

7\Ya b]hnYf'5ni V]g'[ YghU`hYb`X]Y  
Ni \_i bZh. `? i bgh'hf]ZZh': U\fnYi [ VUi °

?ØbghYf'i bX`JK !5i gni V]`XYbXY`]b`7\Ya b]hn'[ YghU`hYb  
]bbcj Uh]j Y': U\fnYi [ Y`]a `F U\`a Yb`XYg`Dfc`Y`hg` H\Y`7Ufg  
K Y`@]\_Y "6Ygi WXYb`G]Y`XUg': U\fnYi [ a i gYi a °



Nk ]W\_Ui Yf`GhfU»Y`++ž`\$- %%&`7\Ya b]hnž`8Yi hgW\`UbX`!`8]Y  
Ni \_i bZh`XYg': U\fnYi [ VUi g`U`h]b`7\Ya b]hn`Y]bYb`\_fYUh] Yb  
5bghf]W\`Yf`U`hYb. `I bhYf`XYa `Dfc`Y`\_h]hY` H\Y`7Ufg`K Y`@]\_Y  
UfVY]hYb`XfY]?ØbghYf`ni gUa`a Yb`a ]h`XfY]`5i gni V]`XYbXYb`j`cb  
J`c`\_gk U[ Yb`Ub`Y]bYa`\_i bghj`c`Yb': U\fnYi [ \_cbnYdh`8UVY]  
bY\`a Yb`g]Y`XUg`H\Ya U': U\ffUX`]b`XYb': c\_i`g`i bX`gYhnYb`g]W\`a ]h  
XYf`hYfd`fYhUh]cb`XYg`Dfc`Y`\_h]hY`g`Ui Z`gdUbbYbXY`K Y]gY  
Ui`gY]bUbXYf`h`Y]bYf`8]g\_i`gg]cb`ØVYf`X]Y`5bVf]b[ i b[ `Y]bYg  
GdUbb[ i fhg`Ub`Y]bYa`XYf': U\ff`ÅXYf`ghfYVYb`X]Y`6YhY]] [ hYb`Ubž  
XUgg`XUg`F`UX`k Y]hYf\]b`VYbi`hnVUf`V`Y]Vhž`k Ug`X]Y`\_fYUh]j Y  
<YfUb[ Y\Yb`gk Y]gY`XYf': fi`ddY`i bhYfghfY]W\`h`8]Y': fi`bX`U[ Y  
]\fYg`9b`hk`i`fZg`V]`XYb`XfY]: U\ff`ÅXYf`ž`X]Y`Y]b`F`YW`hYW`\_Ui`g  
HfUj`YfgYb`hfU[ Yb`Gc`g]bX`gck`c\`?i`bgh`U`g`Ui`W\`: i`b`\_h]cbU`]h`h

ni [ `Y]Wk [ [ Yk U\ fhž`k ]Y`X]Y : fY]Y`DfYggY`VYf]Wk hYh`

8cWk`k Ug`k ÅfY`7\Ya b]hn`c\`bY`gY]b`fY]Wk\`U`h][ Yg` : U\`fnYi [ YfVY3  
æ` <YfnYb`XYf`GhUXh`VY]b`XYh`g]Wk`XUg`A i`gYi a`ZØf`gÅWk]g]WkY  
: U\`fnYi [ Yž`Y]b`VYgcb`XYfYg`<][ \`][ \`h`ZØf`U`Y`HYWk]b]\_!`i`bX  
; YgWk]Wk]hg]bhYfYgg]YfhYb"; Y[ fØb`XYh`%-`-`'`j`cb` : f]YXYf`6UWk`i`bX  
bUWk`gY]bYf`9fØZbi`b[ `]a` `K`UggYfgWk`c`gg`?`UZZYb`VUWk`%-`-` )`ž  
k`i`fXY`XUg` : U\`fnYi [ a`i`gYi a`&\$\$,` `]b`X]Y`\]ghcf]gWkYb`GhYfb!  
; UfU[ Ybž`Y]bY`XYf`Å`hYghYb`<`cWk [ UfU[ Yb`]b`8Yi`hgWk`UbXž  
j`Yf`U[ Yfh`"5i`Z%\$\$\$`a` ‡5i`gghY``i`b[ gZÅWkY`dfÅgYbh]YfhYg`a`Y\`f  
U`g`&\$\$`9l`dcbUHy`j`cb`ØVYf`)`\$`<YfghY``Yfbž`XUfi`bhYf`%)`\$  
5i`hca`cV]`Yž`A`chc`ffÅXYf`i`bX` : U\`ffÅXYf`"K`\_]dYX]U`\`YVh`\`Yfj`cfž  
XUgg`%))` `X]YgYf` : U\`fnYi [ Y`]a` `6Yg]hn`XYf`GhUXh`7\Ya b]hn`i`bX  
( )`i` `df]j`UhY`@Y]\ [ UVYb`g]bX"

