

5i Zgh]Y[ g\_f]a ]]b`XYf`Gdcfh\U`Y. `HG6  
; a ØbX`hf]ZZh`Ui Z`HJ `6]hhYbZY`X`=°

HG6 ; a ØbX`hf]ZZh`Ua `%%"\$ ("&\$&) `]b`XYf`; fc»Yb`Gdcfh\U`Y  
Ui Z`HJ `6]hhYbZY`X`="9]b`YbhgWXY]XYbXYg`Gd]Y`i a `XYb  
5i Zgh]Y[ °



; a ØbXž`8Yi hgW`UbX`!`5a `GUa ghU[ `i a `%-.' \$`i \f`ghY`h]b`XYf  
; fc»Yb`Gdcfh\U`Y`Y]b`YbhgWXY]XYbXYg`<UbXVU`gd]Y`Ub`"8Yf`HG6  
; a ØbX`Ya dZAb[ h`XYb`HJ`6]hhYbZY`X`=]a `?Ua dZi a `XYb`5i Zgh]Y[  
]b`X]Y`" "@[ U`", VYf`%\$\$\$`Ni gW`Ui Yf`k YfXYb`ni `X]YgYa `a ]h  
GdUbbi b[ `Yfk UfhYhYb`8i Y`Yfk UfhYhž`XU`Yg`ZØf`VY]XY`HYUa g`i a  
j ]Y`[ Y`h`8Yf`HG6 ; a ØbX`VYbØh[ h`Xf]b[ YbX`Y]bYb`G]Y[ ži a `]\fY  
7\UbW`b`Ui Z`XYb`5i Zgh]Y[ `ni `k U`fYb`i bX`[ `Y]W`nY]h[ `X]Y  
5i Zgh]Y[ gdUfhm`XYg; Y[ bYfg`ni `j Yf\]bXYfb`"6YfY]hg`ØVYf` \$ \$  
9]bhf]hhg`UfhYb`k i fXYb`j Yf`Ui Zhži bX`nk Y]: UbVi ggY`g]bX  
i bhYfk Y[ gži a `X]Y`A UbbgW`UZh`ni `i bhYfghØ`hYbž`k ]Y`  
**gW`k UYV]gW`Y!dcgh`XY`VYf]W`hYh`**

5\_hi Y`ghY`h`XYf`HG6 ; a ØbX`Ui Z`XYa `Xf]hhYb`D`Uhn`XYf`HUVY`Y

a ]h( \*., 'Di b\_hYbž'k Å\ fYbX'6]hYbZY`X`=a ]h(-.) 'Di b\_hYb`XYb  
nk Y]hYb'D`Uhn`VY`Y[ h"9]b`G]Y[ `ZØf`X]Y` ; ÅghY`k ØfXY`]\bYb`XYb  
5i Zgh]Y[ `g]WXYfb"8]Y` ; a ØbXYf`UVYb`YXcW`Y]bY`ghUf`\_Y`K cW`Y  
\]bhYf`g]W`ž`b`XYf`g]Y`X]Y`A Ò[ `]W`\_Y]h`\UhhYbž`g]W`Ui Z`X]YgYg  
k ]W`h][ Y`Gd]Y`j cfnI VYfY]hYb"6]g`Ui Z`XYb`Ub[ nY]hj Yf`YhnhYb  
Hcfk Ufh`HcV]Ug`?`Ya a `ghY`h`HfU]bYf`5Ufcb` : fÒ\`]W`XYf`[ YgUa hY  
?UXYf`ni f`J YfZØ[ i b[ "

## F ØW\_V`]W`\_Ui Z`XUg`Y`hnhY`8i Y`

=a `YfghYb`5i ZY]bUbXYfhfYZZYb`X]YgYf`GU]gcbž`k Y`W`Yg`]a  
8YnYa VYf`ghUhhZUbXž`i bhYf`U[ `XYf`HG6` ; a ØbX`XYa `HJ`6]hYbZY`X  
=a ]h&-.' ' " `b`X]YgYa `gdUbbYbXYb`Gd]Y`k Uf`XYf`<U`VnY]hghUbX  
) .%) ž`XcW`Y]b`i a ghf]hYbY`F`chY`?UfhY`[ Y[ Yb`?U]`GW`ÅZbYf  
VYY]bZi gghY`XYb`k Y]hYfYb`J Yf`Ui Z`8Yf`HG6`ghUfhYhY`Xi fW`Ui g  
j ]Y`j YfgdfYW`YbX`i bX`ZØ\fhY`]b`i bhYfnU`\`a]h( .&f+`"A ]bi hYŁ  
gck ]Y`+.( `f%\$`"A ]bi hYŁ`8cW`6]hYbZY`X[ `]W`gW`bY`Ui g`i bX  
\_cbbhY`g]W`]b`XYf`nk Y]hYb`Gd]Y`\`Å`ZhY`UVgYhnhYbž`gcXUgg` ; a ØbX  
hfchn`Y]bYg`Yb[ U[ ]YfhYb`?Ua`dZYg`b]W`h`Ui Z`c`Yb`\_cbbhYž`k ]Y`hgV!  
[ a i YbX"XY`ni gUa`a YbZUggh`

