

9f`YVY`XYb`Gca a Yf! ? ]bc \ ]h`  
K I B 8 9 F G 7 < ^ B 9 F ` `Ua ` 9`Vi ZYf` ]b  
8 fYgXYb` °

5a `%"`5i [ i gh`&\$&) `nY][ h`8fYgXYb`XYb` : ]`a  
K I B 8 9 F G 7 < ^ B 9 F ` `cdYb`U]f`Ua ` 9`Vi ZYf" `9]b`Vi bhYg`9j Ybh  
ni f`GhÅf`\_i b [ `j cb`GY`Vgh`YVY`i bX`J ]Y`ZU`h`



8 fYgXYbž`8 Yi hgW`UbX`!`5a `%"`5i [ i gh`&\$&) `k ]fX`XYf` : ]`a  
K I B 8 9 F G 7 < ^ B 9 F ` `]a `F U`a Yb`XYf`VY`YVhYb` : ]`a b`ÅW`hY`Ua  
9`Vi ZYf` ]b`8 fYgXYb`Ui Z[ YZØ`fh" `8 ]YgYg`9j Ybh`]gh`b]W`h`bi f`Y]b  
< Ò`Ydi b`\_h`ZØf`7 ]bYUghYbž`gcbXYfb`Ui W`HY` `Y]bYg`Vi bXYgk`Y]hYb  
5`\_h]cbghU[ g`XYg`6i bXYgj YfVUbXYg`XYf`CdYb!5]f! ? ]bcg"  
GÅW`g]gW`YQVYf]W`hYhž`XUgg`XYf` : ]`a `nY]h[ `Y]W`Ub`ØVYf" ` \$  
GhUbXcfhYb` ]b`8 Yi hgW`UbX`df`ÅgYbh]Yfh`k ]fXž`i a `Y]bY`N]Y`[ fi ddY  
j cb`ØVYf" `\$\$\$\$` ; ÅghYb`ni `YffY]W`Yb" ` `a `A ]hY`di b`\_h`X]YgYf  
i bhYf`U`hgUa Yb`i bX`[ `Y]W`nY]h[ `]h]YZ[ fØbX][ Yb` ; YgW`]W`hY  
ghY`Yb`ZØbZ: fUi Ybž`X]Y` \fYb`GY`Vghk`Yfh`b]W`h`Ub`[ `Åb[ ] [ Yb  
GW`Øb`Y]hg]XYU`Yb`a`YggYb`"

K I B 8 9 F G 7 < ^ B 9 F ' ]gh'X]Y': cfhgY'hni b[ 'XYf'9fZc`[ gXfUa ÒX]Y  
K i bXYfgWÀÒb žX]Y'j cb'?'Ufc`]bY'<YfZ fh\']bgnYb]Yfh'k i fXY''8]Y  
H\Ya Yb'GY'Vghk Yfhž'[ YgY''gWUZh]WXYf'8fi W\_ž'GY'Vgh]YVY'i bX  
8]j Yfg]hÀh'k YfXYb'XUVY]Y]bXfi W\_gj c''VY\UbXY'h''J cf'XYa  
<Ui dhZ]a 'k ]fX'ni XYa 'XYf'?i fnZ]a ' 65@?CB9 '[ YnY][ hž'XYf'X]Y  
Ni gWUi Yf'Ui ZX]Y'J cfghY''i b[ 'Y]bgh]a a h''I bX'XUg'6YghY.'8]Y  
J YfUbghU'hi b[ 'k ]fX'Xi fW'X]Y'; F 9H5'5DD'VUff]YfYZfY][ YghU'hYh/  
g]Y'V]YhYh'5i X]cXYg\_f]dh]cbYb'i bX'I bhYfh]hY'ž'gcXUgg'k ]f\_]W  
'XYf']bg'?]bcYf'YVb]g'Y]bhUi WXYb'\_Ubb"

