

# G]a gcb!: Ub g`hfUi Yfb. '8 8 F!GWÅhnY`]b B Ui Yb`VY]`6fUbX`j Yf`cfYb`°

⊕`B Ui Yb`fk Uj Y`UbXĸ'nYfghŌfhY`Y]b`6fUbX`k Yfhj`c`Y`G]a gcb!  
: U\fnYi [ Y`i bX`ZŌ\fhY`ni`Y]bYa` [ YgWÅÅnhYb`GWÅUXYb`]b  
A`j`]cbYb\Ō\Y"



B Ui Ybž`< Uj Y`UbXž`8Yi hgWÅ`UbX`!`⊕`XYf`BUW`hj`ca``%\*"`ni`a  
%+`": YVfi`Uf`&\$&)` [ YgWÅ`U\`XUg`i`b`ZUggVUfY.`'9]b`6fUbX`nYfghŌfhY  
]b`B Ui Yb`]a`< Uj Y`UbX`Y]bY`@U[ Yf`!`i`bX`K`Yf`\_ghUhhghÅhhYž`X]Y`ZŌf  
j`]Y`Y`G]a gcb!: Ub g`Y]b`ŌVYfUi`g`k`]W`h][ Yf`C`fh`k`Uf`"8`Yf  
: Yi`YfhYi`ZY`k`ŌhYhY` [ Y[ Yb`&`" ` \$`i` \f`i`bX`\]bhYf`]Y»`Y]bY`Gdi`f`XYf  
J`Yfk`Ōghi`b[. `i`b`YfgYhn`]WÅY` : U\fnYi [ Y`k`]Y`j`]Yf`G) %ž`nk`Y]  
GWÅk`U`VYbž`Y]b`G]a gcb!F`c`Yf`i`bX`Y]b`E`i`UX`[ `]b[ Yb`]b`XYb  
: `Ua`a`Yb`Ui`Z`'5i`WÅ`Y]b`9fgUhhY]`U[ Yf`i`bX`Y]bY`Ghfc`d`fYggY  
Z]Y`Yb`XYa` : Yi`Yf`ni`a`C`d`ZYfž`k`Ug`XYb`VYhfc`ZYbYb`A`]h[ `]Y`XYfb  
XYf`G]a gcb!; Ya`Y]bgWÅ`UZh` @`WÅ`\_c`VYb`<`Ub`ZUVf]\_`gWÅk`Yf  
ni`gYhnhY`"@Ui`h`a`**Un!`c`b`]bY`"XY`VY`Åi`Zhig]WÅ`XYf` [ YgWÅÅnhY`  
GWÅUXYb`Ui`Z`fi`bX`-`"\$`\$\$`'9i`fc`ZŌf`X]Y`VYhfc`ZYbYb`DYfgcbYb`"**

8]Y`C fhgk Y\ fZØ\ fi b[ `i bhYf`DUgWU`7\Ya b]hn`[ UV`Ubž`XUgg  
nU\`fY]WXY` : Yi Yfk Y\`f`Yi hY`ja `9]bgUhn`k UfYbž`i a `X]Y` : `Ua a Yb  
ni ``ÖgWXYb``8]Yg`k Uf`\_Y]bY``Y]W\hY`5i Z[ UVYž`XYbb`X]Y`Y]g][ Yb  
HYa dYfUhi fYb`ZØ\fhYb`XUni ž`XUgg`K UggYf`]b`XYb`GW\`Äi WXYb  
Zfcf``8Yf`6fUbX`nØbXYhY`b]W\h`bi f`X]Y`@U[ Yf\U``Yž`gcbXYfb`Ui W\  
X]Y`D\`chc`j c`hU]\_Ub`U[ Y`Ui ZXYa `8UW``5i W\`5bk c\`bYf`k UfYb  
VYhfcZYb`i bX`k i fXYb`[ YVYhYbž` : YbghYf`i bX`HØfYb`[ YgW\`cggYb  
ni `U`hYbž`XU`dchYbn]Y``[ ]Zh][ Y`F`Ui W\ [ UgY`ZfY][ YgYhnh`k i fXYb``  
8]Y`@ÖgW\UfVY]hYb`nc[ Yb`g]W\`V]g`ni a `J`cfa` ]hhU[ `]\bž`k cVY]`Y]b  
; i hUW\hYf`Ua `6fUbXcfh`Y]b[ fY]ZYb`gc``ž`i a `XYb`[ YbUi Yb  
<Yf[ Ub[ `ni `Yfa` ]hY`b``8]Y`[ YgUa hY`9]bf]W\hi b[ `k`]fX`U`g`hchU`  
Ui g[ YVfUbbh`Y]b[ Yghi Zhž`i bX`X]Y`GW\`ÄXYb`k YfXYb`]b  
A ]``cbYb\Ö\Y` [ YgW\`Ämhž`VYf]W\hYh`fVV&("XY"

## Gc`]XUf]hÄh`i bX`i bhYfghØhni b[

8]Y`hfU[ ]gWXYb`J`Yf`i ghY`\UVYb`X]Y`G]a`gcb!7ca`a`i`b]hm`i]b`B`Ui`Yb  
YfgW\ØhYfhž`i`bX`j`]Y`Y`\UVYb`]\`fY`6YhfcZYb\`Y]h`Ui`g[ YXfØW`\_h`  
7\Ya`b]hnž`XYf`Ui`W\`Y]b`i`bfYghUi`f]YfhYg`A`cdYX`U`g`GW\Yi`bYbZi`bX  
j`Yf`c`fYb`\`Uhž`gck`]Y`UbXYfY`A`h][`]YXYf`\UVYb`Y]bY`7fck`XZi`bX]b[`!  
5\_h]cb`]bg`@YVYb`[`Yfi`ZYbž`a`]h`XYa`N]Y`ž`%)`"\$\$\$`9i`fc`ZØf`X]Y  
VYhfcZYbYb` : fYi`bXY`i`bX`VYgcbXYfg`ZØf`A`Ufj`]b`i`bX`@Ui`fU`ni  
gUa`a`Y`b``I`bhYfghØhni`b[`\_Ubb`Yb`hk`YXYf`X]fY`\_h`ØVYf` ; c : i`bXA`Y  
YfZc`[`Yb`cXYf`Xi`fW\`?`cbhU`\_hUi`ZbU\`a`Y`a`]h`8`Ub]Y`U`7\Ya`b]hn  
i`bhYf`XYf`HY`Y`Zcbbi`a`a`Yf`\$%+`#&\$\*)`-`,`&`cXYf`dYf`9a`U]`Ub  
XUZbU4`Uc`"Wc`a`"

9]bY`d`cg]h]j`Y`9`bhk`]W`\_`i`b[`\_]ba`]hYb`XYf`HfU[`ØX]Y`]ghž`XUgg  
a`]bXYghYbg`Y]b][`Y` :`U\`fnYi`[`Y`k`]Y`Y]bY`5K`C`fY]b`J`]YfhU`\_h  
A`chc`ffUX`È`i`bX`Y]b`A`N!A`chc`ffUX`Ui`g`NgW\`cdUi`[`YfY`hhY`h`k`YfXYb  
\_`cbbhYb``6Y]`U``Yf`HfUi`Yf`[`]Vh`Yg`Ui`W\`Y]bYb`@]W\`hV`]W`\_`8Yf  
G]a`gcb!HfYZZ]b`<`YfhYZY`X`]gh`ZØf`XYb`%'`"GYdhYa`VYf`&\$&)  
[`Yd`Ubhž`k`c`X]Y`7ca`a`i`b]hm`ini`gUa`a`Yb`\_`ca`a`Yb`a`ØW\`hYž`i`a`XYb  
;`Y]ghj`cb`G]a`gcb`ni`VYk`U\`fYb`i`bX`X]Y`HfUX]h]cb`YVYbX][`ni  
\`U`hYb"

8]Y` ;`YgW\`]W\`hY`j`c`b`G]a`g`c`b`

G]a gcbžY]bY`A Uf\_Y`a ]h`Y]bYf`Ub[ Yb`i bX`VYk Y[ hYb`i ; YgW]W]hYž  
 \Uh]\fYb`i fgdfi b[ `]a` ž\`f`%+( \$ž`U`g`X]Y`YfghY`6Ug]g`U`g  
 GW]bY]XYa Ø`Y`Ua` GhUbXcfh`Yff]W]hYh`k i fXY``i fgdfØb[ `]W  
 ghY`hY`XUg`i bhYfbY\`a Yb`K UZZYb`Yf`i bX`Yf`Ub[ hY`]a` @Ui ZY`XYf  
 ž\`fY`VYgcbXYfY`6Y`\_UbbhY]h`ZØf`X]Y`DfcXi \_]cb`j`cb  
 A chcffAXYfbž`j`cf`U`Ya` `?`Y]b`fUZh`fAXYfbž`X]Y`UV`XYb`%-`\*`\$Yf  
 ž\`fYb`Ybcfa`dcdi`Àf`k`i`fXYb``8]Y`DfcXi \_]cb`X]YgYf  
 ?i`hZU\fnYi [ Y`\Uh`V]g`]b`X]Y`-`\$Yf`ž\`fY`Ub[ Y\`UhYbž`k ]Y`Ui`Z`  
**K ]\_]dYX]U**É`bUW]ni`YgYb`]gh"

8]Y`HfU[ ØX]Y`j`cb`BUi`Yb`nY][`h`b]W]h`bi`f`X]Y`NYfVfYW]`W]\_Y]hj`cb  
 a`UhYf]Y`Ya` `;`i`hž`gcbXYfb`Ui`W]`X]Y`?`fUZh`i`bX`XYb`Ni`gUa`a`Yb`U`h  
 Y]bYf`;`Ya`Y]bgW]UZh`X]Y`ZØf`]fY`@]XYbgW]UZh`i`bX`]fY  
 ;`YgW]W]hY`Y]bghY`h`i`ž`X]YgYb`gW]k`YfYb`NY]hYb`]gh`Yg`k`]W]h][`ž  
 XUgg`k`]f`ni`gUa`a`Yb`U`hYb`i`bX`X]Y`6YhfcZZYbYb`i`bhYfghØhnYbž`k`c  
 k`]f`\_ØbbYb``8Ug`GW]W]gU`X]YgYf`G]a`gcb!:`Ubg`VYfØ`fh`i`bX  
 Yf]bbYfhi`bg`XUfUbž`k`]Y`gW]bY``U`Yg`j`Yf`cfYb`[`Y`Yb`\_Ubb"

8YhU]`g	
Cfh	BUi`Ybž`<Uj`Y`UbXž`8Yi`hgW]`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• k k k "fVV&amp;("XY</li> <li>• XY"a "k ]_]dYX]U"cf[</li> </ul>

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