=b`XYb`YhnhYb`nY`\b`8i Y`Y`b`nk ]gW`Yb`X]YgYb`VY]XYb`HYUa`g  
[ Y`Ub[ `XYa`HG6` ; a ØbX`bi f`]b`nk Y] : Å`Yb`Y]b`G]Y[ "8]YgY`6]`Ubn  
]gh`ZØf`X]Y`Gd]Y`Yf`Y]b`ni g`Åhn`]W`Yf`5bfY]nž`g]W`Ua`GUa`ghU[ `ni  
VYk Y]gYb"5Ufcb` : fÒ\`]W`VYhcbž`XUgg`YXY`6Y[ Y[ bi b[ [ Y[ Yb  
6]hYbZY`X`Y]bY`bYi Y`7\UbW`XUfghY`h`

## 8 ]Y`GhÅf`\_Yb`XYg` ; Y[ bYfg

8Yf`HJ`6]hYbZY`X`=\Uh]b`X]YgYf`GU]gcb`Y]bY`VYY]bXfi W`\_YbXY  
@Y]ghi b[ [ YnY][ h"A ]h`GW`ØggY`gd]Y`Yfb`k ]Y`Jb!@ W`U`A`Ui W`ž`XYf  
VYfY]hg%) - `HcfY`Yfn]Y`h`\Uhž`i bX`A`Ui f]W`K ]Xa`U]Yf`a`]h`%\*`%  
HfYZZYfb`]gh`6]hYbZY`X`c`ZZYbg]j`ghUf`\_`Ui Z[ YghY`h`HfU]bYf  
5`Yi UbXYf`<Y]V[ `Ui Vh`XUfUbž`XUgg`gY]b`HYUa`X]Y`G]hi Uh]cb  
gY`Vgh]b`XYf`<UbX`\Uhž`i a`XYb`5i Zgh]Y[ `ni`fYU]g]YfYb"=a  
J`cf`U`f`j`YfdUgghYb`g]Y`bi f`\_bUdd`XYb`Gdfi b[ `]b`X]Y`" "@[ U" `b  
X]YgYf`GU]gcb`a`i gghYb`X]Y`Gd]Y`Yf`YX][ `]W`nk Y]`B]YXYf`U[ Yb  
\]bbY`a`Ybž`XUfi bhYf`[ Y[ Yb`?ØbXf]b[ Yb#HYb]b[ Yb"

8]Y`VYj c fghY\YbXY`6Y[ Y[ bi b[ ]gh`b]W h`bi f`Yb hgWXY]XYbX`Z0f  
 XYb`HG6` ; a 0bX`i bX`XYfYb`5i Zgh]Y[ ghfAi a Yž`gcbXYfb`gd]Y[ Y`h  
 Ui W`X]Y`GhAf\_Y`i bX`Dcdi`Uf]hAh`XYg`< UbXVU``g`]b`8Yi hgW`UbX  
 k ]XYf``< UbXVU``\Uh`\]Yfni`UbXY`Y]bY``Ub[ Y`HfUX]h]cbž`X]Y`V]g`]bg  
 %- ``\f\i bXYfh`ni f0W\_fY]W hž`i bX`k ]fX`]b`j ]Y`Yb`GW i`Yb  
 i bhYff]W hYh``8Yf`8Yi hgWXY`< UbXVU``!6i bX`nA`h`0VYf`+\*) "\$\$\$  
 A ]h[ `]YXYf`i bX`[ Y\0fh`ni`XYb`[ f0» hYb`Gdcfhj YfVAbXYb`]b  
 8Yi hgW`UbXž`k ]Y` \UbXVU``%\$\$`XY`Uba Yf\_h``8]Y`Ub\U`hYbXY  
 6Y`]YVh\Y]h`nY][ h`g]W`b]W h`ni`Y`hnh]b`XYb`Ni gWUi YfnU`\Yb`XYf  
 < UbXVU``!6i bXYg`][ Už`X]Y`]b`XYf`Y`mhYb`GU]gcb`0VYf`%ž`A ]``]cbYb  
 : Ubg`]b`X]Y`< U``Yb`nc[ "

8 Ug`\_ca a YbXY`Gd]Y`k ]fX`Y]bY`k ]W h][ Y`9hUddY`]a`?Ua`dZ`i a  
 X]Y`5i Zgh]Y[ gd`Ah`nY`XUfghY`Yb"K`A`fYbX`XYf`HG6` ; a 0bX`U`Yg  
 XUfUb`gYh`Yb`k ]fXž`i a`XYb`<Y]a`j`c`fhY`ni`bi`h`nYb`i bX`X]Y`Di`b\_hY  
 ni`g]W`Yfbž`k ]fX`XUg`HYUa`j`cb`6]h`hYbZY`X`=XUfUi`ZUVn]Y`Ybž`\fY  
 5a`V]h]cbYb`Ui`ZY]bYb`@[ Uk`YW`gY`ni`VYghAh][ Yb``8]Y`< U``Y`k ]fX  
 j`c`fUi`gg]W`h]W`\_cW`Ybž`k Ybb`X]Y`VY]XYb`HYUa`g`i a`X]Y  
 J`c`f\YffgW`UZh]a`i`< UbXVU``\_Aa`dZYb"

8YhU]`g	
J`c`fZU``	Gcbgh][ Yg
C`f`h	; a 0bXž`8Yi hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "gW`k UYV]gW`Y!d`c`g`h"XY</li> <li>• hgV![ a`i`YbX"XY</li> <li>• \UbXVU``%\$\$`XY</li> </ul>

6Ygi W`XYb`G]Y`i`bg`Ui`Z.`b!U[ "XY