

@Y]dn][ 'gYhnh'Ui Z'GcbbYb\_fUZh. '%) 'bYi Y  
D\chcj c`hU]\_Ub`U[ Yb`]b'D`Ubi b[ °

@Y]dn][ 'Yfk Y]hYfh'X]Y'D\chcj c`hU]\_'Ui Z'\_ca a i bU`Yb  
8ÅWYfb""6]g'&\$&) 'g]bX'%) 'bYi Y'5b`U[ Yb`]b'D`Ubi b[ ži a  
² \_cghfca `ni 'Z0fXYfb"



@Y]dn][ ž'8Yi hgW\`UbX`!`#`?`0`bž`Y]bYf`XYf`GhÅXhYž`X]Y`g]W\`U\_hj  
Z0f`X]Y`9bYf[ ]Yk YbXY`Y]bgYhnYbž`b]a a h`X]Y`D\chcj c`hU]\_`]a a Yf  
a Y\`f: U\`fh'Ui Z'`5\_hi Y``dfcXi n]Yfh'X]Y`GhUXh'fi bX`&"" \$\$  
A Y[ Uk Uhhghi bXYb`² \_cghfca `dfc`š\`fž`k Ug`XYa `š\`fYgj YfVfUi W\  
j cb`Yhk U`%"\$\$\$\$`9]bdYfgcbYb\Ui g\U`hYb`Ybhgd]W\h"8]YgY`NU\`Yb  
j YfXYi h]W\Ybž`k Ug`Z0f`Y]b`[ i hYg; YgW\ÅZh`X]Y`9fnYi [ i b[ ] cb  
Gc`Ufghfca `gY]b`\_Ubb"

9fZFYi `]W\Yfk Y]gY`k i fXYb`]b`XYb`YhnhYb`š\`fYb`VYfY]hg`' , `bYi Y  
D\chcj c`hU]\_Ub`U[ Yb`Ui Z'ghÅXh]gW\Yb`; YVÅi XYb`]bghU``]Yfh`': 0f  
XUg`š\`f`&\$&) 'g]bX`k Y]hYfY`%) '5b`U[ Yb`]a `6Ui `cXYf`]b`XYf  
JcfVYfY]hi b[ ""9]b`VYgcbXYfg`Yfj cfni `YVYbXYg`Dfc`Y\_h]gh`X]Y  
bYi Y'5b`U[ Y`Ui ZXYa `8UW\`XYf`?i fh!A Ugi f!GW\i `Yž`X]Y`a ]h`Y]bYf

:`ÀWY`j cb`' "" +\$`E i UXfUha YhYfb`i bX`Y]bYf`a UI ]a U`Yb`@Y]ghi b[  
j cb`'- -`?`]ck Uhh`VYY]bXfi W`h`F i bX`'+\$`DfcnYbh`XYg`YfnYi [ hYb  
Ghfca g`k YfXYb`X]fY`\_hj cf`C fh]b`XYf`GW i `Y`[ Ybi hnh"

K ]f`\_gUa Y`? ccdYfUh]cb`ZØf`b UW \ U`h][ Y  
9bhk ]W`\_i b[

8]Y`\_b]h]Uh]j Y`ZØf`X]YgYg`Dfc`Y`\_h`\_Ua`\_b]W`h`bi f`j cb`XYf`GhUXhž  
gcbXYfb`Ui W`j cb`XYf`GW i `[ Ya Y]bgW`UZh`VYghY`YbX`Ui g  
@Y`fYfb`i bX`9`hYfb`"Ni XYa`\_gYhnYb`g]W`GW`Ø`Yf]bbYb`i bX`GW`Ø`Yf  
]b`Y]bYf`gc [ YbUbbhYb`Ni`\_i bZhk Yf`\_ghUhh]bhYbg]j`\_a`\_jh  
bUW` \ U`h][ Yb`9bhk ]W`\_i b[ gn]Y`Yb`Ui`gY]bUbXYf`"<]Yf`k YfXYb`Ui W`  
\_Y]bY`Gc`Ufa`cXi`\_Y`j Yfk YbXYhž`i a`\_HUV`Yhg`Ui Z`XYa`\_GW i`\_`cZ  
Ui Zni`\_UXYb`"8]Yg`gW`UZh`Y]b`dfU`\_h]gW`Yg`6Yk`i`gghgY]b`ZØf  
YfbYi YfVUFY`9bYf[ ]Yb"

8i fW`X]Y`Ni`gUa`\_a`YbUfVY]h`a`\_h`XYf`@Y]dn][ Yf`?ca`\_a`\_i`bU`Y  
9bYf[ ]YYZ]n]Ybn`;`\_a`\_V<`\_f@?`9Ł`\_ÒbbYb`X]Y`DfcnYggY`\_ghUbXUfX]g]Yfh  
i bX`VYgW`\_Yi`b][`h`k`YfXYb`"i`\_b`XYb`\_YhnhYb`\_U`fYb`k`i`fXY`Y]bY  
a`UI`\_ja`\_U`Y`;`YgUa`\_h`Y]ghi`b`[`j`cb`&ž%A`\_Y`[`Uk`Uhh`fA`\_Y`[`Uk`Uhh`DYU`\_Ł  
VY]`XYb`\_bYi`Yb`5b`\_U`[`Yb`YffY]W`hž`i`bX`\_`À`\_f`]W`\_gc`\_`Yb`\_nk`\_]gW`Yb`\_%  
i`bX`\_ž`\_`A`\_Y`[`Uk`Uhh`DYU`\_`\_`\_bni`\_ca`\_a`\_Yb`"Nk`\_Ò`ZV]g`&)`\_DfcnYbh`XYg  
Ghfca`\_g`k`\_]fX`X]fY`\_hj`cb`XYb`9]bf]W`hi`b`[`Yb`\_gY`\_Vgh`[`Ybi`\_hnhž`XYf  
F`Ygh`Z]Y`»`h`]bg`\_ÒZY`bh`]W`Y`\_B`Yhn"

;`fÒ»`YfY`\_D`\_À`bY`\_i`bX`\_Dfc`\_Y`\_hY

8]Y`\_GhUXh`?`Ò`b`\_j`YfZØ[`h`i`ØVYf`fi`bX`" "\$\$\$`8`UW`Z`À`W`Yb`ž`X]Y`\_gY]h  
Y]bYa`\_GhUXhfUhgVYgW`\_i`gg`j`cb`&\$\$`\$`[`Yn]Y`\_h`i`bhYfgi`W`\_h`k`YfXYb`"  
\_Øb[`ghY`\_D`\_À`bY`\_i`\_a`\_ZUggYb`\_Y]b`\_D`\_c`\_hcj`\_c`\_hU]\_!`7`Uf`dc`fh`Ui`Z`XYa`\_`D`Ž`\_F`!  
DUf`\_d`\_Uhn`\_Ub`\_XYf`\_BYi`\_Yb`\_A`\_YggY`\_a`\_]h`Y]bYf`\_Ub`[`YghfYVhYb`\_@Y]ghi`b`[  
j`cb`\_%`\_A`\_Y`[`Uk`Uhh`DYU`\_`\_`\_Gc`\_W`Y`\_Dfc`\_Y`\_h`Y`\_g]bX`\_b]W`\_h`\_bi`\_f`\_k`\_]W`\_h][`\_`\_ZØf  
X]Y`\_Ghfca`\_YfnYi`\_[\_i`b`[`ž`\_gcbXYfb`\_Ui`W`\_ZØf`\_XUg`\_N]Y`\_ž`\_V]g`\_&\$`\_`\_`\_Y]bY  
k`\_Y]h`[`Y`\_YbX`\_`]a`\_UbYi`hfU`\_Y`\_Ghfca`\_j`Yfgcf`[\_i`b`[\_ni`\_YffY]W`\_Yb"

D`\_c`\_hcj`\_c`\_hU]\_`\_]gh]b`\_8`Yi`hgW`\_`UbX`\_ghUf`\_`]a`\_`?`ca`\_a`\_Yb`ž`XU`\_X]Y`\_?`cghYb  
ZØf`\_Gc`\_UfUb`\_U`[`Yb`\_gY]h`XYa`\_`9fbYi`YfVUFY!`9bYf[ ]Yb!;`YgYhn`f`99;`\_Ł

ja`!f&\$\$\$i a`ØVYf-\$i`[Ygi b\_Yb'g]bX"8]YgY  
 ?cghYbgYb\_i b[ Yb'g]bX`ZØf?`Y]b!`i bX`; fc»Ub`U[ Yb`k ]W h][ ž  
 k`À\fybX`gY]h`&\$`' `X]Y`]bghU``YfhY`@Y]ghi b[ `]b`8Yi hgW`UbX`Yhk U  
 , &; ][ Uk UhhdYU\_`YffY]W hY``: Øf`&\$&(`]gh`Y]b`5i gVUi`Ui Z` ,  
 ; ][ Uk Uh`j cf[ YgY`Ybž`a ]h`Y]bYa`N]Y`j cb`&%) `; ][ Uk Uh`V]g  
 &\$`\$`"8]Yg`]gh`Yb hgW`Y]XYbXž`i a`X]Y`5V`Àb[ ][ \_Y]h]j cb`Zcgg]Yb  
 6fYb bghcZYb`ni`fYXi`n]YfYb"

9]bY`DJ!5b`U[ Y`Ua`cfh]g]Yfh'g]W`YbYf[ Yh]gW`bcfa`U`Yfk`Y]gY`bUW  
 Y]b`V]g`nk`Y]`!fYb`i bX`j Yfa`Y]XYh'g][ b]Z]\_UbhY`7C`!9a`]gg]cbYb"  
 6Y]Y]bYa`[ `Y]W`nY]h][ Yb`5VVUi`j cb`Zcgg]Yb`6fYb bghcZYb`k`]fX  
 \_`Ufž`k`]Y`k`]W`h][ `D\chc]j`c`hU]\_Ub`U[ Yb`ZØf`X]Y`Ni`\_i bZh`XYf  
 9bYf[ ]YfYnYi [ i b[ `g]bX"

I bX`b]W`h`bi`f`]b`?`Ò`b`k`]fX`Ui`ZGc`UfYbYf[ ]Y`[ YgY`nh`i`Ui`W`]b  
 UbXYfYb`HY]`Yb`8Yi hgW`UbXg`hfÀ[ h`D\chc]j`c`hU]\_`ni`f`fYXi`n]Yfi`b[  
 j`cb`9a`]gg]cbYb`i bX`ni`f`:`ØfXYfi`b[ `YfbYi`YfVUfYf`9bYf[ ]Yb`VY]"  
 =a`!f&\$\$&(`\_cbbhYb`Xi`fW`D\chc]j`c`hU]\_`]b`8Yi hgW`UbX`fi`bX  
 (-`ž`\*`A`j`)]cbYb`HcbYb`7C`!Yei`j]U`YbhY`Y]b[ YgdUfh`k`YfXYb`"I`a  
 X]Y`9bYf[ ]Yk`YbXY`j`cfUbni`hfY]VYbž`g]bX`gck`c`\\j`YfVfUi`W`gbU`Y  
 8UW`Ub`U[ Yb`U`g`Ui`W`:`fY]Z`ÀW`Yb!5b`U[ Yb`j`cb`6YXYi`hi`b[ ž`X]Y  
 ^XcW`gW`bY``ni`Yff]W`hYb`g]bX"

÷g[ YgUa`h`nY][ h]g]W`ž`XUgg`?`Ò`b`i`bX`UbXYfY`Gh`XhY`]b  
 8Yi hgW`UbX`Ui`Z`XYa`VYghYb`K`Y[ `g]bXž`Xi`fW`D\chc]j`c`hU]\_`Y]bYb  
 bUW`U`h][ Yb`6Y]hfU[ `ni`f`9bYf[ ]Yk`YbXY`ni`Y]ghYb"

:`Øf`k`Y]hYfY`÷Zcfa`Uh]cbYb`ni`XYb`8YhU]`g`XYf`D\chc]j`c`hU]\_`]b  
 8Yi hgW`UbX`ž`k`YfZYb`G]Y`Y]bYb`6`]W\_`Ui`Z`X]Y`GY]hYb`j`cb`

I a k Y`hVi bXYgUa`h`i bX`GhUh]ghU"

8YhU]`g	
C fh	@Y]dn][ ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "`Y]dn][ ]bZc`XY</li> <li>• k k k "i a k Y`hVi bXYgUa`h`XY</li> <li>• XY`ghUh]ghU`W`a</li> </ul>

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