

8 < @!6`cW\_UXY`Ua `: `i [ \ UZYb. `GhfY]h`i a  
? `]a UU\_hj] ]ghYb`[ Y\h`j c f`; Yf]Wk h°

? `]a UU\_hj] ]ghYb`V`cW\_]YfhYb`:`i [ \ UZYb`@Y]dn][ ž`↑ f]gh]gWk Y  
5i`gY]bUbXYfgYhni`b[ `bUWk`a`Y\fyfYb`DfchYghYb`XUi`Yfh`Ub"  
5\_hi`Y`Y`9bhk`]W\_`i`b[ Yb`i`bX`FYU\_h]cbYb"



@Y]dn][ ž`8Yi`hgWk`UbX`!`8Yf`GhfY]h`i a`X]Y`6`cW\_UXY`Ua  
:`i [ \ UZYb`@Y]dn][ #`U`Y`n]Y\h]a`a`Yf`[ f0»`YfY`?`fY]gY"J`c f`j`]Yf  
»\fYbž]b`XYf`BUWk`hj`ca`-`"Ui`Z`XYb`%\$"↳`]`&\$&%ž`V`cW\_]YfhYb  
Yhk`U)`\$`?`]a`UU\_hj]`]ghYb`i`bX`;`Y[`bYf`XYg`:`i [ \ UZYb!5i`gVUi`g`Y]bY  
Ni`ZU\fhž`k`Ug`ni`@Ub[`Yk`Y]`Y`VY]a`Ni`gWk`Ui`Yfb`i`bX`6`cW\_UXYb`VY]  
XYb`@c[`]gh]\_i`bhYfbY\`a`Yb`Z0\fhY"8]Y`GhUUhgUb`k`U`hgWk`UZh`@Y]dn][  
\_`U[`h`gY]h\`Yf`[`Y[`Yb`X]Y`5\_hj]`]ghYb`k`Y[`Yb`B`0h][`i`b[`ž`k`À\fybX`g]Wk  
X]Y`6`YhY]][`hYb`U`g`?`Àa`dZYf`Z0f`XYb`?`]a`UgWk`i`hn`gY\Yb"8`cWk`k`]Y  
k`]fX`X]YgYf`GhfY]h`YbXYb3

8]Y`6`cW\_UXY`ZUbX`]b`XYf`B`À\Y`XYf`6i`bXYgghfU»Y`6`\*`ghUhtž  
k`cXi`fWk`a`Y\fyfY`@\_k`b]Wk`h`k`Y]hYfZU\fyb`\_`cbbhYb" `Hfcm`XYf  
\_`UfYb`G]Wk`h`XYf`GhUUhgUb`k`U`hgWk`UZh`X]Y`Y]bY`ghfU`ZfYWk`h]Wk`Y

J YfZc`[ i b[ `UbghfYVhž`k Y]gYb`X]Y`5\_hj ]ghYb`X]YgY`J cfk ØfZY`a ]h  
J Y\Ya Ybn`ni fØW\_`"8]Y`i bhYfgWk]YX`]WkYb`6Yk Yfhi b[ Yb`XYf  
9fY][ b]ggY`Xi fWk`XUg`5a hg[ Yf]Wk`h`9]`YbVi f[ `i bX`X]Y  
GhUUhgUbk U`hgWk UZh`\UVYb`X]Y`G]hi Uh]cb`k Y]hYf`j Yf\_ca`d`n]Yfh"  
K `À\fybX`X]Y`GhUUhgUbk U`hgWk UZh`GhfUZVYZY`\`Y`a ]h; Y`XghfUZyb  
j`cb`) \$`HU[ Ygg`ÀhnYb`Ui`gghY``hYž`Y`\bhYb`X]Y`6YgWk`i`X][`hYb`X]YgY  
UVž`k Ug`Y`hnh]Wk`]b`Ui`ZYbXYb`; Yf]Wk`hgj`YfZU`fYb`a`ØbXYhY`"6]g\Yf  
k`i`fXYb`]b`XfY]`Dfc`nYggYb`U``Y`Ub[ Y`\_U[`hYb`6`cW\_]YfYf  
ZfY][ YgdfcWkYbž`i`bX`X]Y`F]Wk`hYf`j`Yfk`]YgYb`XUfUi`Zž`XUgg`X]Y`@\_k  
]a`?`fY]gj`Yf\_Y`f`k`Y]hYfZU`fYb`\_`cbbhYb`"8]YgY`ZfY]gd`fYWkYbXYb  
l`fhY]`Y`ZØ`fhYb`ni`f`6Yfi`Z`b[ `XYf`GhUUhgUbk U`hgWk UZhž`bi`b`g]bX  
bYi`Y`J`YfZU`fYb`Ua`\_`@JbX[ Yf]Wk`h`ZØf`5i`[`i`gh`i`bX`B`cj`Ya`VYf  
Ub[ YgY`hnh`"

