

GWX cW\_`VY]a `5i hc fYbbYb. `%( `J Yf`Y hnhY  
bUWX `< cffc f!l bZU``]b `Dc`Yb`°

6Y]`Y]bYa `5i hc fYbbYb`]b `Dc`Yb`\_Ua `Yg`Ua `&) "A U]`&\$&) `ni  
Y]bYa `gWX k YfYb`l bZU``ž`VY]`XYa `%( `A YbgWXYb`j Yf`Y hnh  
k i fXYb"

? fcgbc ž`Dc`Yb`!`6Y]`Y]bYa `hfU[ ]gWXYb`J cfZU``k`À`fYbX`Y]bYg  
5i hc fYbbYbg`]b `Dc`Yb`g]bX`nU`fY]WXY`A`YbgWXYb`j`Yf`Y hnh`k`cfXYb"  
5a`&) "A U]`&\$&) `j`Yf`cf`Y]b`F`YbbZU`fYfž`Y]b`&+!`À`f][`Yf`A`Ubbž  
VY]a`J`Y]fhY`a`Y]`Yb!`F`YbbYb`Ui`Z`XYa`:`i`[`d`Uhn`?`fcgbc`X]Y  
?`cb`hfc`Y`Ø`VYf`gY]b`:`U`fnYi`[`i`bX`fUghY`]b`X]Y`Ni`gWXYb`Yfa`Yb`[`Y`  
`æ`Zc`[`Y`XYg`l`bZU``g`k`i`fXYb`a`]b`XYghYbg`%( `A`YbgWXYb`j`Yf`Y hnhž  
XUfi`bhYf`j`Y]f`gWXYb`Yf`9]b`F`Yhhi`b`[`g`l`i`VgWXYb`U`i`VYf`k`i`fXY`Ub`X`Yb`  
l`bZU``c`fh`[`YgWXYb]`W`hž`i`bX`X]Y`:`Yi`Yfk`Y`f`g`ck`]Y`F`Yhhi`b`[`g`f`À`Z`hY  
k`UfYb`]b`j`c`Y`a`9]b`gUhn``9`fghY`6`Yf]WXYb`hY`gd`fUWXYb`]b`h]U`j`cb`%&  
J`Yf`Y hnhYbž`Y`XcWXYb`k`i`fXY`X]Y`NU`U`gd`À`hYf`Ui`Z`%( `Y`f`À`hž`k`À`fYbX  
Y]b`F`Yhhi`b`[`gd`c`fh`U`gc`[`Uf`j`cb`%)`J`Yf`Y hnhYbž`XUfi`bhYf`j`Y]f`a`]h  
`Y`VYbg`[`Y`Z`À`f`]WXYb`J`Yf`Y hni`b`[`Yb`ž`VYf]WXYb`hY`hY``9]b`Y`fgWXYb`Ø`hY`fb`X`Yg  
J`X]Yc`nY][`hž`k`]Y`X`Ug`5i`hc`b`UWX`XYa`G`hU`fh`]bg`GWXYb`Yi`XYfb`[`Yf`À`hž  
k`Ug`X]Y`X`f`Ua`U`h]gWXYb`G]h`i`U`h]c`b`i`bhYf`ghfY]WXYb`hn`XY`VYf]WXYb`h`h  
Ø`VYf`X]Y`gY`Y`fgWXYb`fY`W`Yb`X`Yb`9`fY][`b]ggY"

DUFU``Y`ni`X]YgYa`J`cfZU``Y`fY][`b`Y`hY`g]WXYb`]b`G`hY`hh]b`Y]b`k`Y]hY`fYf  
gWXYb`k`YfYf`J`Yf`\_`Y`f`gi`bZU``ž`VY]`XYa`Y]b`!`!`À`f][`Yf`5i`hc`ZU`fYf`Y]bY  
l`bZU``g`Yf]Y`j`Yfi`fgUWXYb`hY`ž`X]Y`%-`DY`fg`cb`Yb`j`Yf`Y hnhY`ž`XUfi`bhYf`nk`Y]  
gWXYb`k`Yf``8`Yf`:`U`fYf`fUghY`]b`Y]bY`:`fi`dd`Y`j`cb`A`YbgWXYb`Ub`Y]bYf`  
G`hU`»`Yb`V`U`l`b`U`hY`ghY``Y`ž`VY]`cf`Yf`b`UWX`Y]bYa`Y`f`ghYb`J`cfZU``X]Y  
:`i`WXYb`hYf`[`f]Z`i`bX`a`]h`X`fY]`k`Y]hY`fYb`:`U`fnYi`[`Yb`\_`c``X]Y`fhY`  
H`c`h`U`Y`%)`J`Yf`Y hnhY`k`i`fXYb`Ub`X`Yf`<`U`hY`ghY``Y`fY`[`]g`hY]Y`f`hž  
XUfi`bhYf`gYWXYb`g?]`b`XYf``5``Y`J`Yf`Y hnhYb`k`i`fXYb`]b  
?`f`Ub`\_`Yb`À`i`gY`fb`]b`G`hY`hh]b`VY`U`b`X`Y`h``8`Yf`:`U`fYf`ž`XYf`Ui`h`Dc`]nY]

bØW hYfb'k Uf'i bX'gY]hj ]Yf' ð\ fYb' dgmW ]Uhf]gW VY\ UbXY'h'k ]fXž  
k i fXY'gW`Y»`]W`ZYgh[ Ybca a Yb"8 ]Y'6Y\ØfXY`VYghÀh][ hYž'XUgg  
Yg'g]W`b]W`hi a`Y]bYb'HYffcFU`h\ UbXY'hYž'UVYf`X]Y'9fa ]hhi b[ Yb  
ni f'I bZU`i fgUWY`Ui ZYb'bcW`"k Y`h"XY`VYf]W hYh'ØVYf`X]Y  
8YhU]`g`X]YgYg`J cfZU`g"

