



; fUbX`A Yhfcdc`]hUb`<chY`g`hfYbbh`g]W  
gW cW]YfYbX`j cb`+D]bYg`

; fUbX`A Yhfcdc`]hUb`<chY`g`VYYbXYh`X]Y`Ni gUa a YbUfVY]h  
a ]h`+D]bYg`<chY`g`/\_f]h]gW Y`Ni \_i bZhgdYfgdY\_h]j Y`ZØf`X]Y  
A Uf\_Y"



¬V]nUž`GdUb]Yb`!`8]Y`K Y`h`XYf`@`l`i g\chY`Yf]Y`ghY`h`YfbYi h`ja  
K UbXY`"; fUbX`A Yhfcdc`]hUb`<chY`g`fl` A <`U`h`Yi hY`X]Y  
gcZcfh][ Y`6YYbX][ i b[ `XYf`Ni gUa a YbUfVY]h`a ]h`XYf`A Uf\_Y`+D]bYg  
<chY`g`/`FYgcfhg`XYf`%&"%; fi ddY`VY\_Ubbh`[ Y[ YVYb`8]YgY  
9bhgW Y]Xi b[ `ca a h`b]W h`c\`bY`; fi bX. `; A <`A`»Yfh`Yfbgh\ UZhY  
NK Y]ZY`Ub`XYf`GhUV]`]h`h`i bX`?cbh`bi ]h`h`j cb`+D]bYgž`k cXi fW`X]Y  
DYfgdY\_h]j Y`XYf`A Uf\_Y`U`g`\_f]h]gW`i bX`i b[ Yk ]gg`Ub[ YgY\Yb  
k ]fXž`k ]Y`Hcd`<chY`VYf]W hYh"

6YgcbXYfg`Vf]gUbh`gh`X]Y`5i ZØgi b[ `XYg`HYUa g`ZØf`X]Y  
A Uf\_YbYbhk ]W`i b[ `VY`XYf`%&"%; fi ddY`8Ug` `U[ [ gW ]Z`<chY`  
Ui Z`¬V]nU`ghY`h`bi b` a Uf\_YbZfY]`ni a `Yf\_Ui Zž`k Ug` fU[ Yb  
Ui Zk ]fZh`ni f`Ub[ Zf]gh][ Yb`Ni \_i bZhgdZ`A`][ \_Y]h`XYf`A Uf\_Y`K U`hYf

BYi a Ubbž'79C 'j cb'; A <ž\UhXYi h]W[ Ya UW hž'XUgg'X]Y  
ghfUhY[ ]gW Y'5i gf]W h[ 'j cb'+D]bYg'b]W hXYb'YfZcfXYf]W Yb  
9fZc'[ 'j Yfgdf]W h''A Ufh]b'F''Ga i fUž; fØbXYf'j cb'; A <ž  
i b hYfghfY]W hX]Y B chk YbX][ \_Y]h\_UfYf'A Uf\_YbghfUhY[ ]Ybži a 'ja  
\YfUi gZcfXYfbXYb'A Uf\_h'VYghY\Yb'ni '\_ØbbYb'i bX'VYhcbhX]Y  
k Y]hYfYb'9fZc'[ Yž'X]Y'; A <'a ]h'gY]bYa ']b hYfbUh]cbU'Yb'DcfhZc'c  
Yfn]Y'h"

8 ]Y 'Dcg]h]cb 'j cb'+D]bYg'Ui Z'XYa 'A Uf\_h

8 ]Y '%&"%,"'; fi ddY '\Uh\]b[ Y[ Yb '\_`Uf[ YghY`hž'XUgg'a ]h'; A <  
'YX][ ']W Y]bY'i bj YfV]bX' ]W Y'5Vg]W hgYf`Àfi b[ 'f@YhYf'cZ'bhYb h  
VYghUbX'i bX'XUgg'g]Y'k Y]hYf\]b'Ui Z'X]Y'GhÀf\_Y'XYf'A Uf\_Y'+D]bYg  
gYhnh"8]YgY'ghY\hZØf'YI \_i g]j Y'9f'YVb]ggY'i bX'\c\Y  
GYfj ]W ei U']hÀh' Hfchñ'XYf'F ØW\_nØ[ Y'i bX'I bg]W Yf\Y]hYb'd'UbhX]Y  
%&"%,"'; fi ddYž'\cW k Yfh][ Y'F Ygcfh]a a cV]']Yb'ni 'Yfk YfVYb'i bX  
i a ni VUi Ybži a 'g]Y'YfZc'[ fY]W 'Ua 'A Uf\_h'ni 'dcg]h]cb]YfYb"

