

GW\ cW\_ ]a '9XY\_U. '? i bX]b 'k ]fX 'VY]a 'GY`Z!  
GW\bb]b [ 'Yfb]YXf][ h°

9]bY'9XY\_U!?'i bX]b 'Yf\YVh'gW\ k YfY'J cfk ØfZY'bUW\ 'Y]bYa  
J c fZU''Ub 'XYf'GY`Z!GW\bb]b [ !?UggY' ]b'?'Øb][ g'i hhYf'Ua '' '\$"  
8YnYa VYf'&\$&("

? Øb][ g'i hhYfž'8Yi hgW\`UbX'!

9]bY'9XY\_U!:' ]U`Y' ]b'?'Øb][ g'i hhYf'gcf[ h'XYfnY]h'ZØf'5i ZfY[ i b[  
bUW\ 'Y]bYa 'J c fZU''Ub 'XYb'GY`VghVYX]Ybi b[ g\_UggYb"'9]bY'?'i bX]b  
VYf]W\hYhY'j cb'Yfb]YXf][ YbXYb'GnYbYb'k Å\fybX']\fYg'9]b\_Ui Zg  
Ua '' '\$"8YnYa VYf'&\$&("G]Y'k Uf'ni gUa a Yb'a ]h']\fYf'A i hhYf'i bX  
]\fYa ' \_Y]bYb'Gc\`b'Ub'XYb'GY`Z!GW\bb]b [ !?UggYb"'9]bY  
A Uf\_hY]hYf]b'\_f]h]g]YfhY'X]Y'?'i bX]bž'XU'g]Y'X]Y'K UfYb' ]b'6Yi hY`b  
j YfghUi hYž'k Ug'g]Y'U'g' b]W\h'dfU\_h]gW\ 'i bX' i bØVYfg]W\h]W\  
VYnY]W\ bYhY"

8]Y'?'i bX]b'ZØ\`hY'g]W\`Xi fW\`X]Y`\YfUV`UggYbXYb'6Ya Yf\_i b[ Yb  
XYf'A ]hUfVY]hYf]b'Ub[ Y[ f]ZZYb"'è'XYf'Ub[ YgdUbbhYb'G]hi Uh]cb  
k i fXY'Y]b'@UXYbXYhY\_h]j '\]bni [ Ync[ Ybž'XYf'XYf'?'i bX]b'X]Y  
: fU[ Y'ghY`hY.' J YfghY\Yb'G]Y'a ]W\ 3 '8]Y'?'i bX]b'j Yfa i hYhž'XUgg  
X]YgY'6Ya Yf\_i b[ 'a ]h']\fYa 'Ui g'ÅbX]gW\Yb'5i ggY\Yb' ]b  
J YfV]bXi b[ 'ghUbX"'8]Y'@U[ Y'Yg\_U`]YfhYž'i bX'g]Y'VY[ Ubb'j cf  
UbXYfYb'?'i bXYb'ni 'k Y]bYb"'8Yf'[ YgUa hY'9]b\_Ui Zk i fXY  
\_cbhfc``]Yfhž'k cVY]`ZYgh[ YghY`h'k i fXYž'XUgg'U`Yg'\_cffY\_h  
[ YgW\bbh'k Uf"'8]Y'?'i bX]b'Ài » YfhYž'XUgg'g]Y'g]W\ '[ YXYa Øh][ h  
ZØ\`hY' i bX'XUg'9f'YVb]g']\fYb'»\fYgUVgW\`i gg'j YfXcfVYb'\UVY''

GhY``i b[ bU\ a Y'j cb'9XY\_U'i bX'k Y]hYfY  
< ]bhYf[ fØbXY

9]bY`GdfYwYf]b j cb`9XY\_U`k ]Yg`X]Y`J cfk ØfZY`XYf`?i bX]b`ni fØW\_  
i bX`VYgW`f]YV`X]Y`G]hi Uh]cb`UbXYfg"9XY\_U`[ UV`Ubž`XUgg`X]Y  
?i bX]b`a Y`f`U`g`&\$`5fh]\_Y`[ YgWUbbh`UhhYžk Ug`[ Y[ Yb`X]Y`FY`[ Y`  
ZØf`X]Y`GY`ZGWUbb]b[ !?UggYb`j Yfgbc»Y"8]Y`A ]hUfVY]hYf`UhhYb`X]Y  
?i bX]b`[ YVYhYbž`[ fØ»YfY`9]b\_Ài ZY`Ub`fY[ i`ÀfYb`?UggYb`ni  
VYnU`Yb"9XY\_U`VYhcbhY`ni XYa ž`XUgg`X]Y`?i bX]b`ni`\_Y]bYa  
NY]hdi b`h`XYg`8]YVghU`g`j YfX`W`h][ h`k`i`fXY"8]Y`FYU`\_h]cb`Ui Z  
X]Y`fUgg]gh]gW`Yb`Y`i »Yfi b[ Yb`XYg`8YhY`\_h]j g`V`]YV  
i b`ca`a`Yb]Yfh"8]Y`?i bX]b`nY][ hY`g]W`a` ]h`XYf`5bhk`cfhj`cb  
9XY\_U`i`bni`Zf]YXYb`i`bX`Ya`dZ]bXYh`X]Y`8UfghY`i`b[ Yb`U`g`  
j`YfXfY`h`

