

Nk ]W\_Ui 'ghUfhYh'a ]h'6Øf[ YfVYhY]' ][ i b[  
ni f'Ni \_i bZh'XYf'K Åfa Yj Yfgcf[ i b[ °

Nk ]W\_Ui 'd'Ubh'\_ca a i bU'Y'K Åfa Yj Yfgcf[ i b[ .  
≠Zcfa Uh]cbgj YfUbghU'hi b[ 'ni f'bUW\U'h][ Yb  
K Åfa Yd'Ubi b[ 'Ua ' & ' " ' & \$ & ) "



Nk ]W\_Ui ž'8 Yi hgW\`UbX '!≠'Nk ]W\_Ui 'XfY\`h'g]W\`U`Yg'i a 'X]Y  
K Åfa Yd'Ubi b[ °'5a ' & ' " ' & \$ & ) ]ZUbX'ja 'l V]bYi a 'X]Y'YfghY  
ÖZZbh'j]W\`Y'≠Zcfa Uh]cbgj YfUbghU'hi b[ 'ni f'\_ca a i bU'Yb  
K Åfa Yd'Ubi b[ 'ghUhhž'ni 'XYf'g]W\`fi bX'' ) ]bhYfYgg]YfhY  
6Øf[ Yf]bbYb'i bX'6Øf[ Yf'Y]b[ YZ' bXYb'\UVYb''8]Y'J YfUbghU'hi b[  
\UhY'XUg'N]Y'ž'ØVYf'X]Y'N]Y'Yž'< ]bhYf[ fØbXY'i bX'YfghYb  
9f[ YVb]ggY'XYf'ghfUhY[ ]gW\`Yb'D'Ubi b[ 'ni f'ni \_ØbZh][ Yb  
K Åfa Yj Yfgcf[ i b[ 'ni 'j]bZcfa ]YfYb''< ]YfVY]'ghY'h'X]Y'GhUXh  
Nk ]W\_Ui '\_Ufž'XUgg'X]Y'\_ca a i bU'Y'K Åfa Yd'Ubi b[ 'Y]b'fYW\`h]W\`  
i bj YfV]bX'j]W\`Ygž'UVYf'YggYbh]Y'Yg'D'Ubi b[ g]bghfi a Ybh'XUfghY'hž  
XUg'UV'&\$&('ZØf'[ fÖ»YfY'?ca a i bYb'i bX'U'Ub[ Zf]gh][ 'ZØf'U'Y  
GhÅXhY'j YfdZ]W\`hYbX'k ]fX''8]Yg'k i fXY'i bhYf'UbXYfYa 'j cb'XYf  
GhUXhj Yfk U'hi b[ 'i bX'XYf'**J YfVUbXg!' i bX**

J YfVfUi W YfnYbhfU`Y`GUWgYb`Y"J "VYhcbh"

8 Ug`bgh]hi h`ZØf`bUW\U`h][ Y`9bYf[ ]Yj Yfgcf[ i b[ `fB9J Ł; a V<`Ui g  
FcgYb\Y]a `i bhYfVfY]hYhY`YfghY`9f[ YVb]ggY`XYf`6YghUbXg!`i bX  
DchYbn]U`UbU`mgY"8 UVY]`k i fXYb`b]W`h`bi f`VYghY\YbXY  
K`Àfa Yj Yfgcf[ i b[ gghfi `hi fYb`i bX`XYf`U`hi Y`Y`K`Àfa YVYXUfZ  
i bhYfgi W`h`gcbXYfb`Ui W`a`Ò[ `]W`Y`K`Àfa Yei Y`Yb`k ]Y  
5Vk`Àfa Yž`I a k Y`hk`Àfa Yž`Gc`Ufh\Yfa ]Y`i bX; Ych\Yfa ]Y`]b`XYb  
6`]W`[ Ybca`a Yb"8]Y`D`Ubi b[ Yb`g]bX`Y]b`k ]W`h][ Yf`GW`f]hh`]b  
F]W`hi b[ `Y]bYf`bUW\U`h][ Ybž`YZZ]n]YbhYb`i bX`j`cf`U`Ya  
hfY]V\Ui g[ UgbYi hfU`Yb`K`Àfa Yj Yfgcf[ i b[ `V]g`ni a``š\`f`&\$( ) ""9g  
[ ]`h`ž`j`YfgW]YXYbY`J`Yfgcf[ i b[ gcdh]cbYb`Ui gni `chYb`i bX`X]Y  
K`Y]W`Yb`ZØf`Y]bY`\_]a UZF`Yi bX`]W`Y`Ni`\_i bZh`ni`ghY`Yb"