## 8 ]Y`J ]Y`ZU`h`XYf`5i`gghY``i`b [

8Ug`A i`gYi a` `YfnÅ`\`h`X]Y`gdUbbYbXY` ; YgWk]Wk`hY`XYg`gÅWk]g]WkYb  
: U\`fnYi [ VUi`g`ØVYf`j`YfgWk]YXYbY`9dcWkYb`\]bk`Y [ "8]Y  
5i`gghY``i`b[ gVYfY]WkY`fY]WkYb`j`cb`XYf`ZfØ\`Yb`A`chc`f]g]Yfi`b [   
f%,` , )` %-`%,` Ł`ØVYf`X]Y` ; c`XYbYb`&\$Yf`f%-`& )` %-`'` Ł`V]g`\]b`ni`f  
GhU[ bUh]cb`f%-`+%`%-`-\$Ł`Ni`XYb`VYgcb`XYfYb`9l`dcbUHyb`nÅ`\`Yb  
XUg`Å`hYghY`A`chc`ffUX`8Yi`hgWk`UbXg`i`bX`Y]bn][ Ufh][ Y  
Bi`hnZU\`fnYi [ Y`"Ni`XYa` ` \_ØbbYb`6Ygi`WkYf]bbYb`i`bX`6Ygi`WkYf`Ub  
fY[ Y`a`Å»][ Yb`Gcb`XYfUi`gghY``i`b[ Yb`i`bX` : U\`fnYi [ hfY`ZZYb  
\]ghcf]gWkYf`gÅWk]g]WkYf`A`Uf`\_Yb`hY]`bY\`a`Ybž`k`Ug`XUg`A i`gYi a  
ni`Y]bYa` ``YVYbX][ Yb`C`fh`XYf`6Y[ Y[ bi`b[ `i`bX`XYg  
K`]ggYbgUi`ghUi`gWkYg`a`UWk`h"

Hfchn`X]YgYf`VYY]bXfi`W`\_Yb`XYb`GUa`a` `i`b[ `g]Y\`h`g]Wk`XUg`A i`gYi a  
Ui`Wk`<YfUi`gZc`fXYfi`b[ Yb`[ Y[ YbØVYf`"æ` `š\`f`&\$%` `a`i`gghY`X]Y  
GhUXhj`Yfk`U`hi`b[ `Ui`Z[ fi`bX`Z]bUbn]Y``Yf`9b[ dÅggY`ØVYf`Y[ Ybž  
9l`dcbUHy`ni`j`Yf`\_Ui`ZYb`"8Yf`J`Yf`\_Ui`Z`k`i`fXY`Y`XcWk`bUWk  
`Ui`hghUf`\_Ya` `DfchYgh`Ui`g`XYf`6Yj`Ø`\_Yfi`b[ `i`bX`j`cb`GhUXhf`Å`hYb  
UV[ Y`Y\`bh`"Å\`f]WkY` : ØfXYfa` ]hY`XYf`GhUXh`7\Ya b]hn  
i`bhYfghØ`hnYb`XUg`A i`gYi a`ni`gÅhn`]Wk`i`bX`Yfa`Ø[ `]WkYb`XYb`9f\`U`h  
X]YgYf`\]ghcf]gWkYb`GWk`Å`hnY`"8]Y`A`]h[ `]YXgWk`UZh]a` ` : fYi`bXYg`\_fY]g  
HYWk]b]\_\]ghcf]gWkYf`A`i`gYYb`XYf`fY[ ]cb`7\Ya b]hn`gcf[ h`ZØf`Y]bY

k Y]hYf\]b`ghUf\_Y'; Ya Y]bgWUZh'X]Y`g]W`ZØf'XYb`9f\U`h'XYf  
 hYW.b]gWYb`i bX`\_i`hi fY`Yb'; YgW]W`hY`Y]bgYhnž`k ]Y`XUg`  
 A i gYi a `ZØf`gÅW`g]gW`Y': U\fnYi [ Y`VYhcbh"

8YhU]`g	
C fh	Nk ]W_Ui Yf`GhfU» Y`++ž`\$- %%&`7\Ya b]hnž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "ZfY]YdfYggY"XY</li> <li>• XY"a "k ]_]dYX]U"cf[</li> <li>• XY"k ]_]dYX]U"cf[</li> </ul>

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