⊖`Y]bYa`k`Y]hYfYb`Ni`gUa`a`Yb`Ub[ `k`i`fXYb`Ui`W`DfcV`Ya`Y`VY]  
XYf`DZUbXZUgW`Yb`fØW\_[ UVY`]b`9XY\_U`!:`]U`Yb`h`Ya`Uh]g]Yfh`J`]Y`Y  
?i bXYb`gUa`a`Y`b`DZUbXZUgW`Yb`ØVYf`a`Y`fYfY`K`cW`Yb`]b`Y]bYf  
HØhY"6Y]`XYf`F`ØW\_[ UVY`Ua`5i`hca`UhYb`\_ca`a`h`Yg`Ài`Z][`ni  
DfcV`Ya`Ybž`Yhk`U`Ui`Z[ fi`bX`XYg`Ni`ghUbXg`cXYf`XYf`A`Uf`\_Y`XYf`  
:`UgW`Y"?"UfY`FY`[ Y`b`fY`[ Y`b`X]Y`5bbU`a`Y`j`cb`DZUbXZUgW`Ybž`  
XcW`DfcV`Ya`Y`\_ØbbYb`Ui`ZhYhYbž`k`Ybb`:`UgW`Yb`ZU`gW`  
Y]b[ Y`Y`[ h`g]bX`cXYf`XUg`DZUbXgma`Vc`b]W`h`[ i`h`g]W`hVUf`]gh`

9]b`VYgcbXYfYf`Di`b`\_h]ghž`XUgg`5i`hca`UhYb`:`UgW`Yb`UV`Y`bYb`  
\_ØbbYbž`X]Y`j`cb`A`Uf`\_Yb`ghUa`a`Ybž`X]Y`]a`Y`k`Y][`Yb`Gi`dYfa`Uf`\_h`  
b]W`h`j`Yf`\_Ui`Zh`k`YfXYb"@Ui`h`J`YfVfUi`W`YfnYbhfU`Y`<`Ua`Vi`f[ `gd]Y`h`  
VY]`XYf`F`ØW\_[ UVY`j`cb`9]bk`Y[ ZUgW`Yb`cXYf`!XcgYb`bi`f`XUg`  
A`UhYf]U`Y]bY`F`c`Y"5i`gY]bUbXYfgYhni`b[ Yb`nk`]gW`Yb`?i`bXYb`i`bX`  
A`]hUfVY]hYbXYb`g]bX`XUVY]`\_Y]bY`GY`hYb`Y]h"9]bY`?Ugg]YfYf]b`  
VYf]W`hYhY`j`cb`Y]bYf`a`]gg]W`Yb`@U[ Yž`U`g`Y]bY`?i`bX]b`Y]bY`  
VYgW`ÀX][ hY`8cgY`c`bY`g]W`hVUfYg`DZUbXnY]W`Yb`ni`f`F`ØW\_[ UVY`  
VfUW`hY"8]Y`?i`bX]b`fYU[ ]YfhY`UVk`Y]gYbXž`U`g`]\f`X]Y`:`fØbXY`ZØf`  
X]Y`5V`Y`bi`b[ `Yf`\_`Àfh`k`i`fXYb"``:Øf`nYfXfØW`hY`:`UgW`Yb`Ub`XYf`  
?UggY`:`Y`X`ni`j`Yf`Ub[ Ybž`Yfk`Y]gh`g]W`]b`j`]Y`Yb`:`À`Yb`U`g`k`Yb][  
YfZc`[ j`YfgdfYW`YbX`

|           |   |
|-----------|---|
| 8YhU]`g   |   |
| J c fZU`` | 8]g_f]a ]b]Yfi b[   |
| I fgUWXY  | 8]g_f]a ]b]Yfi b[ ž'5i gY]bUbXYfgYhni b[  |
| C fh      | ? Öb][ g`i hYfž'8Yi hgW`UbX   |
| E i Y``Yb | <ul style="list-style-type: none"> <li>• k k k "bYk g' , "XY</li> <li>• k k k "XYfk YghYb"XY</li> </ul> |

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