

: ]`a fY]\Y`]a `@K @!A i gYi a .`F ØW\_[ UVY  
\_c`cb]U`Yf`?i `hi f[ ØhYf`]a `: c\_i g°

: ]`a fY]\Y`ni f`FYgh]hi h]cb`\_c`cb]U`Yf`?i `hi f[ ØhYf`ghUfhYh`Ua  
%+" ' ě b]`]a `@K @?i bgha i gYi a `XYf`l b]`A ØbghYf""9]bhf]hh`.)  
9i fc"



@K @!A i gYi a `ZØf`?i bgh`i bX`?i `hi fž`8ca d`Uhn`%\$ž`(`, %(`  
A ØbghYfž`8Yi hgW\`UbX`!`5a `%%" ' ě b]`&\$&) `ghUfhYh`]a `@K @  
?i bgha i gYi a `]b`A ØbghYf`Y]bY`VYXYi hYbXY`:]`a fY]\Y`a ]h`XYa  
: c\_i g`Ui ZX]Y`F ØW\_[ UVY`\_c`cb]U`[ YfUi VhYf`?i `hi f[ ØhYf`"l bhYf  
XYa `H]hY` Ni [ Ub[ `i bX`F ØW\_[ UVY.`FYgh]hi h]cb`]a `:]`a ž  
cf[ Ub]g]Yfh]j cb`XYf`?c`Y[ !: cfgW\i b[ g[ fi ddY` Ni [ Ub[ `ni  
\_i `hi fY`Yb`; ØhYfb`]a `X][ ]hU`Yb`K UbXY` `XYf`l b]j Yfg]hÅh`A ØbghYfž  
k YfXYb`]bg[ YgUa h`UW\h: ]`a Y`j ca `%+" ' ě b]`V]g`ni a `%" ' ě b]`  
[ YnY][ h`8Yf`9]bhf]hh`VYhfÅ[ h)`9i fc"

8]Y`9fØZbi b[ `XYf`FY]\Y`Z]bXYh`Ua `%+" ' ě b]`ghUhh`i bX`i a ZUggh  
nk Y]nYbhfU`Y`:]`a YžX]Y`g]W\`a ]h`XYb`H\Ya Yb`Ni [ Ub[ ž  
; YfYW\h][ \_Y]hi bX`F ØW\_[ UVY`Ui gY]bUbXYfgYhnYb`"8Yf`YfghY`:]`a ž

Mci ` \]XY'a Y `j cb`B]]?k UhY`Ck ccž`h\Ya Uh]g]Yfh`X]Y`9bhXYW\_i b[  
UZF]\_Ub]gWXYf`?i`hi f[ ØhYf`a`6f]h]g\`A i gYi a ``8Yf`nk Y]hY`:]a ž  
8U\ca Ym`j cb`A Uh]8]cdž`VY ZUggh`g]W\`a ]h`XYf`F ØW\_ZØ\fi b[ `j cb  
&\*`GW\ÅhmYb`XYg`?Øb][ fY]W\g`8U\ca Ym`Ui g`: fUb\_fY]W\`bUW  
6Yb]b``hYfYggUbh]ghž`XUgg`X]Y`GhUhi Y`XYg`?Øb][ g`; \Ånc`U`g  
YfnÅ\`YbXYg`9`Ya Ybh`Zi b[ ]Yfhž`k Y`W\Yg`gY]bY`9fZU\fi b[ Yb`]a  
A i gÅY`Xi`E i U]`6fUb`mhY]`h"

: c`[ YhYfa ]bY`i bX`:` UW\`]W\ Y`9]bZØ\fi b[

8]Y`:]a fY]\Y`V]YhYh`Ub`XYb`:` c`[ YhYfa ]bYb`Ua`i`&(`"ž`b]`i bX`%"`ž`]  
gYW\g`k Y]hYfY`:]a Y`Ui g`XYb`š\`fYb`%-`+`V]g`&\$&(`"5`Y  
J YfUbghU`hi b[ Yb`VY[ ]bbYb`i a`i`%-`i` \f`i bX`VY]b\`U`hYb`Y]bY`\_i fnY  
ZUW\]W\ Y`9]bZØ\fi b[ ž`X]Y`XYb`?cbhYi h`XYf`:]a Y`j Yfh]Y`Z"

8]Y`8]g\_i gg]cb`ØVYf`X]Y`F ØW\_[ UVY`\_c`cb]U`Yf`?i`hi f[ ØhYf`k ]fX  
b]W\h`bi`f`]b`A ØbghYf`[ YZØ\fhž`gcbXYfb`VYgW\ÅZh][ h`Ui W\  
nU\`fY]W\ Y`:] UW\`Yi hY`]b`8Yi hgW\`UbX`i bX`²`ghYffY]W\`"Gc`Z]bXYh  
Ua`i`&%"`C`\_hcVYf`&\$&`%Y]bY`Å\`b`]W\ Y`J YfUbghU`hi b[ `Ub`XYf  
l b]j Yfg]hÅh`; fUn`ghUhh" < ]Yf`X]g\_i h]YfYb`bUa` \UZhY`9i dYfhYb`k ]Y  
7`Ui X]U`5i [ i ghUhj ca`K Y`ha i gYi a`K ]Yb`i bX`?Uhf]b`J c\`UbX  
j ca`B Uhi f\]ghcf]gW\Yb`A i gYi a`K ]Yb`ØVYf`XYb`Ub[ Ya YggYbYb  
l a [ Ub[ `a ]h?i`hi f[ ØhYfb`Ui g`XYf`?c`cb]U`nY]h" < Y`a i h?cbfUX  
`Y]hYh`X]Y`J YfUbghU`hi b[ ž`X]Y`i bhYf`XYb`[ Y`hYbXYb`7cfc bU!  
GW\i hna U» bU\`a Yb`\_cghYb`cg`]gh" B UW\`j cf\`Yf][ Yf`5ba Y`Xi b[  
\_ØbbYb`hYfYgg]YfhY`Ub`X]YgYa`5i ghUi gW\`hY]`bY\`a Yb"

