

7\Ya b]hn`ZY]Yfh`X]Y`9fÒZZbi b[ `XYf` K ]`XY  
%` `7cW\_hU]`!6Uf°

5a`%) "\$+`&\$&) `YfÒZZbYb`nk Y]`bYi Y`6Ufg`]b`7\Ya b]hn.  
K ]`XY`%` `i bX` I`6fUa Vcfm ž`X]Y`\_fYUhj] Y`7cW\_hU]`g`i bX  
7fUZh!6]Yf`V]YhYb"



? Uf`!@]YV\_bYWX`h!GhfU» Y`' +ž`\$-`%&`7\Ya b]hnž`8Yi hgWX`UbX  
!`#`7\Ya b]hn`k ]fX`Yg`Vi bh` [ `Y]WX`nk Y]`bYi Y`6Ufg`VYfY]WX`Yfb  
X]Y`?i`hi`fgnYbY`XYf`GhUXh`5a`\_ca`a YbXYb`GUa`ghU[ `ÒZZbYh`X]Y  
6Uf`K ]`XY`%` `]\fY`HØfYbž`k`À`fYbX`Y]b`k`Y]hYfYg`<`[ `]\`[ `hž`X]Y  
7fUZh!6YYf!6Uf` I`6fUa Vcfm ž`\_i`fn`j`cf`K`Y]\bUWX`hYb`]b`XYf`? Uf`!  
@]YV\_bYWX`h!GhfU» Y`Y]b[ Yk`Y]\`h`k ]fX`"8]YgY`BYi YfÒZZbi b[ Yb  
j`YfgdfYWX`Yb`gd`UbbYbXY`9f`YVb]ggY`ZØf`U`Y`BUWX`hgWX`k`Åfa`Yf`i`bX  
6]Yf`]YV\UVYf"

8]Y`K ]`XY`%` `VY]bXYh`g]WX`i bhYf`XYf`VY`]YVhYb  
J`Yf`Ub`ghU`hi`b[ `g`c`W]h]cb`C`VYfXYW`ž`[ `Y]WX`bYVYb`XYa`A`ÖVY`\`Ui`g  
Hi`ZZbYf`"6YhfY]VYf`:`f]hn`Hi`ZZbYf`\`Uh]b`XYb`Y`hYb`K`cWX`Yb`\_f`ÀZh][  
Ua`I`a`VUi`[`Yk`Yf`\_Y`hi`bX`gYhnh`Ui`ZY]b`]bhYfU`\_h]j`Yg`?`cbnYdhž`VY]

XYa `X]Y`NU\` ` %` `Y]bY`nYbhfU`Y`F c``Y`gd]Y`h" K ]f`a` ÒW`hYb`a` ]h  
i`bgYfYf`6Uf`Y]b`bYi`Yg`?Ud]hY``]a` `7\Ya` b]hnYf`B`UW`hYVYb  
Ui`ZgW`U[`Yb` ž`Yf`\_`Àfh`Hi` ZzbYf`i`bX``ÀW`Y`h`VY[`Y]ghYfh"8]Y`7cW`hU]`!  
?fYUh]cbYb`XYg`<Ui`gYg`gc``Yb`VYgcbXYfg`Ufca`Uh]gW`i`bX`\_fYUhj  
gY]b`i`bX`X]Y`;`ÀghY`ni`a` `J`Yfk`Y]`Yb`Y]b`UXYb" : fY]Y`DfYggY  
VYf]W`hYhž`XUgg`X]Y`6Uf`b]W`h`bi`f`;`Yhf`Ab`\_Yž`gcbXYfb`Ui`W`Y]b  
`b]`h]b[` `5a`V]YbhY`V]YhYhž`XUg`ni`a` `gc]U`Yb`5i`ghUi`gW`U`b`fY[`h`

## 9]b`GhØW`\_`HgW`Y`W` ]Yb` `]b` `7\Ya` b]hn

`b`XYf`?`Uf`!`@]YV`\_bYW`h!`GhfU`»`Y` \`Uh`æ`gYZ` `a`É`U`Y]bY`VYgcbXYfY  
A`]gg]cb.`9f`a` ÒW`hY`a` ]h`gY]bYf`bYi`Yb`6Uf` `I` `6fUa` Vcfm  
hgW`Y`W` ]gW`Y`6]Yf`\_i` `hi`f`b`UW` `7\Ya` b]hn`Vf]b[`Yb"8Yf`B`Ua` Yž`k`Ug  
gc`j`Y` `k` ]Y` `Ni`f`?`Uf`hc`ZY` `VYXYi`hYhž`gd]Y[`Y`h`X]Y`J`YfV]bXi`b[  
nk`]gW`Yb`hgW`Y`W` ]gW`Yf`i`bX`XYi`hgW`Yf`?`i` `hi`f`k` ]XYf" `K` ]f  
gW`UZZYb`Y]bYb`F`Ui`a` ž`k`c`g]W`X]Y`@Yi`hY`hfYZZYbž`ni`gUa`a`Yb  
UfVY]hYb`c`XYf`Y]bZUW`fY`Ui`Yb`\_`ÒbbYb`ž`gU[`h` `a`É`U`ž`XYf`j`cf`XfY]  
`>\fYb`j`cb`DfU[` `b`UW` `7\Ya` b]hn`nc[` `i`bX`bi`b[`Ya`Y]bgUa` `a` ]h  
gY]bYf`XYi`hgW`Yb` :`fUi` `X]YgYg`Dfc`Y`\_h]bg`@YVYb`[`Yfi`ZYb` \`Uh`