: ]'a bÀW hY'Ua '9'Vi ZYf' '9]b'? i 'hi fZYgh]j U`  
XYf'9I hfU\_`UggY

8]Y': ]'a bÀW hY'Ua '9'Vi ZYf'k i fXYb'U'g'CdYb!5]f!?']bc!'i bX  
'?i 'hi fZYgh]j U`\_cbn]d]Yfh'i bX'n]Y\Yb']b'YXYa 'š\ f'X]Y'A UggYb'Ub"  
b'XYf'J Yf[ Ub[ Yb\Y]h'k i fXYb'ØVYf'&, "\$\$\$\$'6Ygi WXYf'k À\ fYbX  
XYg': Ygh]j U'g'j cb'9bXY'š b]V]g'9bXY'5i [ i gh'[ YnÀ'h''8]YgYg'š\ f  
\_ÒbbYb'g]W'X]Y'6Ygi WXYf'Ui Z'a Y\ f'U'g'bi f': ]'a j cfZØ\fi b[ Yb  
ZfYi Yb/X]Y' [ fØ» hY'a cV]Y'?]bc'Y]bk UbX'9i fcdUg'k ]fX'ZØf  
i bj Yf[ Ygg']WXY': ]'a UVYbXY'gcf[ Yb''A ]h'D'Um'ZØf'V]g'ni '' ", \$\$  
Ni gWUi Yf'i bX'Y]bYf'?UdUn]hÀhj cb'V]g'ni '%&\$\$\$\$': Ubg'VY]  
'?cbnYfhYbž'k ]fX'XUg'9'Vi ZYf'ni a ' < chgdch'ZØf'I bhYf\U'hi b[ "

8 Ug'UVk YW'g'i b[ gfY]WXY'Dfc[ fUa a 'i a ZUggh'b]W'h'bi f'U\_hi Y''Y  
6'cW\_Vi ghYf'i bX': Ua ]]YbZ]a Yž'gcbXYfb'Ui W'@j Y!?'cbnYfhY'j cb  
VY\_UbbhYb'?ØbghYfb'k ]Y'7'i Ygc'i bX'A Uf\_': cfghYf''8]Y  
H]W\_YhdFY]gY'g]bX'ZØf'YXYg'6i X[ Yh'Ui g[ Y'Y[ h'9]b': ]'a h]W\_Yh  
\_cghYh]a 'J cfj Yf\_Ui Z%ž\$ \$'9I F ž'k À\ fYbX'Yfa À» ][ hY'H]W\_Yhg'ZØf  
'?]bXYf'cXYf': Ua ]]Yb'Yf\À'h]W'g]bX''K Yf'Y]b'VYgcbXYfYg  
9f'YVb]g'gi W'hž'\_Ubb'X]Y'DfYa ]YfY'cXYf'DfYj ]Yk 'Y]bYg': ]'a g'ZØf  
%ž\$ \$'9I F 'Vi WXYb"

F Y[ Y`b' i bX'J Yf\ U'hYbgk Y]gYb

: Øf'X]Y'Yb][ Ybž'X]Y'Yg'g]W' [ Ya Øh]W'a UWXYb'a ÒW hYbž'[ ]Vh'Yg  
Y]b][ Y'k ]W'h][ Y'F Y[ Y`b'ni 'VYUW hYb.'8 Ug'A ]hVf]b[ Yb'j cb'GdY]gYb  
i bX'; YhfÀb\_Yb']gh[ fi bXgÀhn]W' b]W'h'i[ YghUhhYh''5i gbU\ a Yb

V]XYb` \]Yf'i bj YfgW\`cggYbY`HYhfU`DU\_g`cXYf`D9H!: `UgW\Yb`a ]h  
 U`\_c`c`ZfY]Yb`; YhfÅb\_Yb"5`\_c`c`]gW\Y; YhfÅb\_Y`gck ]Y`gdYff][ Y  
 cXYf`[ YZÅ\`f`]W\Y`HfUbgdcfhVY\Å`hYf`g]bX`b]W\h`Yf`Ui Vh"8 ]YgY  
 FY[ Y`i b[ Yb`gc`Yb`b]W\h`bi f`ZØf`G]W\Yf\Y]hž`gcbXYfb`Ui W\`ZØf`Y]b  
 Ub[ YbY\`a Yg`?]bcYf`YVb]g`gcf[ Yb"

8 Ug`9j Ybh`k ]fX`Xi fW\`X]Y`D5B`J YfUbgH`hi b[ g`c[ ]gh]\_`i bX  
 ?i`hi f[ Ughfcbca ]Y; a V<`cf[ Ub]g]Yfhi bX`V]YhYh`X]Y`A Ò[ `]W\`\_Y]h  
 ZØf`U`Y`ž`g]W\`Ub`Y]bYa`VYgcbXYfYb`5VYbX`i bhYf`ZfY]Ya`<]a`a`Y`  
 ni`YbhgdUbbYb"K Yf`a Y\`f`ØVYf`X]Y; ]`a`bÅW\hY`YfZU\`fYb`a ÒW\hYž  
 Z]bXYh`k Y]hYfY`ϕZcfa Uh]cbYb`Ui ZXYf`K YVgY]hY`j cb`ØfYgXYb  
 A U[ Un]bQcXYf`Ø`dYb`5]f`?]bcØ

8YhU]`g	
C fh	8 fYgXYbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gUYW\`g]gW\`Y"XY</li> <li>• XfYgXYb!a U[ Un]b"WŁa</li> <li>• k k k "cdYbU]f!_]bc"WŁa</li> </ul>

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