## DgmW ]gW Y': c`[ Yb`j cb`J Yf\_Y`fgi bZÀ`Yb

I bZÀ`Y'k ]Y`X]YgY`\_ØbbYb'k Y]hfY]WYbXY'5i gk ]f\_i b[ Yb`Ui Z`X]Y  
dgmW ]gW Y'; Ygi bX\Y]h`XYf'6YhfcZZYbYb`\UVYb"@Ui h`Y]bYf  
i a ZUggYbXYb'5bU`mgY`XYf'6i bXYgUbghU`h`ZØf`GhfU» Ybk YgYb  
f65Gh`g]bX`dgmW ]gW Y'6YY]bhfÀW h][ i b[ Yb`bUW  
J Yf\_Y`fgi bZÀ`Yb`nk Uf`Y]b`UbYf\_UbbhYg`H\Ya Už`YXcW`]b`XYf  
: cfgW i b[ `cZhi`bni fY]WYbX`VYhfUW hYh`'6YgcbXYfg`VY]`gW k YfYb  
I bZÀ`Yb`\_Ubb`Yg`ni`dgmW ]gW Yb'6YgW k YfXYb`\_ca a Ybž`X]Y  
\Ài Z][ ]b': cfa`j cb`DcghhfUi a Uh]gW Yf'6Y`Ughi b[ gghØfi b[ `fDH6GŁ  
Ui ZhfYhYb"5\_i hY'6Y`Ughi b[ gfYU`h]cbYb`nY][ Yb`g]W`]b  
8Ygcf]Ybh]Yfi b[ ž'9f]bbYfi b[ g`ØW\_Ybž'?cbnYbhfUh]cbgdfcV`Ya Yb  
i bX`Yb[ ghYb"8]YgYg`H\Ya U`]gh`VYgcbXYfg`fY`Yj Ubhž`XU`b]W`h`bi f  
X]Y`I bZU`VYhY][ hYb`VYhfcZZYb`g]bXž`gcbXYfb`Ui W`9fgh\Y`ZYbXY  
i bX`NYi [ Yb`XYg`J cfZU`g"

6Y\UbX'i b[ Yb`ZØf`dgmW ]gW Y': c`[ Yb`]a`Ni gUa a Yb\Ub[ `a ]h  
J Yf\_Y`fgi bZÀ`Yb`i a ZUggYb`i bhYf`UbXYfYa  
dgmW ch\YfUdYi h]gW Y'5bgÀhnY'k ]Y'9I dcg]h]cbgh\YfUd]Y"  
=bcj Uh]j Y`A Yh\cXYbž`k ]Y`XYf'9]bgUhn`j cb': U`fg]a i`Uhc fYbž  
k i fXYb`Ybhk ]W\_Y`hž`i a`'6YhfcZZYbYb`Y]b`g]W YfYg`I a ZY`X`ni  
V]YhYbž`]b`XYa`g]Y`\fY`Yb[ ghY`ØVYfk ]bXYb`\_ØbbYb"9]bY  
D]`chghi X]Yž`X]Y`Ua`'gh]hi h`ZØf'5fVY]hi bX'; Ygi bX\Y]h`XYf'8; I J  
]b'8fYgXYb`Xi fW [ YZØ`fh`k i fXYž`YfVfUW hY`VYUW h]W Y  
9f[ YVb]ggY"8]Y`H\YfUd]Y`i a ZUgghY`a Y`fYfY`G]hni b[ Yb`a ]h  
Y]bYa`G]a i`Uhc f`ZØf`j YfgW ]YXYbY`J Yf\_Y`fgg]hi Uh]cbYb"+%i`XYf  
HY]`bY\`a Yf`nY][ hYb`Ua`'9bXY`XYf`H\YfUd]Y`\_Y]bY'5i ZÀ`][`\_Y]hYb  
a Y`f"8]YgY`j ]Y`j YfgdfYW YbXYb`F Ygi`hUhY`nY][ Ybž`XUgg  
gdYn]U`]g]YfhY`H\YfUd]Ya Yh\cXYb`ni f'6Y\UbX'i b[ `j cb  
dgmW ]gW Yb': c`[ Yb`bUW`J Yf\_Y`fgi bZÀ`Yb`Yb`cfa Y': cfhgW f]hY  
Yfa Ø[ `]W Yb`\_ØbbYb"Zcfa "X[ i j "XY`V]YhYh`ni gÀhn`]W Y  
=bZcfa Uh]cbYb`ni`XYb`dgmW ]gW Yb`BUW k ]f\_i b[ Yb`j cb

J Yf\_Y\fgi bZÀ`Yb`i bX`XYfYb`6Y\UbX`i b[ ga Ò[ `]W\_X]hYb"

8 YhU]`g	
J c fZU``	J Yf_Y\fgi bZU``
C fh	? fcgbcž`Dc`Yb
J Yf`Y hnhY	' '
: YghbU\ a Yb	%
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "hn"XY</li><li>• k k k "k Y`h"XY</li><li>• Zc fi a "X[ i j "XY</li></ul>

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