

@UbXfUh`GYYZY`Xh`k Ufbh. `8 ]ZZYfYbn]YfhYf  
l a [ Ub[ `a ]h`XYf`5Z8 `[ YZcfXYfh`

@UbXfUh`GYYZY`Xh`a U\`bh`ni`f`X]ZZYfYbn]YfhYb`6YhfUW`hi`b[ `XYf`  
5Z8 `]a `?fY]g`GØX`]W`Y`K`Y]bghfU» Y`VY]a `?fY]gYa`dZUb[ `Ua  
, " ' † b ] ' & \$ & ) "



@UbXUi ž`8Yi hgW`UbX`!`a `@UbX\_fY]g`GØX`]W`Y`K`Y]bghfU» Y`\`Uh  
XYf`@UbXfUh`8]Yha Uf`GYYZY`Xh`]b`gY]bYf`F`YXY`VY]a `?fY]gYa`dZUb[  
Y]bYb`X]ZZYfYbn]YfhYb`l`a [ Ub[ `a ]h`XYf`5Z8 `[ YZcfXYfh`9f  
UddY``]YfhY`Ub`X]Y`6Øf[ Yfž`X]Y`dc`]h]gW`Yb`: fU\_h]cbYb`i`bX`XYfYb  
≠\`U`hY`\_f]h]gW`ni`VYhfUW`hYb`"8]Yg`[ YgW`Y`h`j`cf`XYa  
<]bhYf[ fi`bXž`XUgg`X]Y`5Z8 `]a `?fY]ghU[ `gck`]Y`]b`XYb  
J`YfV`Ub`Xg[ Ya`Y]b`XYb`j`YfhfY`hYb`]ghž`k`Ug`X]Y`dc`]h]gW`Y`@UbXgW`UZh  
]a `@UbX\_fY]g`ni`bY`a`YbX`d`f`Ä[ h`"GYYZY`Xh`\_f]h]g]YfhY`X]Y  
DUi`gW`U`]g]Yfi`b[ Yb`XYf`5Z8 `]b`6Yni [ `Ui`ZA`][ fU]cb`i`bX  
?f]a ]bU`]h`Ä`hi`bX`VY`hc`bhY`X]Y`J`YfU`b`hk`cf`hi`b[ `XYf`A`YX]Ybž`\_`UfY  
≠Zc`fa`U]cbYb`ØVYf`X]Y`DUfhY`]ni`j`YfVfY]hYb`"5\_hi`Y`Y`6Yf]W`hY  
nY][ Ybž`XUgg`Y]b`Yf`YV`]W`Yf`HY`]`XYf`Ui`g`Ä`bX]gW`Yb  
HUhj`YfX`Ä`W`h][ Yb`]b`8Yi hgW`UbX`\_Y]bYb`ZYghYb`K`c`l`bg]h`n`\`Uhž`i`bX

X]Y`?f]a ]bU`]hÀhgfUHyb`ghUf\_`a ]h'gcn]U`Yf`6Y`Ughi b[ `j YfVi bXYb  
g]bX"

8Yf`@UbXfUh`k ]Yg`XUfUi Z`\]bž`XUgg`X]Y`8Ya`c`\_fUhYb`]b`XYf  
JYfUbhk`cfhi b[ `ghY\`Ybž`\fY`K`YfhY`ni`j`YfhY]X][`Yb`" `8]Y  
K`]XYfgdfØW`\_W`\_Y]h`XYf`5Z8`gc```Ui`Z[`YXYW`\_h`k`YfXYb`ž`ZØ\`fhY  
GYYZY`X`h`k`Y]hYf`Ui`g``GY]bY`:`cfXYfi b[ `k`]fX`Xi`fW`X]Y  
9]bgW`À`hni b[ `j`cb`A`\_]U`6Yi`ghYfž`XYa`\_]c`fg]hnYbXYb`XYg  
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\_Y]bY`bcfa`U`Y`DUfhY]`]a`X`Ya`c`\_fUh]gW`Yb`GdY`\_hfi`a`V`YnY]W`b`YhY`"  
GYYZY`X`h`V`Y`h`c`b`h`Y`ž`X`U`g`g`X`Y`j`Ò`\_]gW`Yb`ž`f`U`g`g]gh]gW`Yb`i`b`X  
fYW`hgYi`hfYa`Yb`5bg]W`hYb`X]YgYf`DUfhY]`XYi`h`]W`Yf  
\Yf]cf[`Y\`c`V`Y`b`k`YfXYb`a`ØggYb"

