

B Yi Yf`B Yhhc!A Uf\_h`]b`l b hY fghY]b UWx .  
GhfY]h`i a `6Ui Zc fhgWx f]hh`Y b hVfUb b h°

⌘`l b hY fghY]b UWx `Y b hghY`h`Y]b`b UWx`U`h][ Yf`B Yhhc!A Uf\_h`X Yf  
XYb`U`hYb`8]gWci b hYf`YfgYhnh`9f0ZZbi b[ `]a`Bcj Ya VYf  
&\$&) "



< Ui d hghfU» Y `) ) ž`- ) ' \* - `l b hY fghY]b UWx ž`8 Yi hgWx`Ub X`!`⌘  
l b hY fghY]b UWx`k ]fX`ni f`NY]h`Y]b[ `Ubn`VYgc bXYfYf`B Yhhc!A Uf\_h`Ui g  
XYa`6cXYb[ `YghUa`dZh`8Yf`bYi`Y`8]gWci b hYf`gc`X`Y`U`hY  
B]YXYf`Uggi b[ `YfgYhYb`i bX`Vf]b[ h`Zf]gWxYb`K ]bX`]b`X]Y  
; Ya Y]bXY`8Yf`6Ui`]gh`gWx`cb`]b`j`c`Ya`; Ub[ Yž`i bX`X]Y  
9]bk Y]i b[ `]gh`Z0f`Bcj Ya VYf`&\$&) `[ Yd`Ubh`Gc`k Y]hž`gc`[ i h`  
UVYf`Yg[ ]Vh`Y]bYb`\_Y]bYb`Ghc`dYfghY]b`Ui ZXYa`K Y[ `ni a`bYi Yb  
9]b`\_Ui ZgYf`YVb]g"

8Yf`; Ya Y]bXYfUh`j`cb`l b hY fghY]b UWx`U`h`g]Wx`9bXY`ž`b][ Y[ Yb  
Y]bY`Ÿ`bXYfi b[ `XYg`HY`\_hi`fd`Ubg`Ui g[ YgdfcWxYb`8]YgY  
9bhgWxY]Xi b[ `k`i`fXY`Ui Wx`dfca`dh`XYa`@UbXfUh`gUa`h`a`h[ YhY]`h`  
5`YfX]b[ g`ghi`ZhY`XUg`@UbXfUh`gUa`h`XYb`K ]XYfgdfi Wx`XYf

; Ya Y]bXY`U`g`fYWX`hgk`JXf][`Y]bž`k`Ug`XYb`6Ui`c`ZYbVUf`b]WX`h  
Ui`Z`U`hYb`k`]fX`"K`Yf`g]WX`ZfU[`hž`k`]Y`Yg`k`Y]hYf[`Y`hž`]gh`\\Yf`[`YbUi  
f]WX`h][`"

## B`UWX`\\U`h][`\_Y]h`]a`:`c`\_i`g`

8`Ug`bYi`Y`A`Uf`\_h[`YV`Ai`XY`k`]fX`U`Y`f`\\UbX`ni`V]YhYb`\\UVYb`"5i`Z  
Y]bYf`:`À`WX`Y`j`cb`fi`bX`%)`,\$`a`ž`XUj`cb`Yhk`U`%"`%`\$`a`‡  
J`Yf`\_Ui`Zg`Z`À`WX`Y`ž`k`]fX`Yg`b]WX`h`bi`f`D`U`hn`Z`Øf`@YVYbga`]hY`[`YVYbž  
gcbXYfb`Ui`WX`Z`Øf`Y]b`b`UWX`\\U`h][`Yg`9]b`\_Ui`ZgYf`YVb]g`";`Yd`Ubh]ghž  
X]j`YfgY`GhY`d`À`hnY`Y]bni`f]WX`hYbž`XUfi`bhYf`gYWX`g`a`]h`9!  
@UXYdi`b`\_hYb`"5i`WX`X]Y`5i`»`YbUb`U[`Yb`k`YfXYb`[`fØb`[`YghU`hYhž  
i`a`X]Y`6]cX]j`Yfg]h`À`h`ni`Z`Øf`XYfb`Y`Yhk`U`Xi`fWX`6`i`a`Ybk`]YgYb`i`bX  
GhUi`XYb`"

