

F UXY`b`]a`HfYbX. `6UX`F Y]W\ Yb\ U``  
YfÒZZbYh`gdY\_hU\_i`ÀfY`K cggU!F UXfci hY`

8Yi hgW\`UbX`ZòfXYfh`F UXhci f]ga i g`Xi fW\`bYi Y`F UXfci hYb  
i bX`ghY][ YbXYb`9!6]\_Y!J Yf\_Ui Z``9bhXYW\_Yb`G]Y`X]Y`K cggU!  
F UXfci hY`



6UX`F Y]W\ Yb\ U``ž`8Yi hgW\`UbX`!`8Yi hgW\`UbX`\`Uh`g]W\`]b`XYb  
j Yf[ Ub[ YbYb`>\`fYb`j`cb`Y]bYa`@UbX`a`]h[ Yf]b[ Yb  
: U\`ffUXZfYi bX`]W\`\_Y]h`ni`Y]bYf`]a`a`Yf`UhhfU\_h]j`YfY`8`Ygh]bUh]cb`Zøf  
F UXfY]gYbXY`Ybhk`]W`\_Y`h`6YgcbXYfg]a`HfYbX``]Y[ h`XYf  
F UXhci f]ga i g.`@Ui`h`U`\_hi`Y``Yb`5b[ UVYb`bi`hnYb`fi`bX`i`+`A`]``cbYb  
A`YbgW\`Yb`XUg`:`U\`ffUX`Zøf`i`f`Ui`VgfY]gYb`cXYf`HU[ YgUi`gZø[ Y``9]b  
VYXYi`hYbXYf`G\W`f]h]b`X]YgY`F`]W`hi`b[`]gh`X]Y`\`Yi`hYž`Ua`i`&(`"A`U]  
&\$&) ž`YfÒZZbYh`Y`K`cggU!F UXfci hY`]b`6UX`F Y]W\ Yb\ U``8]YgY`bYi`Y  
F UXfci hY`YfghfYW`\_h`g]W\`ØVYf`\_bUdd`\*`\$\$`?`]`ca`YhYf`i`bX`i`a`ZUggh  
,`"\$\$\$`<`Ò\`Yba`YhYf``G]Y`]gh`b]W\`hibi`f`Zøf`9!6]\_Yg[`YY][`bYhž  
gcbXYfb`V]YhYh`Ui`W\`Ni`[`Ub[`ni`nU`\`fY]W\`Yb`:`ØggYb`i`bX`GYYbž  
k`Ug`g]Y`ni`Y]bYa`VY[`Y\`fhYb`N]Y``Zøf`F UX`Yf`a`UW`h"N8:  
VYf]W\`hY`h"

8 Yi hgWk`UbX`\_Ubb`a ]hh`Yfk Y]`Y`Ui ZnY\`bhUi gYbXY`?]`ca YhYf`Ub  
F UXfci hYb`j Yfk Y]gYbž`XUfi bhYf`ØVYf` &\$`F UXZYfbk Y[ Y`a ]h`a Y\`f  
U`g`%\$`\$`?]`ca YhYfb`"9]b`gc`WXYf`5i gVUi `XYf`bZfUghfi \_hi`f`]gh  
YggYbn]Y`ž`i a`i bhYfgWk]YX`]WkY`Bi hnYf[ fi ddYb`Ubni gdfYWkYb`  
8Yf`6YghUbX`Ub`9!6]\_Yg`]b`8Yi hgWk`UbX`k ]fX`Ui ZØVYf`%)  
A ]`]cbYb`[ YgWk`Ånhž`k cVY]`ZUgh`YXY`ZØbZhY`DYfgcb`Y]b`gc`WkYg  
F UX`VYg]hnh`"8Yf`J Yf`\_Ui ZgVcca`]gh`VYa Yf`\_Ybgk Yfh`&\$`%(`k`i`fXYb  
bcWk`\$ž)`A ]`]cbYb`9!6]\_Yg`j Yf`\_Ui Zhž`k`Å`fYbX`X]Y`NU\`XYf  
j Yf`\_Ui ZhYb`9!6]\_Yg`]a`]U\`f`&\$`&(`Ui Z`&ž`%`A ]`]cbYb`Ub[ Ygh]Y[ Yb  
]gh`5i Wk`X]Y`5bnU\`XYf`j Yf`\_Ui ZhYb`: U\`ff`ÅXYf`V`Y]Vh`a ]h`%ž  
A ]`]cbYb`Ui ZY]bYa`]\`c\`Yb`B]j YUi "8Yf`8Yi hgWk`Y  
Hci`f]ga`i`gj`YfVUbX`Yf[`Åbnž`XUgg`9!6]\_Yg`F UXfY]gYb  
ni [`Åb[`]WkYf`ZØf`i bhYfgWk]YX`]Wk`ghY`:]hbYgg`Yj`Y`i`bX  
5`hYfg[ fi ddYb`a`UWkYbž`]bgVYgcbXYfY`]b`VYf[ ][ Yb`FY[ ]cbYb`"