## A ][ fUh]cb`]a`d`c`]h]gW`Yb`8]g`\_i`fg

8]Y`A`][`fUh]cb`ghY\`h`k`Y]hYf\`]b`]a`N`Y`b`hfi`a`\_`c`b`hfcj`YfgYf  
8]g`\_i`gg]cbYb`"5a`&%"`GYdhYa`VYf`&\$&`k`i`fXY`]a`8Yi`hgW`Yb  
6i`bXYghU[`Y]bY`8YVUhhY`ni`f`A`][`fUh]cbgdc`]h]\_`[`Y`ZØ\`fhž`]b`XYfYb  
JYf`Ui`Z`X]Y`5Z8`!:`fU`\_h]cb`Y]bYb`5bhfU[`ni`f`A`UggYba`][`fUh]cb  
ghY`hY`"K`À\`fYbX`5Z8`!`J`Y`fhfY`hYf`Y]bY`gc`Z`c`fh][`Y`6YYbX][`i`b[`XYf  
5i`ZbU\`a`Ydfc[`fUa`a`Y`Z`c`f`X`Y`fhY`b`ž`j`Y`fhY]X][`hYb`J`Y`fhfY`hYf`XYf  
5a`dY`!`?`c`U`]h]cb`XYb`?`i`fg`XYf`6i`bXYgfY[`]Yfi`b[`"6Y`gcbXYfg  
;`chhZf]YX`7i`f]c`j`cb`XYf`5Z8`\_f]h]g]YfhY`X]Y`[`Yd`UbhY`5i`ZbU\`a`Y  
j`cb`A`][`fUbhYb`Ui`g`@Ja`dYXi`gU`i`bX`Z`c`f`X`Y`fhY`Y]b`[`YbYfY`Y`g`9bXY  
XYg`:`Ua`\_]YbbUW`ni`[`g`ZØf`]Y[`U`Y`Ni`k`UbXYfYf"

8]Y`?`cbZfcbhUh]cb`k`i`fXY`j`cb`F`Y`X`b`Y`fb`j`YfgW`]YXYbYf`DUfhY]Yb  
[`Ydf`À[`h`K`À\`fYbX`8]f`\_`K`]YgY`fGD8`É`Ui`Z`X]Y`fYW`h]W`Yb  
GW`k`]Yf][`\_Y]hYb`Y]bYf`C`V`Y`f[`fYbnY`\]b`k`]Yg`i`b`X`X]Y`9fZc`[`Y  
8Yi`hgW`UbXg`VY]XYf`5i`ZbU\`a`Y`j`cb`ØVYf`Y]bYf`A`j`]cb  
:`ØW`h]b[`Yb`Ui`g`XYf`I`\_fU]bY`V`Y`h`c`b`h`Y`ž`V`Y`n`Y]W`b`Y`h`Y`D`\]`]dd  
5a`h\`c`f`f78I`#7GI`É`X]Y`A`][`fUh]cbgdc`]h]\_`XYf`U`\_hi`Y`Y`b`F`Y`[`]Yfi`b[  
U`g`j`Yf`i`gh][`Ub`F`ØW`\U`h]b`XYf`6Yj`Ò`\_Yfi`b[`"9g`k`]fX`XYi`h]W`ž  
XUgg`X]Y`Gcf[`Yb`i`b`X`Y`b[`ghY`]b`XYf`6Yj`Ò`\_Yfi`b[`i`a`X]Y  
A`][`fUh]cbgdc`]h]\_`i`b`X`X]Y`XUa`]h`j`YfVi`bXYbYb`<`YfUi`gZc`f`XYfi`b[`Yb  
Yfbgh[`Ybca`a`Yb`k`YfXYb`a`ØggYb"

