

; YfUYfhg`hf]hh`VY]`GhUXY`F`Y]a`g`XUg`9fVY  
b`UW`V]hhYfYa`5Vgh]Y[`Ub`°

GhUXY`F`Y]a`g`j`YfdZ]W`hYh`?`UfY`";`YfUYfhg`U`g`bYi`Yb`HfU]bYf`  
8Yf`9I`!GW`U`\_Y!7cUW`i`bhYfgW`fY]Vh`V]g`&\$&+`i`bX`Zc`[`h`Ui`Z  
GUa`VU`8]Uk`UfU`"



F`Y]a`gž: fUb`\_fY]W`!`b`Y]bYf`VYXYi`hYbXYb`K`YbXi`b[`]a  
GdcfhVi`g]bYgg`\\Uh`?`UfY`";`YfUYfhgž`XYf`Y`Ya`U`][`Y`HfU]bYf`j`cb  
GW`U`\_Y`\$(`žY]bYb`bYi`Yb`DcghYb`U`g`7`\\Y`ZhfU]bYf`VY]`GhUXY`F`Y]a`g  
ØVYfbca`a`Yb`"B`UW`XYa`X]Y`ZfUbn`Øg]gW`Y`A`UbbgW`UZh`XYb  
V]hhYfYb`5Vgh]Y[`Ui`g`XYf`@[`i`Y`%`\\]bbY`a`Yb`a`i`gghYž`gYhnh`a`Ub  
bi`b`Ui`Z;`YfUYfhgž`XYf`X]Y`B`UW`Zc`[`Y`j`cb`GUa`VU`8]Uk`UfU`Ubhf]hž  
XYf`U`g`5gg]ghYbh`ni`fØW`\_Y`fh`"8]Y`B`UW`f]W`h`k`i`fXY`Ua`%`,`" `& \$ & )  
&\$&) `VY`\_Ubbh[`Y[`YVYbž`i`bX;`YfUYfhg`\\Uh`Y]bYb`J`YfhfU[`V]g`ni`a  
'`\$`" `& \$ & +`a`]h`Y]bYf`C`dh]cb`Ui`Z`Y]b`k`Y]hYfYg`J`\\f  
i`bhYfgW`f]YVYb`"8]Yg`VYf]W`hYh`hf`Ub`gZY`fa`Uf`\_h`XY`"

?`UfY`";`YfUYfhgž`(` `J`\\fY`U`hž`\\Uh`Y]bY`VYk`Y[`hY`HfU]bYf`\_Uff]YfY  
\\]bhYf`g]W`"J`cb`C`\_hcVYf`&\$&`V]g`GYdhYa`VYf`&\$&(`g`hUbX`Yf`Ub

XYf`Gd]hnY`j`cb`GWxU`\_Y`\$( ž`k`c`Yf`]b`"``Gd]Y`Yb`]a`GWx`b]hh`%ž`  
Di`b`\_hY`d`f`c`DUfh]Y`c`hY`"GY]bY`5a`hgnY]h`ZUbX`Y`XcWx`Y]b`UVfi`d`hY`g`  
9bXYž`U`g`Yf`b`UWx`bi`f`Y]bYa`G]Y[ `Ui`g`XYb`YfghYb`gYWx`g`  
6Y[ `Y[ `bi`b[ `Yb`XYf`&`"6i`bXYg`][ `U`Yb`h`UggYb`k`i`fXY`Y]bY`  
9bhgWxY]Xi`b[ ž`X]Y`Yf`U`g`i`b[ `YfYWx`hZYfh][ `h`Ya`d`ZUbX`"; `YfUYfhg`  
J`YfhfU[ `VY]`GWxU`\_Y`k`ÀfY`Ua`" ` \$"`ž`b]`&\$&` `Ui`g[ `Y`Ui`ZYbž`XU\Yf`  
k`Uf`\_Y]bY`9]b][ `i`b[ `ØVYf`Y]bY`j`cfnY]h][ `Y`J`YfhfU[ `gUi`Z`Øgi`b[ `b`Øh][ `"  
8]YgY`8YhU]`g`YfZi` \f`a`Ub`i`bhYf`UbXYfYa`j`cb`gd`c`fh`"XY`"