A Uf\_hYb h[ 'i b[ 'a '@i I i ggY\_hc f

bhYfYggUbh']ghž'XUgg'X]Y'<YfUi gZcfXYfi b[ Ybžj cf'XYbYb'+D]bYg  
ghY\hž]b'Y]bYa '[ fØ»YfYb'?cbhYI h[ YgY\Yb'k YfXYb'a ØggYb"  
bhg[ YgUa h'Vcca hX]Y '@ I i g\chY`Yf]Yž'k ]Y' \chY' ]bg]XY" W  
ZYghghY`h'8]Y' B UW ZfU[ Y'bUW ')!GhYfbY!<chY`g'ØVYfhf]Zzh'VYfY]hg  
X]Y'Jcf!7cfcbU!NU\`Ybži bX'Yg']gh'ni 'Yfk UfhYbž'XUgg'V]g'&\$&)  
nU\`fY]W Y'bYi Y '@ I i g\chY`g'k Y'hk Y]hYfØZbYh'k YfXYb"8]Y  
k ]W h][ Y': fU[ Y'V'Y]Vh'K ]Y'k YfXYb'VYghY\YbXY'A Uf\_Yb'Ui Z  
X]YgYb'k UW gYbXYb'A Uf\_h'fYU[ ]YfYb3

8 ]Y '\YfUi gfu[ YbXY'DYfZfa UbW'XYg'@i I i g\chY`gY[ a Ybhg'nY][ h  
g]W 'Ui W 'Ub'XYb'ghY][ YbXYb'N]a a YffUhYb.'8i fW gW b]hh]W  
%"( \$\$'9i fc'dfc'B UW h]a 'hU\ f'&\$& "8]Yg'j YfXYi h]W hž'XUgg'X]Y  
NU\ i b[ gVYfY]hgW Uzh'ZØf'YI \_i g]j Y'9f'YVb]ggY'i bX  
8]Ybgh'Y]ghi b[ Yb'k ÀW ghžj cf'U'Y'a 'VYX]b[ h'Xi fW'XYa c[ fUZ]gW Y  
J YfÀbXYfi b[ Yb'i bX'XYb'5bghY[ 'XYf'<][ \ 'B Yh'K cfh\ 'bhX]j ]Xi U'g  
fk BK =g" '@Ui h'XYb'Dfc[ bcgYb'k ]fX'X]Y'5bnU\ 'XYf'<BK =g'V]g  
&\$&, 'À\ f']W i a " ž' i ni bY\ a Yb"

↳ a ]hhYb 'X]YgYg 'K UW\ ghi a g '\UVYb '[ fc » Y < chY ` \_YhhYbž 'XUfi b hYf < mUhha ]h'VYY]bXfi W\YbXYb ') \$ '[ Yd ` UbhYb '9fØZZbi b [ Yb ']b 'XYb bÀW\ ghYb 'nk Y] 'JU\ fYbž 'XYb ': c\_i g 'Ui Z @ l i g 'i bX 'l ddYf!l dgWU\Y! DfcXi \_hY '[ Yf]W\ hYh" ↳ b 'Y]bYa 'g]W\ fUgW\ j YfÀbXYfbXYb 'A Uf\_h a ØggYb < chY ` ]Yfg ]\ fY '5b [ YVchY 'hfYZZYbX 'UVgh]a a 'Ybž i a 'XYf ni bY\ a YbXYb 'B UW\ ZFU[ Y '[ YfYW\ h'ni 'k YfXYb "

8]Y'9bhk ]W\_`i b[ Yb`fi bX`i a`+D]bYg`i bX`X]Y`8mbUa ]\_`]a  
@`I`i`g`\chY`gY`\_hcf`ZcfXYfb`U`Y`6YhY`][`hYb`Ui`Z`ghfUhY`[`]gW`ni  
XYb`\_Yb`i`bX`ZYI`]VY`ni`V`Y]VYb`"8]Y`f]W`h][`Y`Dc`g]h]cb]Y`fi`b`[`gck`]Y  
`bbc`j`Uh]cb`Yb`\_`\_Ob`bb`hYb`Yb`hgW`Y]XYb`X`XUZ`f`gY]b`z`]a`K`Y`h`h`V`Y`k`Y`f`V  
V`Y`gh`Y`Y`b`ni`\_`\_Ob`bb`Y`b`i`bX`X`Y`b`;`A`gh`Y`b`X`U`g`ni`V]Y`h`Y`b`z`k`U`g`g]Y`]b  
XY`f`\Y`i`h][`Y`b`NY]h`g`i`W`Y`b`"

8 YhU]`g	
C fh	∀]nUž`GdUb]Yb
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "hcd\chY`"XY</li> <li>• k k k "`]ZYdf"XY</li> <li>• \chY`]bg]XY"\\X</li> </ul>

6Ygi WYb'G]Y'i bg'Ui Z'i bgYfY!\chY`g"XY