_f`ÀZh][`hY`YXcW`X]Y`i` b`hYfghØhni` b[ `ZØf`ǳfUY`ž`  
Y]b`gW`Y`Y`»`]W`K` UZZYb`]YZYfi` b[ Yb`"

8]Y`8YVUhY`i` a` `F`Øghi` b[ gYI`dcfhY`bUW` `ǳfUY`j` Yfgh`Àf`\_h`g]W`]b`  
8Yi` hgW`UbX`" ; VYf`(`,` )` `A` ]`]cbYb`9i` fc`Ub`F`Øghi` b[ gYI`dcfhYb`  
k`i` fXYb`gY]h`XYa` `+"`C`\_hcVYf`&\$&'` [ YbY`a` ][ `h`Hfchn`ghY][ YbXYf`  
?f]h]\_ž`Ui` W`]bbYf`U`V`XYf`GD8`ž`k` ]fX`Y]bY`DYh]h]cb`j` cb`\*`\$`  
?Øbgh`Yfb`ž`X]Y`ni` f`K` YbXY`]b`XYf`XYi` hgW`Yb`F`Øghi` b[ gdc`]h]\_`  
Ui` Zfi` Zh`j` cb`a` ]hh`Yfk`Y]Y`ØVYf`%+, "\$\$\$`6Øf[ Yfb`i` bhYfghØhnh`"@Ui` h`  
Y]bYf` : cfgU!I` a` ZfU[ Y`Y`b`h`X]Y`A`Y`f`Y]h`XYf`8Yi` hgW`Yb`f`+` )` Ł`  
K` UZZYb`]YZYfi` b[ Yb`Ub`ǳfUY`UV`"

< ]ghcf]gWXY`i` bX`[ YgY`gW`UZh`]W`XY`5gdY`\_hY`

8]Y`Øb[ ghYb` ; Yk`U`hhUhYb`ja` `?`cbZ]\_h`UVYb` `]ghcf]gWXY`K`i` fnY`b`ž`  
X]Y`V]g`]b`X]Y` ; fØbXi` b[ `ǳfUY`g`]a` `ǳ`f`%-(` ,` `ni` fØW`fY]W`Yb`ž`k` Ug`  
gW`k`Yfk` ]Y[ YbXY`i` bX`c`Zh`hfUi` a` Uh]gWXY`5i` gk` ]f`\_i` b[ Yb`Ui` ZVY]XYb`  
GY]hYb` `Uh`<`Ua` Ug` ,` VYfY]bgh]a` a` YbXY` ,` VYf[ f]ZZY`Ua` `+"`C`\_hcVYf`

&\$&'`k i fXYb`j cb`j ]Y`Yb`≡gfUY`]U`g`Dc[ fca`k U\ f[ Ybca`a Ybž`k Ug  
 Ub`X]Y`\_c``Y\_h]j Yb`HfUi`a UhU`XYf`đ XYbj YfZc`[ i b[ `k`À\ fYbX`XYg  
 <c`cWUi`ghg`fØ\fh"5i W\`Ui Z`dU`Àgh]bYbg]gW\Yf`GY]hY`k ]fX`XYf  
 ?cbZ]\_h`Xi fW\`X]Y`9f]bbYfi b[ `Ub`X]Y` BU\_VU` [ YdfÀ[ hž`X]Y`:`i W\h  
 i bX`J YfhfY]Vi b[ `j ]Y`Yf`DU`Àgh]bYbgYf`]a`đ\ f`%- ( , `VYgW\ fY]Vh"

8Yf`U\_hi`Y``Y`?cbZ]\_h`\Uh`ni`Y]bYf`h]YZf`[ Y\YbXYb`GdU`hi b[ `i bX  
 l bg]W\Yf\Y]h[ YZØ\fh"≡gfUY``\_Ubb`gY]bY`a` ]]hÀf]gW\Yb`N]Y`Y`bi`f  
 Y]b[ YgW\ fÀb`\_h`YffY]W\Ybž`k`À\ fYbX`Yg`Ub`XYf`:`fcb`hgW\k` ]Yf][  
 V`Y]Vhž`a` ]h`XYf`Ub\U`hYbXYb`6YXfc\i b[ `Xi fW\`a` ]]hUb`hY` ; fi`ddYb  
 i`a`ni` [ Y\Ybž`X]Y`j`cb`@ÀbXYfb`k` ]Y`≡Ub`i`bX`Gmf]Yb`i`bhYfghØhnh  
 k`YfXYb``Gc`VYa`Àb[ Y`b`?f]h]\_Yf`XYb`U\_hi`Y``[ YZUgghYb`6YgW\`i`gg  
 XYf`]gfUY`]gW\Yb`F`Y[ ]Yfi`b[ ž`&&G]YX`i`b[ Yb`]a` `K`Ygh`c`fXUb`UbX`ni  
 [ YbY\`a` ] [ Ybž`k`Ug`XYb`:`f]YXYb`]b`XYf`F`Y[ ]cb`k`Y]hYf`YfgW\k`Yfh"

8Yf`BU\cgh\_cbZ]\_hi`bX`X]Y`XUa` ]h] YfVi`bXYbYb  
 <YfUi`gZc`fXYfi`b[ Yb`g]bX`b]W\h`bi`f`Y]bY`fY[ ]cbU`Yž`gcbXYfb`Ui`W\  
 Y]bY`]bhYfbUh]cbU`Y`5b[ Y`Y[ Yb\Y]hž`X]Y`8]d`ca`UhYb`Ui`g  
 j`YfgW\]YXYbYb`@ÀbXYfb`a`cV]`]g]Yfhž`i`a`8YYg`U`Uh]cb`i`bX  
 \i`a`Ub]hÀfY`<`]ZY`]a` ; UnUghfY]ZYb`ni`ZØfXYfb``8]Y`b`ÀW\ghY`D\UgY  
 ]a`?cbZ]\_h`V`Y]Vhi`b[ Yk`]ggž`i`bX`XYf`GW\`a`Yfn`Ui`Z`VY]XYb`GY]hYb  
 k`]fX`k`Y]hYf\]b`Xi`fW\`X]Y`i`bZÀ\][`\_Y]h`ni`f`@Øgi`b[ `XYf`h]YZ  
 j`Yfk`i`fnY`hYb`DfcV`Ya`Y`j`YfghÀf`\_h"

8YhU]`g	
J`c`f`ZU``	?`f]Y[
I`f`g`U`W\`Y	5`b[`f]Zž`F`Y`U`_h]cbž` ;`Y]gY`b
C`f`h	;`UnUž`DU`Àgh]bU
J`Y`f`Y`hnhY	*`&&\$\$
GW\`U`X`Y`b`]b`	(`,`)`\$\$\$\$\$\$
E`i`Y``Y`b	<ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• k k k "hU[ YggW\Ui "XY</li> <li>• k k k "VdV"XY</li> </ul>

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