## B`Yi`Ub`ZUb[ `]b`F`Y]a`g`

8]Y`<`YfUi`gZc`fXYfi`b[ `ZØf`; `YfUYfhg`VY]`GhUXY`F`Y]a`g`]gh`Y`bc`fa`"  
8Yf`J`YfY]b` \Uh]b`XYf`j`Yf[ `Ub[ `YbYb`GU]gcb`XYb`%\*`"D`Uhn]b`XYf`  
@[ `i`Y`%`VY`Y[ `hi`b`X]`gh]b`XYf`F`Y`Y[ `Uh]cb`[ `YgWxY]hYfhž`k`Ug`XYb`  
J`Yf`i`gh`XYf`C`VYf`U`i`gni`[ `Y\`Øf][ `\_Y]`h`ni`f`i`c`[ `Y` \UhhY`"; `YfUYfhg` \Uh`  
bi`b`X]Y`5i`Z[ `UVYž`XUg`HYUa`k`]YXYf`Ui`Z`?i`fg`ni`Vf]b[ `Yb`i`b`X`XYb`  
?`UggYbYf`U`h]b`XYf`\_ca`a`YbXYb`GU]gcb`ni`g]WxYfb`"F`Y]a`g` \UhhY`  
]b`XYb`gd`À`hYb`%-`)\$Yf`š` \fYb`bcWx`9fZc`[ `Y`ni`ZY]Yfbž`j`Yf`cf`  
Y`XcWx`X]Y`i`]bU`gd]Y`Y]a`9i`fcdUdc`\_U`XYf`@UbXYga`Y]ghYf`[ `Y[ `Yb`  
F`YU`A`UXf]X]b`%-`)\*`i`b`X`%-`)-`"8Ua`U`g`k`Uf`XYf`J`YfY]b` \cWx`]a`  
?i`fgž`XcWx`X]Y`U`\_hi`Y`Yb`<`YfUi`gZc`fXYfi`b[ `Yb`j`Yf`Ub[ `Yb`b`UWx`  
Y]bYa`bcWx`gh`À`\_YfYb`i`c`\_i`g`Ui`Z`X]Y`Ni`\_i`b`Zi`"

; `YfUYfhg`Vf]b[ `h]b`hYfbUh]cb`U`Y`9fZU\fi`b[ `a`]hž`b]Wx`h`ni`Y`hnh`Ui`g`  
gY]bYf`NY]h`VY]`XYf`i`b]cb`GU]bh!; `]`c]gYž`k`c`Yf`ni`Y`hnh`h`À`h][ `k`Uf`"  
8Yf`VY`[ `]gWxY`J`YfY]b`VY`Y[ `hY`]b`XYf`GU]gcbž`VY]`cf`Yf`; `YfUYfhg`  
Yb`h`UggYb` \Uhž`XYb`Xf]hYb`D`Uhn`"5i`Wx`VY]`GWxU`\_Y`\$( ` \c`hY`Yf`  
[ `Yk`c` \bh`gc`]XY`@Y]ghi`b[ `Yb`"8cWx`X]Y`Gi`WxY`b`UWx`Y]bYa`HfU]bYf`  
k`Uf`ZØf`XYb`i`7`GWxU`\_Y`\$( ž`j`YfhfYhYb`Xi`fWx`Gdc`fhj`c`fghUbX`DY`hYf`  
?`b`À`VY`i`b`X`5b`Xf`À`<`YWxY`a`Ubbž`Y]bY`<`YfUi`gZc`fXYfi`b[ `ž`X]Y`  
gWx`]Y`»`]Wx`ni`i`; `YfUYfhg`ZØ` \fhY`"8]Yg`]Y`»`g]Wx`Ui`Wx`]b`XYb`  
A`YWx`Ub]ga`Yb`]a`Ni`gUa`a`Ybgd]Y`XYg`J`YfY]bg`i`b`X`XYb`g]Wx`  
j`Yf`À`b`XYfb`XYb`@[ `Yb`b`UWx`j`c`n]Y` \Ybž`k`]Y`ghYfb`"XY`gWx`Øgg][`  
Ui`ZnY][ `h`"

8]Y`i`Ub`g`j`cb`GhUXY`F`Y]a`g`XØfZYb`U`gc`i`[ `Ygd`Ubb`h`gY]bž`c`V`  
; `YfUYfhg`XUg`b`chk`YbX][ `Y`<`À`b`XWx`Yb` \Uhž`i`a`XYb`J`YfY]b`Ui`Z`XYb`  
f]Wx`h][ `Yb`k`Y[ `ni`f`ØW`ni`ZØ` \fYb`"A`]h`XYa`6`]W`\_Ui`Z`X]Y`

\_ca a YbXYb`Gd]Y`Y`i bX`XYf`l bhYfghØhni b[ `gck c\`j cb`XYf  
 J YfY]bg`Y]hi b[ `U`g`Ui W`j cb`XYb`5b\`Àb[ Yfb`\_`ÒbbhY`X]Yg`Y]b  
 j ]Y`j YfgdfYW`YbXYf`B`Yi UbZUb[ `k YfXYb" `9g`k ]fX`g]W`nY][ Ybž`cV  
 Yf`X]Y`f]W`h][ Yb`GW`ØggY`Ui g`gY]bYb`V]g\`Yf][ Yb`9fZU\`fi b[ Yb  
 n]Y\`hi bX`Y]bYb`YfZc`[ fY]W`Yb`?`i fg`ZØf`X]Y`b`ÅW`ghY`GU]gcb  
 Y]bgW`U[ Yb`\_`Ubb"

8YhU]`g	
Cfh	FY]a gž: fUb_fY]W
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "hfUbgZYfa Uf_h"XY</li> <li>• k k k "ghYfb"XY</li> <li>• k k k "gdcfh%"XY</li> </ul>

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