## 5\_hi Y`Y`9b`hk ]W\_`i b[ Yb`i`bX`ni`\_ØbZh][ Y DYfgdY`\_h]j Yb

8]Y`fYWk`h]WkYb`5i`gY]bUbXYfgYhni`b[ Yb`\UVYb`g]Wk`ni`Y]bYa  
YbX`cgYb`GhfY]h`Yb`hk ]W\_Y`hž`i`bX`X]Y`b`ÀWk`ghY`9g\_U`Uh]cb`gghi`ZY  
\_Øb`bhY`bi`b`j`cf`XYa`\_`C`VYf`UbXYg[ Yf]Wk`h`8`fYgXYb`[ Y`\_`Àfh`k`YfXYbž  
XU`[ Y[ Yb`XYb`Xf]hYb`:`fY]gd`fi`Wk`F`Yj`]g]cb`Y]b[ Y`Y[`h`k`i`fXY`"  
l`b`\_Uf`V`Y]Vhž`k`Ubb`c`XYf`k`]Y`X]YgY`5i`gY]bUbXYfgYhni`b[ Yb`XYb  
k`]fXž`Ui`Wk`k`Y]`X]Y`GhUUhgUbk U`hgWk UZh`j`cf`Ui`gg]Wk`h]Wk`\_Y]bY  
k`Y]hYfYb`J`YfZU`fYb`Ua`\_`5a`hg[ Yf]Wk`h`9]`YbVi`f[ `Ub`VYfUi`a`Yb  
a`ØWk`hY`"9g`\_Øb`bhY`U`gc`ni`b]YXf][ Yb`GhfUZyb`VY]`Y]bYf  
J`Yfi`fhY]`i`b[ `\_ca`a`Ybž`k`Ug`Y]b][ Y`6Yc`VUWk`hYf`U`g  
i`bUb[ Ya`YggYbY`F`Yggci`fWk`b]`YfgWk`YbXi`b[ `VYhfUWk`hYb`"

8cWk`X]Y`5\_h]cbYb`XYf`?`]a`UU\_hj ]ghYb`VYgWk`f`Àb`\_Yb`g]Wk`b]Wk`h  
bi`f`Ui`ZX]Y`9fY][ b]ggY`j`cf`j`]Yf`À\fyb`"K`]Y`HU[ Ygg`Wk`Ui  
VYf]Wk`hYhž`V`cW\_]YfhY`X]Y`; fi`ddY`\_`@Y`hnhY`; YbYfUh]cb`Ua`\_`%`  
5i`[`i`gh`&\$`&(`j`cfØVYf[ Y`YbX`XYb`6Yhf]YV`Ua`\_`:`i`[ `UZyb  
@Y]dn][`#`U`Y`"6Y]`X]YgYf`5\_h]cb`\_`YVhYb`g]Wk`ZØbZ`5\_hj ]ghYb`Ui`Z  
XYf`F`c`V`U`l`b`ZY`ghi`bX`i`bhYfVfUWk`Yb`XYb`:`fUWk`hZi`[`VYhf]YV`ZØf  
Yhk`U`XfY]`Ghi`bXYb`"6Y]`X]YgYf`; Y`Y[ Yb`Y]h`hfi`[ Yb`g]Y`GwK]`XYf  
a`]h`XYf`5i`ZgWk`f]Zi`^`h`ØhYh`i`bX`j`Yf`ØZYb`h]Wk`hYb`:`chc`gž`X]Y`Ui`Z  
X]Y`ni`bY`a`YbXY`6YXfc`i`b[ `i`bgYfYg`D`Ub`YhYb`\]bk`Y]gYb`gc`hYb`  
=fY`5\_h]cb`ZUbX`XYg`^`ZhYfYb`?`f]h]\_ž`j`cf`U`Ya`\_`j`cb`:`i`[ `UZyb!