; Ygdf`ÀW`gVYXUfZ`i bX`6YhY]`][ i b[

B UW`XYb`]bZcfa Uh] Yb`J`cfhf`À[ Yb`[ UV`Yg`ZØf`X]Y`5bk YgYbXYb  
Ui gfY]W`YbX`F`Ui a ž`i a` : fU[ Yb`ni`ghY`Yb`i bX`5bfY[ i b[ Yb  
Y]bni Vf]b[ Yb"6Ui VØf[ Yfa`Y]ghYf]b`G]j ]U`E`i YW`k ]Yg`XUVY]`Ui Z  
X]Y`ghfUhy[ ]gW`Y`6YXYi hi b[ `XYf`K`Àfa Yd`Ubi b[ `ZØf`Nk ]W`Ui`]\]bž  
]bgVYgcbXYfY`]b`6Yni [ `Ui Z`X]Y`J`Yfgcf[ i b[ gg]W`Yf\Y]h`i bX`X]Y  
\_f]h]gW`Y`bZfUghfi `hi f`XYf`GhUXh"8]Y`F`ØW`a`Y`Xi b[ Yb`Ui`g`XYf  
J`YfUbghU`hi b[ `k`YfXYb`]b`X]Y`k`Y]hYfY`D`Ubi b[ `Y]bZ]Y»Ybž`k`Ug  
nY][ hž`XUgg`X]Y`GhUXh] Yfk`U`hi b[ `Ui Z`X]Y`A`Y]bi b[ Yb`]fYf`6Øf[ Yf  
[ fc»Yb`K`Yfh`Y[ h"

9]b`k`Y]hYfYg`<][ \`][ \h`XYf`J`YfUbghU`hi b[ `k`Uf`XYf` : UW`j`cfhfU[  
XYf`J`YfVfUi W`YfnYbhfU`Y`GUW`gYb`Y"J"ž`XYf`g]W`a`]h`H\Ya`Yb`k`Y]  
<Y]ni b[ gk`YW`gY`ž`[ YgYhn`]W`Yb`5bZcfXYfi b[ Yb`bUW`XYa  
; YV`Ài`XYbYf[ ]Y[ YgYhn`f] 9; Łž`GUb]Yfi b[ ga`U»bU`a`Yb`gck`]Y  
: ØfXYfa`Ò[ `]W`\_Y]hYb`fi bX`i a`XYb`I`a`gh]Y[ `Ui Z`\_]a UZF`Yi bX`]W`Y  
<Y]nhYW`bc`c[ ]Yb`VYgW`ÀZh][ hY"bZcfa`Uh]cbYb`XUni`g]bX`Ui Z`XYf  
b`hYfbYhgY]hY`XYg`5a`hYg`ZØf`I`a`k`Y`hi bX`GhUXhd`Ubi b[  
ni [ `Àb[ `]W`"

9]b`k`]W`h][ Yf`GW`f]hh`]b`X]Y`Ni`\_i`b`Zh

8]Y`GhUXh`Nk`]W`Ui`]gh`gY]h`XYa`Gd`Àhgca`a`Yf`&\$( `]bhYbg]j`Ua

5fVY]hYb`Ub`]\fYa`\_ca`a`i`bU`Yb`K`Åfa`Yd`Ub`"8]YgYf`gc`V]g`9bXY  
 &\$&) `j`cf`Y]`Yb`i`bX`X]Y`?`ccfX]bUh]cb`ØVYfb]a`a`h`XUg`GUW`[`YV]Yh  
 l`a`k`Y`h`i`bX`?`]a`U`]a`5a`h`ZØf`l`a`k`Y`h`i`bX`GhUXhd`Ubi`b["`A`]h`XYf  
 9fghY`i`b["`VYUi`ZhfU`[`h`k`i`fXY`X]Y`=B`9J`];`a`V`<`ž`X]Y`Ui`W`X]Y`YfghY  
 J`YfUbghU`hi`b["`YfZc`[`fY]W`X`i`fW`[`YZØ`fh`U`h`K`Y]hYfY  
 =Zcfa`Uh]cbgj`YfUbghU`hi`b["`Yb`g]bX`VYfY]hg`]b`D`Ubi`b["`ž`X]Y  
 bÅW`ghY`gc`V]a`<`YfVgh`&\$&) `ghUhhZ]bXYb"