`I` `6fUa` Vcfm` `k` ]fX`]a` `fY`hf`c`Gh]` `XYf`\*`\$Yf`i`bX`+`\$Yf`>\fY  
[`YghU`hYhž`a` ]h`icf][` ]bU`Yb`8Yg][`bYf!`GhØW`Yb`Ui`g`HgW`Y`W` ]Yb`i`bX  
XYf`88F`"B`YVYb`Y]bYf`ZY]bYb`5i`gk`U\` `hgW`Y`W` ]gW`Yf`7fUZhV]YfY  
[` ]Vh`Yg`Ui`W` `hfUX]h]cbY``Y`GbUW`\_g`k` ]Y`a`Uf]b]YfhYf`7Ua`Ya`VYfhž  
Y]b[`Y`Y[`hY`K`i`fghi`bX`VY`Y[`hY`6U[`i`Y`hY!`GW`Y]VYb"8Ya  
a`cXYfbYb`NY]h[`Y]gh`Yb`hgd`fYW`YbXž`k` ]fX`Yg`Ui`W` `j`Y[`UbY`i`bX  
j`Y[`Y`hUf]gW`Y`C`dh]cbYb`[`YVYb" `HU[`&(` `VYf]W`hYhž`XUgg`X]Y`DfY]gY  
ZØf`\$ž`(!@]hYf!6]Yf`VY]`Yhk`U`j` ]Yf`9i`fc``]Y[`Yb`k`YfXYbž`k`À`fYbX`X]Y  
GbUW`\_g`i`bhYf`nY`\b`9i`fc`\_cghYb`

## 9]b`HfYZZdi`b`\_h`ZØf`?`fYUh]j`Y

8Ya` `?`cbnYdhj`cb` `a`É`U``]Y[`h`Y]b` `]b`\_i`g]j`Yf`5bgUhn`ni`[`fi`bXY`"  
I`bUV`\`Àb[` ]][` `j`cb`6]Yf`\_Yb`b`hb]ggYb`c`XYf`XYa` `dYfg`Òb`]W`Yb  
<]bhYf[`fi`bX`g]bX`U`Y`A`YbgW`Yb` \Yfn`]W`k` ]`\_ca`a`Yb"8Ug`N]Y`  
]gh`Ygž`Y]b`i`fV`Ub`Yg`K`c`\bn]a`a`Yf`ni` `gW`UZZYbž`XUg`]bgVYgcbXYfY  
?fYUh]j`Y`i`bX`Ghi`X]YfYbXY`Ubn]Y`h"8]Y`6Uf`V]YhYh`Y]bY  
[`Ya`Øh]W`Y`5ha`cgd`\`ÀfYž`]b`XYf`a`Ub`b]W`h`bi`f`6]Yf`[`Yb]Y`»`Yb`

\_Ubbž'gcbXYfb'Ui W' dfcXi \_hj' UfVY]hYb' \_Ubb" '6`]W\_`VYf]W hYhž  
XUgg'XUg' ðbYbXYg][ b'k Ufa Y' < c`nhÒbY'a ]h'a cXYfbYb'5\_nYbhYb  
j YfV]bXYhi bX'Y]b' \_Y]bYgž'UVYf'ZY]bYg'GdY]gYbUb[ YVch  
VYfY]hghY``h"

8]Y'9fÒZZbi b[ 'j cb' l '6fUa Vcfm 'k ]fX'ZØf'X]Y'NY]hj cf  
K Y]\bUW hYb'[ Yd`Ubhž'a ]h² ZZbi b[ gnY]hYb'j cb'A cbhU[ 'V]g  
GUa ghU[ ž'Yk Y]`g'j cb'%%'V]g'&'l '\f"'6Y]XY'6Ufg'ghY``Yb'b]W h'bi f  
[ Ughfcbca ]gW hY'<][ \`][ \hg'XUfž'gcbXYfb'Ui W'Y]bYb'bYi Yb  
HfYZZdi b\_h'ZØf'XYb'5i ghUi gW ž'X]Y'?fYUhj] ]hÀhi bX'XUg  
A ]hY]bUbXYf'b'7\Ya b]hn'XUf"'A ]h'X]YgYb'BYi YfÒZZbi b[ Yb'gW`À[ h  
7\Ya b]hn'Y]b'gdUbbYbXYg'?Ud]hY``gY]bYf'GhUXh[ YgW]W hY'Ui Z"

8YhU]`g	
C fh	? Uf!@]YV_bYW h!GhfU» Y'' +ž'\$- %%&'7\Ya b]hnž 8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "ZfY]YdfYggY"XY</li><li>• k k k "hU[ &amp;("XY</li><li>• k k k "V`]W_"XY</li></ul>

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