

ðbcj Uh]j Y`7\]fi f[ ]Y`]a `?`]b]\_i a  
8 Ufa ghUXh. `HY`Ya YX]n]b`gYhnh`bYi Y  
A U» ghÄVY`

5a `%' "\$\*"&\$&) `nY][ hY`XUg`?`]b]\_i a `8 Ufa ghUXh`bYi YghY  
9bhk ]W\_`i b[ Yb`]b`XYf`HY`Ya YX]n]b`i bX`fcVchYf[ YghØhnhYf  
7\]fi f[ ]Y`a ]h@]j Y!C Dg"



8 Ufa ghUXhž`8 Yi hgW`UbX`!`K Ug`[ ]Vhg`BYi Yg`]a `6YfY]W`XYf  
a YX]n]b]gWYb`ðbcj Uh]cbYb3`5a `%' " ' ð b ] ' & \$ & ) `VY[ Y]ghYfhY`XUg  
?`]b]\_i a `8 Ufa ghUXh`a ]h`Y]bYa `gdY`hU`i `ÄfYb`HU[ `XYf`]]j Y  
W]fi f[ ]gWYb`8Ya`cbghfUh]cbYbž`Ub`XYa `ØVYf`%\$\$`HY]`bY`a YbXY  
Ui`g`XYa` ; Ygi`bX`Y]hgk`YgYb`Ui`g`nY`b`C`dYfUh]cbggÄ`Yb`]b`UW`h  
j`YfgW]YXYbYb`?`fUb`\_Yb`Äi`gYfb`ni`gU`Yb`"8 Ug`9j`Yb`hghUbX`i`bhYf  
XYf`GW]fa` \YffgW`UZh`XYf`8 Yi hgW`Yb` ; YgY`gW`UZh`ZØf`5`[ Ya Y]b!  
i`bX`J]gnYfU`W]fi f[ ]Y`i`bX`k`i`fXY`j`cb`XYf`ð]h]Uh]j`Y`F`c`V`c`7`i`V  
&\$&) `ni`f`fcVchYfUgg]gh]YfhYb`7\]fi f[ ]Y`c`f[ Ub]g]Yfh`N]Y`k`Uf`Ygž  
bYi`Y`A`U»`ghÄVY`]b`XYf`a`YX]n]b]gWYb`K`Y]hYfV]`Xi`b[ `ni`gYhnhYb  
i`bX`XUg`Ybcfa`Y`DchYbn]U`XYf`HY`Ya`YX]n]b`gck`]Y`a`cXYfbYf

HYWkbc`c[ ]Yb`ni`dfÅgYbh]YfYbž`VYf]Wk hYh`@ZYDF "

I bhYf`XYb`ZY]YfbXYb`Ni`gWkUi`Yfb`k`Uf`Ui`Wk`DfcZ`8f`K`YfbYf`  
?bY]ghž`XYf`fcVchYf[`YghØhnh`Y]bY`FY`\_hi`a`fYgY`\_h]cb`Xi`fWk`ZØ`fhY`  
9f`cV`Yfj`cfž`XUgg`X]Y`@j`Y!6YcVUWk`hi`b[`j`cb`CD!5V`Ài`ZYb`  
i`bYf`Àgg`]Wk`ZØf`X]Y`:`UWk`Ufnhk`Y]hYfV]`Xi`b[`]gh`8]Y`X][`]hU`Y`C`D!  
@Y`fYž`gc`8f``Øf[`B`c`Y`hnY`ž`A`YX]n]b]gWk`Yf`:`YgWk`À`ZhgZØ`fYf`XYg`  
?`]b]\_i`a`gž`k`]fX`Y`bhgWk`Y]XYbX`ni`f`5`\_fYX]h]Yfi`b[`Xi`fWk`X]Y`  
@UbXYg`ÀfnhY`\_Ua`a`Yfb`VY]hfU[`Yb`i`bX`gca`]h`X]Y`E`i`U`]h`Àh`]b`XYf`  
5i`g!`i`bX`K`Y]hYfV]`Xi`b[`j`cb`Y`fnhYb`Yf`YV`]Wk`ghY][`Yfb`"