5VYf`k`Ufi`a`\_]gh`XUg`;`UbnY`gc`k`]W`h][`3`9]bY`Y`hUV`]YfhYž  
 XY`\_UfVcb]g]YfhY`K`Åfa`Yj`Yfgcf`[`i`b["`]gh`Y]b`YggYbn]Y`Yf`6Ui`ghY]b  
 ZØf`Y]bY`\_]a`UbYi`hfU`Y`Ni`\_i`bZhi`bX`hfÅ[`h`ni`f`bUW`U`h][`Yb`i`bX  
 k`]fhgW`UZh]W`Yb`9b`hk`]W`\_i`b["`j`cb`Gh`X`hYb`i`bX`;`Ya`Y]bXYb`VY]"  
 8Yf`[`YgUa`hY`DfcnYgg`XYf`\_ca`a`i`bU`Yb`K`Åfa`Yd`Ubi`b["`fP`K`DŁ  
 nY][`h`a`Y`f`YfY`G`W`f]hhY.`j`cb`XYf`9fZUggi`b["`XYg`=gh!Ni`ghUbXg`ØVYf  
 X]Y`9b`hk`]W`\_i`b["`fYU`]g]YfVUfYf`GnYbUf]Yb`V]g`ni`f`g`W`f]hk`Y]gYb  
 l`a`gYhni`b["`i`bX`9fZc`[`ga`Yggi`b["`i`bhYf`9]bVYn]Y`i`b["`XYf  
 6Yj`Ö`\_Yfi`b["`9g`]gh`k`]W`h][`ž`XUgg`X]Y`6Øf`[`Yf`U`\_h]j`\_]b`XYb  
 :`cfhgW`f]hhY]b["`YVi`bXYb`k`YfXYbž`XYbb`XUg`Yf`Ø`h`b]W`h`bi`f`X]Y  
 5\_nYdhUbnž`gcbXYfb`ghÅf`\_h`Ui`W`X]Y`@YVYbgei`U`]h`h`j`cf`C`fh"

A`h`Y]bYa`\_]UfYb`:`c`\_i`g`Ui`Z`X]Y`<`YfUi`gZcfXYfi`b["`Yb`XYf  
 9bYf[`]Yj`Yfgcf`[`i`b["`UfVY]hYh`Nk`]W`\_Ui`\_Ui`Z`Y]b`ni`\_i`bZhgZÅ`][`Yg`i`bX  
 \_]a`UZF`Yi`bX`]W`Yg`B`Y`h`k`Yf`\_`\_]bž`XUg`gck`c`X]Y`6YXØfZb]ggY`XYf  
 5bk`c`b`Yf`U`g`Ui`W`X]Y`5bZcfXYfi`b["`Yb`XYg`?`]a`UgW`i`h`nYg`]b  
 9]b`\_`Ub["`Vf]b["`h`K`Yf`a`Y`f`ØVYf`XYb`U`\_hi`Y`Y`b`GhUbX`XYf  
 K`Åfa`Yd`Ubi`b["`YfZU`fYb`a`ØW`hYž`Z]bXYh`U`Y`b`chk`YbX][`Yb  
 =Zcfa`Uh]cbYb`Ui`Z`XYf`K`YVg]hY`XYg`5a`hg`ZØf`l`a`k`Y`h`i`bX  
 GhUXhd`Ubi`b["`]

|           |   |
|-----------|---|
| 8YhU]`g   |   |
| C`f`h     | Nk`]W`_Ui`ž`8Yi`hgW`_UbX  |
| E`i`Y`Y`b | <ul style="list-style-type: none"> <li>• k`k`k`"nk`]W`_Ui`"XY</li> <li>• a`Y]bYf[`]cbU`_ca`dUgg`W`a</li> <li>• k`k`k`"]YY"ZfUi`b`cZYf"XY</li> </ul> |

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