8]YgY`]bbcj`Uh]j`Y`6Ui`k`Y]gY`Z`À`h`i`bhYf`X]Y`gc[`YbUbbhY  
F`5H`G`6C`B`5`"97C`"65I`K`9`G`9`i`bX`YfZ`Ø`h`XYb`69;`!(`\$!`GhUbXUfX`"  
Ni`XYa`k`YfXYb`D`\\chcj`c`hU]\_Ub`U[`Yb`i`bX`K`Àfa`Ydi`a`dYb`ni`f  
9bYf[`]Yj`Yfgcf[`i`b[`Y]b[`YgYmhž`XUa`]h`XYf`A`Uf`\_h`b]WX`h`bi`f  
dfU`\_h]gWX`ž`gcbXYfb`Ui`WX`i`a`k`Y`h`ZfYi`bX`]WX`]gh`8Yf`df]j`UhY  
6YhfY]VYf`F`5H`G`6C`B`5`]gh`Y]b`fYbca`a`]YfhYg  
:`Ua`j]Ybi`bhYfbY`a`Ybž`XUg`gY]h`ØVYf`'`)`\`fYb`U`\_h]j`]gh`i`bX  
VYfY]hg`a`Y`f`U`g`%`&\$`\$`A`Àf`\_hY`]b`8Yi`hgWX`UbX`fYU`]g]Yfh`\\Uh`  
8UVY`]gYhnhYg`Ui`Z`b`UWX`\\U`h][`Y`Df]bn]d]Yb`i`bX`XUg  
?fY]g`Ui`Zk`]fhgWX`UZh`g`\_c`bnYdh`"

## K`Ug`Vf]b[`h`X]Y`Ni`\_i`bZh`ZØf`I`bhYfghY]bUWX`3`

8]Y`9b`hgWX`Y]Xi`b[`X`Yg`;`Ya`Y]bXYfUhg`\_ØbbhY`:`c`[`Yb`ZØf`X]Y  
`c`\_U`k`]fhgWX`UZh]WX`Y`9b`hk`]W`\_i`b[`\\UVYb`"9]b`a`cXYfbYf`BYhhc!  
A`Uf`\_h`\_ØbbhY`XYf`;`Ya`Y]bXY`b]WX`h`bi`f`k`]fhgWX`UZh]WX`Yb  
5i`ZgWX`k`i`b[`Vf]b[`Ybž`gcbXYfb`Ui`WX`XYb`9]b`\_Ui`Z`ZØf`X]Y`6Øf[`Yf  
VYei`Ya`Yf`[`YghU`hYb`"8cWX`X]Y`\_c`bhfcj`YfgY`9b`hgWX`Y]Xi`b[`nY][`hž  
XUgg`X]Y`A`Y]bi`b[`Yb`]bbYf`\\U`V`XYf`;`Ya`Y]bXY`[`YhY`]h`g]bX`"

9g`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]WX`X]Y`G]hi`Uh]cb`k`Y]hYfYb`hk`]W`\_Y`b  
k`]fX`"8Ybb`hfc`hn`XYf`fYWX`h]WX`Yb`<ØfXYb`gWX`Y]bh`XUg`Dfc`Y`\_h  
j`c`f`Ubni`gWX`fY]hYb`"8Yf`bYi`Y`B`Yhhc!A`Uf`\_h`j`Yfgdf]WX`h`b]WX`h`bi`f`

Zf]gW\Y`@YVYbga ]hhY`ž'gcbXYfb`Ui W\`Y]bYb`[ fØbYb`6Y]hfU[ `ni f  
; YghU`hi b[ `XYf`; Ya Y]bXY`l bhYfghY]bUW\`

9]b`gdUbbYbXYg? Ud]hY`ZØf`X]Y`; Ya Y]bXY` \]Yf`]gh`k ]f\_]W\`k Ug  
`cg`b`XYf`Nk ]gW\YbnY]h`XØfZYb`X]Y`l bhYfghY]bUW\Yf`[ YgdUbbh`Ui Z  
X]Y`9fØZZbi b[ `V`]W\_hYb`i bX`g]W\`Ui ZY]b`a cXYfbYg  
9]b\_Ui ZgYf`YVb]g`ZfYi Yb`K Y]hYfY`bZcfa Uh]cbYb`[ ]Vh`Yg`i bhYf`  
: fUb\_Ybdcgh`i bX`K ]YgYbhVchY`

8YhU]`g	
C fh	< Ui dhghfU» Y` ) ž`- )' * - `l bhYfghY]bUW\ž 8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "ZfUb_Ybdcgh"XY</li><li>• k k k "k ]YgYbhVchY"XY</li></ul>

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