

A chc ffUXi bZU``]b ; fUZYbUi . '8 fY]
J Yf`YhnhY `VY]`? c ``]g]cb `Ui Z`@UbXghfU» Y

J Yf\_Y\fgi bZU``]b : fYmi b[ !; fUZYbUi . 'A chc ffUX`i bX`D\_k
\_c``]X]YfYbžXfY]`J Yf`YhnhY`"8YhU]`g`ni `i fgUWX Yb`i bX
GhUh]gh]\_Yb"



? fY]ggghfU» Y`nk ]gWX Yb`GcbbYb`i bX`>JbXY`gVfi bbž
8 Yi hgWX`UbX`!`5a` `A cbhU[ bUWX a` ]hhU[ ž[ YbUi Yf`[ YgU[ h`[ Y[ Yb
%` ") \$`i` \fž`\_Ua` `Yg`ni` `Y]bYa` `J Yf\_Y\fgi bZU``nk ]gWX Yb`GcbbYb
i bX`>JbXY`gVfi bbžXYf`Y]bYb` `A chc ffUXZU\fyf`i bX`Y]bYb`D\_k !
: U\fyf`]b`A` ]h`Y]XYbgWX UZh`nc[ ``@Ui h`Y]bYa` `6Yf]WX h`XYf`DUggUi Yf
BYi Y`DfYggY` ž` \f`XYf` ) !`À\f][ Y`A chc ffUXZU\fyf`]b`Y]bYf
FYWX hg\_i fj Y`ni` `k Y]h`bUWX ``]b\_g`i bX`h`ci WX ]YfhY`Y]bYb
Ybh[ Y[ Yb\_ca` a` YbXYb`D\_k ž[ Y`Yb\_hj` cb`Y]bYa` `&(!`À\f][ Yb`"8]Y
: c`[ Yb`k UfYb`k Y]hfY]WX YbX` .8Yf`A chc ffUXZU\fyf`\_Ua` `j` cb`XYf
GhfU» Y`UV`i bX`V`]YV`bYVYb`gY]bYa` `A chc ffUX``]Y[ Ybž`k` À\fybX`XYf
D\_k !: U\fyf`YVYbZU``g`j` cb`XYf`: U\fvU\`b`UVk ]WX "

8]Y`9fghY!<`]ZY!A U» bU\`a` Yb`XYf`VYhY]`][ hYb`DYfgcbYb`k` UfYb

YfZcfXYf`jW ž`XU`gck c\`XjY : U\fyf`U`g`Ui W`XjY`6YjZU\fyf]b`ja  
D\_k`YjW`h`j`Yf`Ynh`k`i`fXYb`"5`Y`XfY]`j`Yf`Ynh`Yb`k`i`fXYb  
i`a`[`Y\YbX`]bg`?`fUb`\_Yb\`Ui`g`[`YVfUW`h`"8`Yf`;`YgUa`hgW`UXYb`gc`hY  
g]W`ja`i`bhYfYb`Z0bZghY``[`Yb`9i`fcVYfY]W`VYk`Y[`Yb`i`bX  
j`YfXYi`h]W`hž`k`jY`gW`bY``i`bZ`"Y`ja`GhfU»`Ybj`Yf`\_Y\`f`[`YgW`Y\Yb  
\_0bbYb"

## GhY][`YbXY`i`bZU``nU\`Yb`]b`8Yi`hgW`UbX

I`bZ`"Y`k`jY`X]YgYf`g]bX`Y]XYf`\_Y]bY`9]bnY`Z`"Y`"`a`i`U\`f`&\$&'  
ghUfVYb`]b`8Yi`hgW`UbX`&"`,`-`A`YbgW`Yb`Ui`Z[`fi`bX`j`cb  
GhfU»`Ybj`Yf`\_Y\`f`gi`bZ`"Yb`"8]Yg`ghY`h`Y]bYb`5bgh]Y[`i`a`i`)%`HchYž  
cXYf`Yhk`U`%ž`,`Dfc`nYb`hž]ja`j`Yf[`Y]W`ni`a`j`cf`U\`f`XUf`"8]Y`NU\`  
XYf`j`Yf`Ynh`Yb`]Y[`h`VY]`U`Ufa`jYfYbXYb`"``\*`\*`")`+`A`YbgW`Yb`ž`k`Ug  
Y]bYa`5bgh]Y[`j`cb`%ž)`Dfc`nYb`h`Yb`hgd`f]W`hž`gc`XjY`6Yf]W`h`0VYf`  
j`Yf`\_Y\`f`gi`bZ`"Y`&\$&'`"

