

: 7`9bYf[ ]Y`7c hhVi g`ghUfhYh`a ]h`HYghgd]Y`!  
GYbgUh]cb`]bg`HfU]b]b[ °

: 7`9bYf[ ]Y`7c hhVi g`ghUfhYh`Ua `&' "\$\* "&\$&) `]b`X]Y  
GU]gcbj cfVYfY]hi b[ `a ]h`HYghgd]Y`Yb`i bX`YI hYfbYb  
DfcVYgd]Y`Yfb"



7c hhVi gž`8Yi hgWx`UbX`!`5a`GcbbhU[ a ]hU[ `\\Uh`XYf` : 7`9bYf[ ]Y  
7c hhVi g`gY]bY`J cfVYfY]hi b[ `Ui`Z`X]Y`\_ca`a`YbXY`GU]gcb`]b`XYf`" "  
@[ U`a ]h`Y]bYf`YfghYb`ÖZYb`h]WxYb`HfU]b]b[ gY]b`\\Y]h`YfÖZb`Yh`"6Y]  
\\cWxgca`a`Yf`]WxYb`HYa`dYfUhi`fYb`ghfÖa`hYb`fi`bX`&\$`\$`Ni`gWxUi`Yf  
ni`f`DUfnY`YbghfU»Yž`i`a`XYb`5i`Zhu`\_h`ni`j`YfZc`[`Yb`"7`\\Y`ZhfU]bYf  
7`Ui`g!8]YhYf`K`c`]hn`[ UV`XYb`GhUfhgWxi`gg`Zöf`Y]bY`]bhYbg]j`Y  
HfU]b]b[ gd`\\UgYž`]b`XYf`VYfY]hg`]b`XYf`J`cfk`cWxY`a`YX]n]b]gWxY  
I`bhYfgi`Wxi`b[`Yb`i`bX`Y]ghi`b[`ggdYn]Z]gWxY`HYghg`Xi`fWx[`Y`Zö`\\fh  
k`i`fXYb`"8`Ug`HfU]b]b[ `VYghUbX`Ui`g`DUggØVi`b[`Yb`ž  
: cfa`Uh]cbggd]Y`Yb`i`bX`Y]bYa`ZFY]Yb`HfU]b]b[`ggd]Y`"

6YgcbXYfg`Ui`ZFY[`YbX`k`Uf`X]Y`5bk`YgYb`\\Y]hj`cb`a`Y`\\fYfYb  
BYi`ni`[`Äb[`Yb`i`Jbb]g`6cn]Uf]gž`B`mUa`Ym`\_Y`5k`cfhk`]Y!;`fUbhž

@ \_Ug'A ]WXY`Vf]b\_ž`H\Yc`C [ V]X]ž`7Ub`A ci ghZU`i bX`HYX  
 HUhhYfa i gW` `gck ]Y`A cf]m`<UbbYa UbbžXYf`k Y[ Yb`Y]bYf  
 6`Yggi f`YXcW`Y]b`]bX]j ]Xi Y`Yg`@Ui Zdfc[ fUa a`UVgc`j ]YfYb  
 a i gghY`"5i W`XYf`Y][ YbY`BUWk i W`g`\_cbbhY`g]W`dfÅgYbh]YfYb.  
 : ]bb`<Y]Xf]W`k Uf`Yfgha U`g`U`g`@]nYbngd]Y`Yf`XUVY]ž`i bX  
 l %- !Gd]Y`Yf`æY`5k i U\`bU\`a`YVYbZU`g`Ub`XYf`9]b\Y]h`hY]`": Øf  
 ni gÅm`]WXY`GdUbbi b[ `gcf[ hYb`XfY]`Yi hYfbY`DfcVYgd]Y`Yf.`@Ycb  
 ; i k UfU`fl 7`≠[ c`ghUXhž`ž`gh]b`6i h`Yf`fGJ`GUbX\Ui gYbŁ`i bX`A UI  
 6Ö\`b`\_Y`fHGJ`5i VghUXhž`"

## 5i Z`XYa`K`Y[ `ni f`GU]gcb

8]Y`GU]gcbj cfVYfY]hi b[ `Uh`ZØf`XYb` : 7`9bYf[ ]Y`7chhVi g`U`gc  
 VYfY]hg`Y]b][ Y`]bhYfYggUbhY`BYi Ybhk ]W`i b[ Yb`a`]hg]W`[ YVfUW`h"  
 æ` : i b`\_h]cbghYUa`[ ]Vh`Yg`Ui W`Zf]gW`Y`æ`di`gY.`H]a`GW`bY]XYf  
 k i fXY`U`g`5h\`Yh]\_hfU]bYf`j YfdZ]W`hYhž`k Å\`fYbX`ž` `]Yb`H\]Yg`ZØf  
 X]Y`Gd]Y`! i bX`J ]XYcUbU`mgY`ni ghÅbX][ `]gh`H\ca Ug`A ]`Yf  
 ØVYfb]a`a`h`ni XYa`X]Y`bYi`[ YgW`UZZYbY`Dcg]h]cb`XYg  
 , VYf[ Ub[ g`ccfX]bUhcfg`]a`Hcd!HU`YbhY!A UbU[ Ya`Ybhž  
 i bhYfghØhnh`j cb`æbUg`<]XYVfUbXh`8]YgY`l a`ghfi`\_hi`f]Yfi b[ Yb  
 g]bX`HY]`XYg`N]Y`gž`X]Y` : ØfXYfi b[ `↑ b[ Yf`Gd]Y`Yf`[ Yn]Y`h  
 j cfUbni hfY]VYb`i bX`XYfYb`≠hY[ fUh]cb`]bg`DfcZ]hYUa`ni  
 j YfVYggYfb`"