### HY`YWk`]fi`f[ ]Y`i`bX`]\`fY`F`Yj`c`i`h]cb

8cWk`k`Ug[`YbUi`j`YfghY`h`ia`Ub`i`bhYf`HY`YWk`]fi`f[ ]Y3`9g`UbXY`h`  
g]Wk`i`a`Y]b`C`d`Y`f`U]h]cbgj`YfZU`fYbž`VY]`XYa`7`]\`fi`f[.]bbYb`Ub`  
Y]bYa`UbXYfYb`C`fh`c`d`Yf]YfYb`U`g`X]Y`DUh]Ybh.]bbYb`I`fgd`f`Øb[`]Wk`  
Ybhk`]W`Y`h`k`i`fXY`X]Yg`ZØf`a`]`h`Àf]gWk`Y`9]bg`ÀhnYž`i`a`Wk`]fi`f[ ]gWk`Y`  
?`cb`h`c`Y`b`]a`?`Ua`dZ[`YV]Yh`ni`Yfa`Ø[`]Wk`Ybž`c`b`Y`X]Y`  
J`Y`fk`i`b`XY`h`Y`b`h`f`U`bg`d`c`f]h]YfYb`ni`a`Øgg`Y`b`8]Y`h`Y`Wk`b]gWk`Y`b`  
<`Yf`Ui`g`Z`c`f`X`Y`fi`b[`Yb`g]b`X`X`U`V`Y]`b]Wk`h`ni`i`bhYfgWk`ÀhnYb`/`X]Y`Y`f`gh`Y`b`  
J`c`f`g`Wk`À[`Y`k`i`f`XY`b`U`g`i`b`ni`f`Y]Wk`Y`b`X`Y`f`U`Wk`h`Y`hž`V]g`X`U`g`  
Yi`f`cd`À]gWk`Y`D`f`c`Y`\_`h`i`A`5`GH`9`F`]bg`@`V`Y`b`[`Y`fi`Z`Y`b`k`i`f`XY`8]Y`g`Y`g`  
D`f`c`Y`\_`h`j`Y`f`V]b`XY`h`X]Y`9i`d`Y`f]h]gY`j`cb`≠`7`5`8`i`b`X`7`ca`di`h`Y`f`A`ch]cb`  
ni`f`G`Wk`U`Zi`b[`f`c`V`ch`Y`f[`Y`gh`Ø`h`nh`Y`f`HY`YWk`]fi`f[ ]Yž`gc`X]Y`  
5i`gZØ`fi`b[`Yb`Ui`Z`687"

8]Y`@j`Y!8Ya`cbghfU]h]cb`XYf`9]b[ ]f]ZY`Ua`?`]b]\_i`a`8Ufa`ghUXh`  
nY][`hž`k`]Y`Z`c`f`hgWk`f]h`]Wk`Y`HY`Y`\_`ca`a`i`b]\_U]h]cbghYWk`bc`c[ ]Yb`  
XUVY]`Y`Z`Y`b`ž`Wk`]fi`f[ ]gWk`Y`9i`d`Y`f]h]gY`]b`9Wk`hnY]h`Ui`gni`h`Ui`gWk`Y`b`  
8]Y`g`k`i`f`XY`Ui`Wk`Xi`fWk`Y]bY`Ui`g[ ]YVUi`hY`h`Y`Wk`bc`c[ ]gWk`Y`  
≠`Z`f`U`gh`fi`\_`hi`f`Y`fa`Ø[`]Wk`hž`X]Y`a`]h`i`Ø`f`X`Y`fa`]h`Y`b`j`cb`XYf`  
9i`f`cd`À]gWk`Y`b`i`b]cb`i`b`X`XYa`?`f`Ub`\_`Y`b`U`i`gni`\_i`b`Zhg[ ]Yg`Y`hn`  
f`Y`U`]g]Y`fh`k`i`f`XY`:`Yf`U`f`X`9`fh`ž`7`€`X`Y`g`?`]b]\_i`a`gž`Ài`»`Y`fh`Y`g]Wk`ni`  
X`Y`f`6`Y`X`Y`i`hi`b[`X]Y`g`Y`f`≠`j`Y`gh]h]cb`Y`b`ž`k`À`f`Y`b`X`Y`f`Z`U`f`Y`b`Y`  
6Ui`Wk`Wk`]fi`f[ ]Yb`X]Y`@j`Y!G`h`Y`Ua`g`Ui`g`Y]bYa`<`Ua`Vi`f[ ]Yf`G`hi`X]c`  
a`c`XYf]Y`fh`Y`b`"