8]Y`hÄ[`]W`Yb`i`bZU``ghU]gh]\_Yb`g]bX`YVYbgc`YfgW`fYW`YbX.`i`a  
8i`fW`gW`b]hh`ghYfVYb`UW`h`DYfgcbYb`dfc`HU[`ž`k`Ä`fYbX`g]W`Yhk`U  
%`\$`\$(`A`YbgW`Yb`hÄ[`]W`j`Yf`Yhn`Yb`"6Ygc`bXYfg`[`YZ`Ä`fXYh`g]bX  
i`b[`YgW`0hnhY`j`Yf`\_Y\`f`ghY]`bY\`a`YbXYž`k`jY`i`i`»[`Äb[`Yf`i`bX  
F`UXZU\`fyf`"8]YgY`a`UW`Yb`Y]bYb`i`fc`»`hY]`X`Yf`j`Yf`\_Y\`f`ghchYb`]b  
gh`Ä`Xh]gW`Yb`i`YV]YhYb`Ui`g`"GY`Ya`U`A`Y`hUž`DfYggYgd`fYW`Yf]b`XYg  
8Yi`hgW`Yb`j`Yf`\_Y\`f`gg]W`Yf`Y]hg`fU`hYgž`VY`hc`b`h`XYb  
<`UbX`i`b[`gVYXUfZž`i`a`X]Y`G]W`Yf`Y]h]ja`GhfU»`Ybj`Yf`\_Y\`f`ni  
Yf`\0\Yb"

## A`U»`bU\`a`Yb`ni`f`9f`\0\`i`b[`XYf` j`Yf`\_Y\`f`gg]W`Yf`\Y]h

Dc`]h]gW`Y`A`U»`bU\`a`Yb`g]bX`Xf]b[`YbX`bchk`YbX][`"8]Y`bYi`Y  
B`cj`Y`Y`X`Yf`GhfU»`Ybj`Yf`\_Y\`f`gc`fXbi`b[`f`Gh]`C`Ł`&\$&(`k`]fX`Yg  
?`ca`a`i`bYb`Yf`Y]W`hYfbž`XYb`j`Yf`\_Y\`f`g]W`YfYf`ni`i`[`YghU`hYb`"8`Uni  
[`Y\0fYb`i`bhYf`UbXYfYa`X]Y`Y]bZUW`YfY`5b`Y[`i`b[`j`cb  
NYVfUghfY]Zf`b`"N]Y`X`Yf`6i`bXYgfY[`]Yfi`b[`]gh`Ygž`X]Y`NU\`X`Yf`  
j`Yf`\_Y\`f`ghchYb`V]g`&\$`\$`i`a`i`(\$`Dfc`nYb`h`ni`fYXi`n]YfYb"

@Ui h`XYf`J Yf\_Y`fgi bZU`ghUh]gh]\_j cb`8 YghUh]g`k ]fX`Y]b  
i a ZUggYbXYg`6]`X`XYf`I bZU`[ YgW`Y`Yb`YfZUgghz`XUg`U`g  
; fi bX`U[ Y`ZØf`X]Y`ghUUh]W`Y`J Yf\_Y`fgdc`]h]\_X]Yb`h"8]YgY`8 UhYb  
g]bX`Yb`hgW`Y]XYbXž`i a`k ]f\_gUa`Y`A`U»bU`a`Yb`]b`XYf  
; YgYhn[ YVi b[ ž`J Yf\_Y`fgYfn]Y`i b[ `i bX`b`ZfUghfi`\_hi`f`ni  
Yb`hk ]W`Y`b"

@Y]XYf`V`Y]Vhi bUb[ YdUgghY`; YgW`k ]bX][`\_Y]h`Y]bY`XYf  
< Ui dhi fgUW`Yb`ZØf`hØX`]W`Y`I bZ`"Y"6YgcbXYfg`[ YZ`A`f`]W`g]bX  
@UbXghfU»Ybž`Ui Z`XYbYb`a`Y`f`U`g`X]Y`<`À`ZhY`U`Y`f`hØX`]W`Yb  
I bZ`"Y`[ YgW`Y`Yb`"8]Y`J ]g]cb`NYfc` `XUg`N]Y`ž`\_Y]bY  
J Yf\_Y`fghc`hYb`a`Y`f`Ui Z`XYb`GhfU»Yb`ni`U`VYb` `V`Y]Vh`Y]bY  
< YfUi`gZc`fXYfi b[ ž`XYf`g]W`X]Y`; YgY`gW`UZh`ghY`Yb`a`i`gg"

8 YhU]`g	
C fh	? fY]gghfU»Y`nk ]gW`Yb`GcbbYb`i bX ↳UbXY`gVfi bbž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "dbd"XY</li> <li>• k k k "a`Y`f`UW`hi`b["XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[ !VUmYfb"XY