F YW\h`]W\ Y`F U\`a YbVYX]b[ i b[ Yb`i bX  
]bhYfbUh]cbU`Y`8]g\_i gg]cb

8]Y`fYW\h`]W\Yb`; fi bX`U[ Yb`ZØf`XYb`l a [ Ub[ `a ]h?i`hi f[ ØhYfb  
Ui g`\_c`cb]U`Yb`?cbhYi hYb`g]bX`XYfnY]h`i b`\_Uf" `K ]Y`  
**\_i`hi f[ i hj Yf`i ghY`"XY`VYf]W\hYhž`VYghY`Yb**  
F ØW\_[ UVYZcfXYfi b[ Yb`gY]h`XYf`?c`cb]U`nY]hž`X]Y`]b`XYb`Y`hnhYb  
š\`fnY\`bhYb`Ub`hYbg]hÅh`ni [ Ybca`a Yb`\UVYb" `Hfch`X`Yf  
l B 9G7C!`?cbj Ybh]cb`j cb`%-`+\$ž`X]Y`b]W\h`fØW\_k ]f\_YbX`[ ]hž`V`Y]Vh  
XYf`]bhYfbUh]cbU`Y`8]g\_i fg`i bY]b\`Y]h`]W\`"6YgcbXYfg`XYf`GhUbX

XYf'8]g\_i gg]cb'j Uf]]Yfh'ghUf\_nk ]gWXYb'j YfgWXYXYbYb  
 Yi fcdÀ]gWXYb'@ÀbXYfb"

8Yf'i a [ Ub[ 'a ]h\_c`cb]U`Ya '9fVY`nY]WbYh'g]W`Xi fW`Y]bY  
 J]Y`nU\`j cb'5gdY\_hYb`Ui g"8]Y`ni fØW\_[ Ybca a YbYb'?i `hi f!`i bX  
 GUa a `i b[ g[ ØhYf'ghUa a Yb`Ui g'i bhYfgWXYX`]WXYb  
 9fk YfVi b[ g\_cbhYI hYbžk Ug'gdYn]Z]gWXY`FY[ Y`i b[ Yb`YfZcfXYfh"  
 BYVYb`FØW\_[ UVYb`k YfXYb`Ui W`XUi Yf\UZhY`@Y]\ [ UVYbž  
 ↑ f]gh]gWXY`9][ Ybhi a gØVYfhfU[ i b[ Yb`c\bY`d\mg]gWXY  
 JYfVf]b[ i b[ žZ]bUbn]Y`Y`9bhgW`AX][ i b[ Yb`cXYf`[ Ya Y]bgUa Y  
 : cfgWxi b[ gdfc`Y\_hY`X]g\_i h]Yfh"': Øf'ghYfV`]WXY` , VYffYghY`]b  
 Ubh\fc d`c`c [ ]gWXYb`GUa a `i b[ Yb`ghY`h`a Y]gh`X]Y`FØW\_[ UVY`i bX  
 X]Y`\_i `hi fY`Ub[ Ya YggYbY`6YghUhi b[ `]a `: c\_i gžk Ybb`X]Yg'j cb  
 XYf`<Yf\_i bZhg[ YgY`gWUZh[ Yk ØbgW`hik ]fX"

8]Y`6Y[ f]ZY`FØW\_[ UVYž`F Ygh]hi h]cb`i bX`FYdUhf]]Yfi b[ `Yf\U`hYb`]b  
 X]YgYf'8YVUhhY`Y]bY`nYbhfU`Y`6YXYi hi b[ "K À\fybX`XYf'6Y[ f]Z  
 FØW\_[ UVY`U`g`C VYfVY[ f]ZZ[ ]`hž`YVh`FYdUhf]]Yfi b[ `X]Y`FØW`\_Y`f  
 ]b`Y]bYb`gcn]U`Yb`cXYf`\_i `hi fY`Yb`?cbhYI h`Yfj cfžk À\fybX  
 FYgh]hi h]cb`g]W`Y`Yf`Ui Z`X]Y`fYW`h]WXYb`5gdY\_hYžk ]Y`9][ Ybhi a ž  
 \_cbnYbhf]Yfh"

8]YgY`H\Ya Yb`g]bX`b]W`h`bi f`ZØf`<]ghcf]\_Yf`i bX`5\_UXYa ]\_Yf`j cb  
 6YXYi hi b[ ž`gcbXYfb`VYfØ`fYb`Ui W`X]Y`VfY]hYfY` ; YgY`gWUZh`i bX  
 XUg`JYfgh`AbXb]g'j cb` ; YfYW`h][ \_Y]hi bX`5bYf`\_Ybbi b[ `]b  
 dcgh\_c`cb]U`Yb`8]g\_i fgYb"

8YhU]`g	
J c f ZU``	Gcbgh][ Yg
C fh	@K @A i gYi a `ZØf`?i bgh`i bX`?i `hi fž 8ca d`Uhn`%\$ž( , %( ' `A ØbghYfž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "i b]!a i YbghYf"XY</li> <li>• XYb_nY]hfUi a "i b]![ fUn"Uh</li> <li>• _i `hi f[ i hj Yf`i ghY"XY</li> </ul>

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