# A ][ fUh]c b`i bX`? f]a ]bU`]hÀh

9]b`nYbhfU`Yg`H\Ya U`]b`XYf`8YVUhhY`]gh`Ui W\`X]Y`? f]a ]bU`]hÀh  
 i bhYf`A ][ fUbhYb`"C ZZ]n]Y`Y`GhU]gh]\_Yb`XYi hYb`XUfUi Z`\]bž`XUgg  
 A ][ fUbhYb`]b`XYf`? f]a ]bU`]hÀhgghU]gh]\_ØVYffYdfÀgYb]h]Yfh]g]bXž  
 k Ug`YXcW\`b]W\hVYXYi hYb`a i ggž`XUgg`g]Y`\Ø\YfY  
 ?f]a ]bU`]hÀhgfUHYb`dfc`?cdZ`Ui žk Y]gYb`"Gc`]gh`ZYghni ghY`Ybž`XUgg  
 Y]b`\_Y]bYf`HY`]XYf`A ][ fUbhYb`ghfUZZÀ``][ `k ]fXž`i bX`XUgg`j ]Y`Y`j cb  
 ]\bYb`Ui g`gcn]U`Yb`i bX`XYa c[ fUZ]gW\Yb`: U\_hcfYb`\YfUi g  
 a Ò[ `]W\Yfk Y]gY`ghÀf`\_Yf`]b`?cbZ]\_hY`j Yfk ]W\_Y`h`k YfXYb`  
 ; Yk U`hXY`]\_hY`i bhYf`; YZØW\hYhYb`g]bX`\Ài Z][ `Ui Z?cbZ]\_hY`]b  
 l bhYf`\_ØbžhYb`i bX`gcn]U`Yb`6Y`Ughi b[ Yb`ni fØW\_ni ZØ\YfYb`"

9g`k ]fX`ni XYa`\Yf] cf[ Y\cVYbž`XUgg`9fk UW\gYbY`A ][ fUbhYb`a ]h  
 Ni [ Ub[ `ni a`5fVY]hga Uf\_h`gY`hYb`ghfUZZÀ``][ `k YfXYb`i bX`XYf  
 5bhY`]`↑ b[ Yf`A ][ fUbhYbž`X]Y`ghfUZZÀ``][ `k YfXYbž`fØW`\_Ài Z][ `]gh"  
 8]YgY`5gdY`\_hY`a ØggYb`]b`XYf`dc`]h]gW\Yb`8]g\_i gg]cb  
 6YfØW\_g]W\h][ i b[ `Z]bXYbž`i a`Y]bY`X]ZYfYbn]YfhY  
 5i gY]bUbXYfgYhni b[ `a ]h`XYa`H\Ya U`ni`Yfa Ò[ `]W\Yb`"÷`X]YgYa  
 ?cbhYl h]gh`X]Y`: ÒfXYfi b[ `j cb`÷`hY[ fUh]cbga Ò[ `]W`\_Y]hYb`i bX`XYf  
 Ni [ Ub[ `ni a`5fVY]hga Uf\_h`Yb`hgW\Y]XYbX`ZØf`X]Y`A ]bXYfi b[ `j cb  
 ?f]a ]bU`]hÀhg]g]\_Yb`i bhYf`A ][ fUbhYb`"

@UbXfUh`GYYZY`Xhž`XYf`g]W\`ZØf`Y]bYb`U\_h]j Yb`8]Ybgh`Ub`XYf  
 8Ya c\_fUh]Y`i bX`X]Y`Bchk YbX][ \_Y]h`Y]bYg`Ni \_i bžgd`Ub`g`ZØf  
 8Yi hgW\`UbX`Ui g[ YgdfcW\Yb`\Uhž`g]Y\h`Ui W\`dcg]h]j Y  
 9bhk ]W`\_i b[ Yb`]a`@UbX\_fY]gž`XUfi bhYf`GW\i`fYbcj ]Yfi b[ Yb`i bX  
 ÷`j Ygh]h]cbYb`]b`XUg`; Ygi bX\Y]hgk YgYb`"9g`V`Y]Vh`UVni k UfhYbž  
 k ]Y`g]W\`X]Y`dc`]h]gW\Yb`5i gY]bUbXYfgYhni b[ Yb`i a`A ][ fUh]cb`i bX  
 ?f]a ]bU`]hÀh`k Y]hYfYb`hk ]W\_Y`b`k YfXYb`"

8YhU]`g	
J c f ZU`	A ][ fUh]cb
C fh	@UbXUi ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "f\Y]bdZU`n"XY</li> <li>• k k k "Vi bXYghU[ "XY</li> <li>• k k k "VdV"XY</li> </ul>

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