6YhfY]VYfbž'X]Y'X]Y'; fi ddY'VYgWxi`X][ hYbž'bi f'a Ul]a U`Y'a YX]U`Y  
5i Za Yf\_gUa \_Y]h'ni`gi WXYb"

?`]a UdfchYgh]a` : c\_i g`XYf'; YgY`gW UZh

8]Y' @YhnhY'; YbYfUH]cb`j YfZc`[ h'a ]h]\fYb`[ Yk U`hZfY]Yb`5\_h]cbYbž  
k ]Y`XUg`6`cW\_]YfYb`j cb`J Yf\_Y\fgk Y[ Yb`i bX`X]Y`6YgYhni b[  
ÖZYbh]WXYf`F`Äi a Yž`Y]b`\_UfYg`N]Y`. `A Y`f`?`]a UgWxi hni bX`Y]bY  
K YbXY`]b`XYf`U\_hi Y`Yb`?`]a Udc`]h]\_`8 UVY]`fYgc`fh]YfYb`g]Y`ni  
A ]hY`b`XYg`n]j ]Yb`i b[ Y`c`fgUa gž`X]Y`Xi fWUi g`i a ghf]hYb`g]bX"  
5bXYfg`U`g`X]Y': f]XUmg`Zc`f': i hi fY!`?`]Xg`gYhnYb`g]Y`Ui Z`X]fY`\_hY  
5\_h]cbYb`i bX`Ui W`i`Y[ U`Y`A Yh`c`XYb``8 ]YgY`GhfUH]Y [ ]Yb`ZØ`fhYb  
XUni ž`XUgg`]b`6UmYfb`Y]b][ Y`5\_h]j ]ghYb`]b`DfÄj Ybh]j \UZh  
[ Ybca a Yb`k`i fXYbž`i a`k`Y]hYfY`5\_h]cbYb`ni`i bhYfV]bXYb"

8]Y`6i bXYgfy[ ]Yfi b[ `Uh]b`XYb`YhnhYb`š]\fYb`]\fY`?`]a Un]Y`Y  
YffY]W`hž`YXcW`nY][ Yb`6Yf]W`hYž`XUgg`X]Y`K ]fhgW UZhgnk`Y][ Y  
J Yf\_Y`f`i bX`; YVÄi XY`X]YgY`J`cf[ UVYb`j YfZY`h`\UVYb``5i W`X]Y  
fYW`h]W`Yb`?`cbgYei YbnYbž`X]Y`g]W`Ui g`XYf`Bi hni b[ `gc`W`Yf  
DfchYghZc`fa Yb`Yf[ YVYb`\_ÖbbYbž`ghY`Yb`ni f`8]g\_i gg]cb"  
J YfZUggi b[ ggWxi hndfÄg]XYbh`H`ca Ug`< U`XYbk Ub[ `g]Y`h`YXcW  
\_Y]bY'; YZU`f`Y]bYf`YI hfYa ]gh]gW`Yb`9bhk ]W`i b[ `]b`XYb`FY`\Yb  
XYf`5\_h]j ]ghYb``5b[ Yg]W`hg`X]YgYf`9bhk ]W`i b[ Yb`V`Y]Vh`Yg  
gdUbbYbX`ni `VYc`VUW`hYbž`k ]Y`g]W`X]Y`fYW`h]W`Yb`i bX  
ÖZYbh]W`Yb`FYU\_h]cbYb`Ui Z`X]YgY`?`]a UdfchYghY`]b`XYb  
\_ca a YbXYb`A`cbUhYb`Ybhk ]W`Y`b`k`YfXYb"

8Yf':`i [ \UZyb`@Y]dn][ #`U`Y`ž`U`g`j ]Yfh[ fÖ» hYg`8fY`\_fYi`n`ZØf  
@i ZhZfUW`h]b`9i fcdUž`\Uh`VYfY]hg]Ub[ Y\_ØbX][ hž  
G]W`Yf`Y]hg]cf\_Y`fi b[ Yb`ni`hfYZZYb`i bX`X]Y`G]W`Yf`Y]hg`fÄZhY  
gYbg]VY`ni`gW`i`Ybž`i a`gc`W`Yb`]a a Yf`\Äi Z][ Yf`k`YfXYbXYb  
GhÖfi b[ Yb`Zc`fhUb`VYggYf`VY[ Y[ bYb`ni`\_ÖbbYb``5i W`X]YgY  
9bhk ]W`i b[ Yb`k`YfZYb`Y]b`GW`U[ `]W`h`Ui Z`X]Y`ni bY`a YbXYb  
<YfUi gZc`fXYfi b[ Ybž`a ]h`XYbYb`g]W`X]Y`@ ZhZU`fh`fUbbW`Y  
\_cbZfcbh]Yfh]g]Y`h"

8YhU]`g	
C fh	@Y]dn][ ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j n"XY</li> <li>• k k k "hU[ YggW Ui "XY</li> <li>• k k k "VdV"XY</li> </ul>

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