8]Y`F`c`Y`XYf`8][ ]hU`]g]Yfi`b[ ]b`XYf`A`YX]n]b

8][ ]hU`g]Yfi b[ `]gh`b]Wk h`bi f`Y]b`GWk`U[ k c fhž`gcbXYfb`Y]b`nYbhfU`Yf  
6YghUbXhY]`XYf`ghfUhY[ ]gWkYb`5i gf]Wk hi b[ `XYg`?`]b`\_i a g  
8Ufa ghUXh`8]Y`hYWk.b]gWkY`F Yj c`i h]cb`]b`XYf`A YX]n]b`U`h`Ui Wk`]a  
6YfY]Wk`XYg`F Ya chY`DUh]Ybh`A UbU[ Ya Ybhg`fF DA k`9]bZi gg  
[ Ybca a Ybž`]bgVYgcbXYfY`VY]`Wk fcb]gWkYb`9f`fUb`\_i b[ Yb"  
<]YfVY]`k YfXYb`J]hU`dUfUa YhYf`X]fY`\_hj cb`XYb`DUh]Ybh.]bbYb  
YfZUgghi bX`]b`Y]bYa`HY`Ya YX]n]bnYbhf`i a`UbU`mg]Yfhž`i a`gc  
ZfØ`Y`K Ufbg][ bU`Y`Y]bYf`J YfgWk`YWk hYfi b[ `Ui Zhi ZUb[ Yb"8]YgY  
<YfUb[ Y`Yb`gk Y]gY`nY][ hj ]Y`j YfgdfYWkYbXY`9f[ YVb]ggYž  
]bgVYgcbXYfY`]b`XYf`b`bYfYb`A YX]n]b`i bX`?UfX]c`c[ ]Yž`k ]Y  
U`hi Y`Y`Ghi X]Yb`VY`Y[ Yb" @Ui hi 6i bXYgÅfnhY\_Ua a Yf`[ Y`h`F DA  
k Y]h`ØVYf`fY]bYg`A cb]hcf]b[ `]bUi g`i bX`gWk`Y]h`YXi \_Uh]j Y  
9`Ya YbhY`ZØf`X]Y`DUh]YbhYb`a ]h`Y]b"

g[ YgUa h`YVh]g]Wk`XUg`?`]b`\_i a`8Ufa ghUXh`Xi fWk`]bbc] Uh]j Y  
5bgÅhnY`UVž`X]Y`Ui ZX]Y`J YfV]bXi b[ `]cb`HY`Ya YX]n]b`i bX  
ZcfhgWk]h]WkYf`7`]fi f[ ]Y`gYhnYb"8]Y`9f[ YVb]ggY`XYf`Y][ YbYb  
Ghi X]Yb`ni f`HY`Ya YX]n]bž`X]Y`]a`<YfVgh`Ui ZX`Ya`5a Yf]\_Ub]gWkYb  
7`]fi f[ Yb`cb[ fYgg`]b`7`]WU[ c`dfÅgYbh]Yfh`k YfXYbž`\_ØbbhYb`XYb  
bÅWk ghYb`[ fc»Yb`GWk]h]b`XYf`hY`Ya YX]n]b]gWkYb`J Yfgcf[ i b[  
XUfghY`Yb"9g`V`Y]Vh`gdUbbYbX`ni`VYcVUWk hYbž`k ]Y`X]YgY  
9bhk ]W`\_i b[ Yb`X]Y`a YX]n]b]gWkY`@UbXgWk UZh]b`Ni`\_i bZh`dfÅ[ Yb  
k YfXYb"

8YhU]`g	
C fh	8Ufa ghUXhž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "`]ZYdf"XY</li> <li>• k k k "VXWXY</li> <li>• k k k "Vi bXYgUYfnhY_Ua a Yf"XY</li> </ul>

6Ygi WkYb`G]Y`i bg`Ui Z.`bU[ !`YggYb"XY