8cW`b]W`h`bi f`VY]a`HfU]b]b[ `XfY\`hg]W`U`Yg`i a`X]Y  
 J cfVYfY]hi b[ "`6]g` : fY]hU[ `g]bX`g]YVYb`k Y]hYfY`HfU]b]b[ gY]b\Y]hYb  
 Ub[ YgYhnhž`[ YZc`[ h]j cb`YfghYb`HYghgd]Y`Yb`"8]Y`6Y[ Y[ bi b[ Yb  
 j YfgdfYW`Ybž`gdUbbYbXY`9]bV`]W`\_Y`]b`XYb`@Y]ghi b[ gghUbX`XYf  
 A UbbgW`UZh`ni`[ YVYb.

8Uhi a

; Y[ bYf

&+ "\$*"&\$&)	K UW_Yf`GW`Öbk U`XY
&, "\$*"&\$&)	GdJ [ [ `: ]bghYfk U`XY
&- "\$*"&\$&)	6`Ui !K Y]» `K ]hh]W`YbUi
\$( "\$+"&\$&)	: 7`9bYf[ ]Y`7chhVi g`j`g`"J G; 5`h[ `]Yb]W`_Y
\$) "\$+"&\$&)	: 7`9bYf[ ]Y`7chhVi g`j`g`"HG; BYi ghfY`]m

\$, "\$+"&\$&)	9]bhfUWk h'A U`gXcfZ
\$- "\$+"&\$&)	: 7`9bYf[ ]Y`7chhVi g'j g" ; fY]Zgk U`XYf': 7`fGd]Y`cfh'bcWk c ZYbŁ

HYghgd ]Y`Y`U`g`d fUI ]gbU\Y  
HfU]b]b [ gY]b\Y]hYb

HYghgd]Y`Y`g]bX`Z0f`X]Y`A UbbgWk UZhi] cb`[ fc» Yf`6YXYi hi b[ "G]Y  
V]YhYb`b]Wk h'bi f`X]Y`A 0[ `]Wk \_Y]hž`XYb`U\_hi Y``Yb`@Y]ghi b[ gghUbX`ni  
0VYfd f0ZYbž`gcbXYfb`g]bX`Ui Wk`Ub[ Yk UbXhY`HfU]b]b[ gY]b\Y]hYbž  
X]Y`XYb`Gd]Y`Yfb`\Y`ZYbž`Gd]Y`dfUI ]g`ni`gUa`a`Y`b`i`bX`X]Y`b\U`hY  
XYg`HfU]b]b[ g`ni`j`Yfh]YZYb``8 UVY]`]gh`X]Y`9f[ YVb]gcf]Ybh]Yfi b[  
Y\Yf`bVYbgÅWk`]Wk ž`j ]Y``a`Y`f`[ Y`h`Yg`XUfi`a`ž`]b\U`h]Wk Y  
GWk Yfdi b\_hY`ni`gYhnYb`i`bX`XUg`HYUa`k`Y]hYfni`Ybhk ]W\_Y`b``8 Yf  
; Y[ bYf`k ]fX`Y`bUWk`HfU]b]b[ gn]Y`Yb`Ui`g[ Yk`Å`\`hž`k`Ug`VYXYi`hYhž  
XUgg`gck`c`\`XYZYbg]j`Y`U`g`Ui`Wk`c`ZYbg]j`Y`GWk`Yfdi`b\_hY  
UV[ YUfVY]hYh`k`YfXYb`\_0bbYb``9]b`HYghgd]Y`a`i`gg`]a`J`cfZY`X`[`i`h  
cf[ Ub]g]Yfh`k`YfXYbž`i`a`b`g][`hg`i`bX`k`Yfhj`c``Y`9f`\_Ybbhb]ggY`ni  
[ Yk ]bbYb`Z0f`UbghY`YbXY`5i`Z[ UVYb`]b`XYf`@][ Už`k ]Y`Zi`ggVU``XY  
VYgWk fY]Vh"

5`g`J`cf[ YgWk`a`UW`\_`Ui`Z`X]Y`\_ca`a`YbXY`GU]gcb`nY][ Yb`g]Wk`X]Y  
Gd]Y`Yf`XYg': 7`9bYf[ ]Y`7chhVi g`VYfY]hi`bX`a`ch]j ]Yfhž`X]Y  
< YfUi`gZcfXYfi`b[ Yb`Ubni`bY`a`Ybž`X]Y`j`cf`]\bYb`]Y[ Yb``9]bY  
gdUbbYbXY`NY]h`Z0f`X]Y`A UbbgWk UZhi`bX`]\fY': UbghY`h`VYj`cf`

≠Zcfa`Uh]cbYb`i`bX`F`0W`V`]W\_Y`Ui`Z`X]Y`V]g\Yf][ Yb`HYghgd]Y`Y`g]bX  
Ui`Wk`VY]``][ U'`!cb`]bY`i`bX`B]YXYf`Ui`g]hn`U\_hi`Y``ni`Z]bXYb"

8YhU]`g	
Cfh	7chhVi gž`8Yi hgWk`UbX
Ei`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "b]YXYf`Ui`g]hn!U_hi`Y``XY</li> <li>• k k k ""[ U'`!cb`]bY"XY</li> <li>• hfU]b]b [ !gYfj ]Wk"Zi`ggVU``XY</li> </ul>

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