≠bZfUghfi`\_hi`f`i`bX`G]WkYf\`Y]h`]a`:]`c`\_i`g

8]Y`f]Wk]h[ Y`≠ZfUghfi`\_hi`f`]gh`ZØf`XYb`F UXhci`f]ga`i`g`YbhgWkY]XYbX`  
K`Å`fYbX`]b`XYf`ØghYffY]Wk]gWkYb`GU`n`\_Ua`a`Yf[ i`h`FY[ ]cb`-`&  
ØZYb`h]WkY`@UXYghUh]cbYb`ZØf`9!6]\_Yg`ni`f`J YfZØ[ i`b[ ]ghY\`Ybž`[ ]Vh  
Yg`]a`XYi`hgWkYb`6YfWk`hYg[ UXYbYf`@UbX`bi`f`nY\`b`gc`WkYf  
GhUh]cbYb`"G]WkYf\`Y]h`V`Y]Vh`Y]b`nYbhfU`Yg`H\`Ya`U.`A`Y\`f`U`g`nk`Y]  
8f]hY`XYf`F UXZU\`fYbXYb`ZØ\`Yb`g]Wk`]a`J Yf`\_Y\`f`i`bg]WkYf`"8U\`Yf  
]gh`Yg`k`]Wk]h[ ž`Y]b`Xi`fWk[ Y\`YbXYg`BYhn`g]WkYfYfž`\_ca`ZcfhUV`Yf  
i`bX`[ i`h`Ui`g[ YgWk]`XYfhYf`F UXk`Y[ Y`ni`gWk`UZZYbž`XUg`Ui`Wk  
[ YbØ[ YbX`@UXYghUh]cbYb`ZØf`9!6]\_Yg`VY]b\`U`hYh`"

F Y[ ]Yfi`b[ Yb`i`bX`≠gh]hi`h]cbYb`Ui`Zj`YfgWk]YXYbYb`9VYbYb  
UfVY]hYb`XUfUbž`XYb`F UXj`Yf`\_Y\`f`ni`ZØfXYfb`"8Ug  
6i`bXYga`]b]ghYf]i`a`ZØf`8][ ]hU`Yg`i`bX`J Yf`\_Y\`f`\_ccfX]b]Yfh`X]Y  
9bhk`]W`\_i`b[ ]cb`?`cbnYdhYb`ni`f`J YfVYggYfi`b[ `XYf  
F UX]bZfUghfi`\_hi`f`": UWk]YfV`ÅbXYž`k`]Y`XYf`5`[ Ya`Y]bY`8Yi`hgWkY  
: U\`ffUX!7`i`V`i`bX`X]Y`Nk`Y]fUX!`≠Xi`ghf]Y!J YfVUbXgž`Yb[ U[ ]YfYb  
g]Wk`YVYbZU`g`ZØf`X]Y`6Y`Ub[ Y`j`cb`F UXZU\`fYbXYb`i`bX`XYf  
: cfhYbhk`]W`\_i`b[ `XYg`Hci`f]ga`i`g`]a`:]`U\`ffUX`ci`fbU`]ga`i`g`"8Yf  
8Yi`hgWkY`Hci`f]ga`i`gj`YfVUbX`\`YVh`\`Yfj`cfž`k`]Y`k`]Wk]h[ ]Yg`]ghž  
F UXi`f`Ui`V`]b`Ni`\_i`bZi`bcWk`UhhfU`\_hj`Yf`ni`[ YghU`hYbž`i`a`XYb  
bUWk`ZfU[ YbXYb`Hci`f]ga`i`g`Ui`ZfYWk`hni`Yf\`U`hYb`"

8YhU]`g	
C fh	6UX`FY]WXYb\U`ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "nXZ"XY</li> <li>• k k k "XYi hgWXYfhci f]ga i gj YfVUb X"XY</li> </ul>

6Ygi WXYb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY