

GW c W\_ ]b ' < Ua Vi f[ . ' F YW hgYI hfYa Y  
UhhUW\_]YfYb ' < c`c WUi gh!; YXYb\_ghÀhhY °

I bVY\_UbbhY`VYgW a ]YfYb`<c`cWUi gh!; YXYb\_ghÀhhY`]b  
<Ua Vi f[ 'a ]hifYW hgYI hfYa Yb`Gma Vc`Yb/9fa ]hhi b[ Yb`XYg  
GhUUhgW i hnYg`Ui ZYb"



< Ubbcj YfgW Yf'6U\ b\ cZž'&\$ \$- ) ' < Ua Vi f[ ž'8Yi hgW`UbX`!  
I bVY\_UbbhY` \UVYb` \Yi hY`X]Y`<c`cWUi gh!; YXYb\_ghÀhhY`Ua  
< Ubbcj YfgW Yb'6U\ b\ cZ]b' < Ua Vi f[ 'a ]hifYW hgYI hfYa Yb  
Gma Vc`Yb`VYgW a ]Yfh"8]YgYf`J cfZU`ghY`h`XYb`YfghYb`5b[ f]ZZ`Ui Z  
X]Y'; YXYb\_ghÀhhY`gY]h]\fYf`9fÒZZbi b[ 'ja` ð\ f`&\$ %+`XUf"8Yf  
GhUUhgW i hn`XYg`@UbXYg\_f]a ]bU`Ua hg`\Uh`X]Y`9fa ]hhi b[ Yb  
Ui Z[ Ybca`a`Ybž`bUW`XYa`X]Y`GW a ]YfYfY]Yb`]b`Y]bYf  
DfYggYa ]hhY`i b[ `XYf`<UZbW]hm`VY\_Ubbh`[ Y[ YVYb`k`i`fXYb"8f"  
5bXfYUg`?`Y]bUi ž`XYf`J`c`fg]mYbXY`XYf`; YgW`À`Zhgz`Ø`fi b[ `XYf  
<UZbW]hm`<Ua Vi f[ ž`nY][ hY`g]W`YfgW`Ø`hhYfh`Ø`VYf`X]Y`GW`À`b`Xi b[  
XYg`; YXYb\_cfhYgž`XYf`U`g`nYbhfU`Yf`5i`g[ Ub[ gdi`b`h`ZØf`X]Y  
8YdcfhUh]cbYb`j`cb`ž`XYbž`G]bh]i`b`X`F`ca`U`nk`]gW`Yb`%-`(\$`i`b`X  
%-`())`X]Ybh"

Jcb`X]YgYa `\\ghcf]gW\Yb`6U\`b\cZ`k i fXYb`ØVYf`, "\$\$\$`A YbgW\Yb  
]b`Nk Ub[ gUfVY]hg`U[ Yfž; \Yhcg`i bX`?cbnYbhfUh]cbg`U[ Yf  
XYdcfh]Yfhž`k Ug`X]Y`6YXYi hi b[ `X]YgYg`CfhYg`i bhYfghfY]W\h"5a  
6U\`bghY][`&`Yf]bbYfb`&\$`BUa YbghUZY`b`Ub`X]Y`8Ydcfh]YfhYbž  
k Å\`fYbX`Y]b`žc!DUj ]`cb`Ua `@c\`gYd`Uhn`Y]bY  
, VYfV`]W\_gUi gghY`i b[ `V]YhYh"8]Y`Gh]Zhi b[ `; YXYb\_ghÅhhYb`Ybhk ]W\_Y`h`XYfnY]hY]b`8c\_i a YbhUh]cbgnYbhfi a  
XYb\_"a U`<Ubbcj YfgW\Yf`6U\`b\cZ`]b`XYf`BÅ\`Yž`i a `XUg  
; YXÅW\hb]g`Ub`X]Y`CdZYf`YVYbX][`ni `U`hYb"

Ni bU\`a Y`fYW\hgYI hfYa Yf`5b[ f]ZZY`Ui Z  
; YXYb\_ghÅhhYb

8]YgYf`JcfZU``]gh`b]W\h]gc`]Yfh`ni `VYhfUW\hYb.`?N!; YXYb\_ghÅhhYb  
]b`8Yi hgW\`UbX`VYf]W\hYb`j cb`Y]bYf`U`Ufa ]YfYbXYb`Ni bU\`a Y  
fYW\hgYI hfYa Yf`6YXfc\`i b[ Yb"9]bY`i a ZfU[ Y`XYg  
FYXU`\_h]cbgbYhmk Yf\_g`8Yi hgW\`UbX`f`B8Ě`\Uh`Yf[ YVYbž`XUgg  
; YXYb\_ghÅhhYb`k ]Y`8UW\Ui ž`6i W\Ybk U`Xž`6Yf[ Yb!6Y`gYbž  
BYi Yb[ Ua a Y`i bX`GUW\gYb\Ui gYb`#Uj YbgVfØW`\_Y]bY  
JYfXcdd`i b[ `XYf`JcfZÅ``Y`ZYgh[ YghY`h`\UVYb" `F ]\_c`U!; i bbUf  
@Øhh[ YbUi ž`ghY`j YfhfYhYbXYf`8]fY`hc`f`XYf`Gh]Zhi b[ ; YXYb\_ghÅhhYb  
6i W\Ybk U`Xž`VYgW\fy]Vh`X]Y`ghY][`YbXY`5bnU\`XYf`JcfZÅ``Y`U`g  
GY]ga c[ fUd\`ZØf`Y]bY`6YXfc\`i b[ `XYf`; fi bXZYghY`XYf  
6i bXYgfYdi V`\_]`"@Øhh[ YbUi `VYf]W\hYh`j cb`Y]bYa `5bgh]Y[ `XYf  
JUbXU`]ga i gZÅ``Y`j cb`Y]ba U`]a `AcbUh`j cf`nk Y]`š\`fYb`Ui Z  
bU\`Yni `k ØW\Ybh]W\`"

7`UfU`A UbgyZ`Xž`GdfYW\Yf]b`XYf`Gh]Zhi b[ `; YXYb\_ghÅhhYbž`Åi »Yfh`YVYbZU`g`6Ygc f[ b]g`ØVYf`X]Y  
ni bY\`a YbXYb`JUbXU`]ga i g!`i bX`GW\`a ]YfYfY]ZÅ``Y"8]YgY  
9bhk ]W`\_i b[ `nY][`h`g]W\`gck c\``]a `d\`mg]gW\Yb`FUi a `U`g`Ui W\`]a  
X][`]hU`Yb`6YfY]W\`"JYfYbU`6]Yf`ž`GdfYW\Yf]b`XYf`?N!; YXYb\_ghÅhhY  
8UW\Ui ž`\YVh`\Yfj cfž`XUgg`g]W\`5b[ f]ZZY`Ui W\`]b`XYb`X][`]hU`Yb  
FUi a `j Yf`U[ Yfb"9]bY`GdfYW\Yf]b`XYf`; YXYb\_ghÅhhY`6Yf[ Yb!  
6Y`gYb`VY`\_U[ hž`XUgg`XYa c`\_fUh]YZ]bX`]W\Y`i bX`fYW\hgfUX]\_U`Y  
5bg]W\hYb`ni bY\`a YbX`U`\_nYdh]Yfh`k YfXYb`]b`XYf`; YgY`gW\UZh"

; YgY`gWUZh]WY`5i gk ]f\_i b[ Yb

8]Y`VYgcf[ b]gYffY[ YbXYb`9bhk ]W`i b[ Yb`k YfXYb`Xi fW`Y]bY  
Ghi X]Y`XYf`GD8!bU\Yb` : f]YXf]W!9VYfh!Gh]Zhi b[ `i bhYfa Ui Yfhz`X]Y  
Y]bY`Yf\`O`hY`9a dZAb[ `]W`\_Y]h`Z0f`fYW`hgYI hfYa Y`i bX  
XYa c\_fUh]YZ]bX`]W`Y`9]bghY``i b[ Yb`]b`8Yi hgW`UbX`nY][ h``8Yf  
5bhY]`XYf`60f[ Yf`a ]h`Y]bYf`\_`Uf`fYW`hgYI hfYa Yb`Cf]Ybh]Yfi b[ `U`h  
g]W`XYa bUW`Ui ZYhk U`UW`h`Dfc`nYbhj YfXfY]ZUW`h``8]YgY  
U`Ufa ]YfYbXYb`NU\`Yb`j YfXYi h`]W`Yb`X]Y`d`f`A[ bUbhY  
[ YgY`gWUZh]WY`<YfUi gZcfXYfi b[ ž] cf`XYf`8Yi hgW`UbX`ghY`h`

8]Y`Dc`nY]`<Ua Vi f[ `V]hhYh`NYi [ Ybž`X]Y`<]bk Y]gY`ni `XYb  
i bVY`UbbhYb`H`hYfb`\UVYbž`g]W`i bhYf`XYf`HY`YZcbbi a a Yf  
\$( \$#( &, \*!) \*+, - `ni `a Y`XYb``5b[ Yg]W`hg`XYf`ghY][ YbXYb`NU\`Ub  
JcfZ`Yb`Ub` ; YXYb\_gh`hhYb`]gh`Yg`j`cb`[ fc»Yf`6YXYi hi b[ ž`XUg  
9f]bbYfb`i bX`X]Y`5i Z`Àfi b[ `0VYf`X]Y` ; f`Ai Y`XYf`J`Yf[ Ub[ Yb`Y]h  
k Y]hYf`b`U`hj`ni`Z0fXYfb`

8]Y`9fY][ b]ggY`i a `X]Y`<c`cWUi gh!; YXYb\_gh`hhY`]b`<Ua Vi f[ `g]bX  
HY]`Y]bYg[ f0»YfYb`DfcV`Ya gž`XUg`b]W`h`bi f`X]Y`Gh`XhYž`gcbXYfb  
X]Y`[ YgUa`hY` ; YgY`gWUZh`VYhf]Zh`XYb`l a [ Ub[ `a ]h`XYf  
; YgW]W`hY`i bX`XYf`J`YfUb`\_Yfi b[ `X]YgYf`H`Ya Yb`]b`XYf  
; Y[ Ybk`Ufh`

H!C b`]bY`VYf]W`hYhž`XUgg`

K Y`h`VYf]W`hYh`0VYf`

HU[ Yggd]Y[ Y`Z0\fh`Ui`gž`XUgg`

8YhU]`g	
JcfZU``	JUbXU`]ga ig
Cfh	<Ubbcj YfgWYf`6U\b\cZž&\$-\$-) `<Ua Vi f[ ž 8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• \Ua Vi f[ "h!c b`]bY"XY</li> <li>• k k k "k Y`h"XY</li> <li>• k k k "hU[ Yggd]Y[ Y`"XY</li> </ul>

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