

J Yfa ]gghYf`GhYZUb`K ]bhYf`Ui g`>YbU.  
< ]bk Y]gY`Xf]b[ YbX`[ Ygi WX h°

8Yf`(- !`Ä\`f)[ Y`GhYZUb`K ]bhYf`k ]fX`gY]h`XYa`%) "'> b]`&\$&) `]b  
>`bU`j Yfa ]ggh" < ]bk Y]gY`ni f`U`\_hi Y`Yb`@U[ Y`g]bX`Xf]b[ YbX  
YfVYhYb"



< Yfa Ubb!D]ghcf!GhfU» Yž`\$++( ) `>YbUž`8Yi hgW`UbX`!`8Yf  
( - !`Ä\`f)[ Y`GhYZUb`K ]bhYf`Ui g`>YbU`k ]fX`gY]h`XYa` j Yf[ Ub[ YbYb  
GcbbhU[ ž`XYa`%) "'> b]`&\$&) ž`j Yfa ]ggh" `8]Y`5b[ Y\`Öf][ Yb`UVYb  
U`Ufa ]Yfh`ZYgh[ YghY`hž`XUgg`Yf`b]WX`h`Ui Z]\`fY`?`cbhU`\_hj`Yfgi`WX`Y  
fYU[ ]YfhY`" `&`gY]bYf`K`c\`bi`b[ `]b`XYf`<Yfa Ubb!D]ghcf!GhfU» Y  
ZUbXYb`g]Y`dYfg`Öb`]WX`Y;`Y[ Ybgh`ÄbXY`k`]Y;`Y`XV`ÖfgYž`A`cV]`hY`Y`Zcb  
i`bX`k`]WX`h][ Y`A`YX`\_Ua`Yb`hY`" `J`cb`GhYZUb`K ]bhYf`gY`Vgh`ZY`\`h  
`YXcW`YXY`Gdi`f`" `B`UWX`VUfb`VYf]WX`hYb`j`cb`Y]bYf`Y`hnhYb`G]WX`hi`b[  
nk`]gWX`Yb`XYa``%&`"i`bX`%` "'> b]ž`U`g`g]Y`\`b`ni`Y`hnh[ YgY\`Yb  
\`UVYb" `8]Y`Dc`nY]`gWX`Y]»`h`b]WX`h`Ui`gž`XUgg`g]WX`XYf`A`Ubb`]b`Y]bYf  
\`ZcgYb`@U[ Y`VY`Z]bXY`hi`bX`V]h`hY`h`XU\`Yf`i`a`< ]bk Y]gY`ni`gY]bYa  
5i`ZYb`h`U`hgc`fh`K`Yf`Y`hk`Ug[ YgY\`Yb`\`Uhž`gc`g]WX`a`]h`XYa  
`&gdY`\_h]cbgX]Ybgh`>`bU`i`bhYf`HY`Y`Zcb`\$`\*(`%`,`%`,`\$`cXYf`dYf`9!`A`U]

]b`J`YfV]bXi b[ `gYhnYbž`k ]Y`^YbUYf!bUWf]Wk hYb "XY`VYf]Wk hYh"

8]Y`G]hi Uh]cb`fi bX`i a`J`Yfa ]gghY`]b`š`bU`]gh`b]Wk h`bYi`"5a  
A ]hk`cWk`gi`Wk hYb`Dc`]nY]!HUi`Wk Yf`VYfY]hg`]b`XYf`GUU`Y`bUWk  
Y]bYa`" \*`"!`Å`f][`Yb`A`Ubbž`XYf`a`Ö[`]Wk Yfk`Y]gY`]b`X]Y`GUU`Y`  
[`Yghøfnh`gY]b`\_`ÖbbhY`"8]YgY`HUi`Wk Yf[`fi`ddY`XYf`  
6YfY]hgWk`UZhgd`c`]nY]`H\øf]b[`Yb`k`Uf`Ub`XYb`Gi`Wk`a`U`bU`a`Yb  
VYhY]`][`hž`bUWk`XYa`Gdøf\i`bXY`Yb`hgd`fY`Wk`Yb`XY`<`]bk`Y]gY`[`UVYb`"  
8Yf`A`Ubb`gh]Y[`Ua`")`"8YnYa`VYf]b`K`Y]a`Uf]b`Y]bYb`Ni`[  
F]Wk`hi`b[`]YfU`i`bX`gc`Yb`]\b`Y`hnhYbX`]Wk`]b`š`bU!;`ÖgWk`]hn  
j`Yf`UggYb`"\`UVYb`"5i`Wk`\"Yf`[`]Vh`Yg`V]g`Ub[`]Y]bY`<`]bk`Y]gY`Ui`Z  
Y]b`J`YfVfY`Wk`Yb`"8]YgY`9bhk`]W`i`b[`Yb`j`YfXYi`h]Wk`Ybž`k`]Y`k`]Wk`h][  
X]Y`Ni`gUa`a`Yb`UfVY]h`nk`]gWk`Yb`j`YfgWk`YXYbYb`9]bgUm`f`Å`ž`hYb`VY]  
XYf`Gi`Wk`Y`bUWk`j`Yfa`]gghYb`DYfgcbYb`]ghž`VYf]Wk`hYh`hU[`&(`"XY`"

## 9]b`\_`ca`d`YI`Yg`Dfc`V`Ya`]b`8Yi`hgWk`UbX`

8Ug`5b[`YVch`Ub`I`bhYfghø`hni`b[`]ž`f`j`Yfa`]gghY`DYfgcbYb`]b  
8Yi`hgWk`UbX`]gh`j`]Y`gY]h][`ž`k`]Y`XUg`6i`bXYg`\_`f]a`]bU`Ua`h`f6?`5E`Ui`Z  
gY]bYf`K`YVgY]hY`XUf`Y[`h`9]bY`DYfgcb`[`]h`XUbb`U`g`j`Yfa`]gghž  
k`Ybb`g]Y`i`bYf`\_`Å`f]Wk`j`cb`]f`Ya`5i`Z`b`h`U`hgc`fh`UVk`YgYbX`]gh`i`bX  
Y]bY;`YZU`f`ž`f`]f`@`YVYb`c`XYf`]f`Y;`Ygi`bX`Y]h`Ub[`Ybca`a`Yb  
k`]fX`"8]Yg[`]h`b]Wk`h`bi`f`ž`f`9fk`UWk`gYbYž`gcb`XYfb`Ui`Wk`ž`f`  
A`]bXYf`Å`f][`Yž`X]Y`]b`ghUUh]Wk`Y`CV`i`h[`]Ybca`a`Yb`k`YfXYbž`k`Ybb  
g]Y`]f`Yb`@`YVYbg`\_`fY]g`j`Yf`UggYb`"a`š`f`&`\$`&(`VY]gd]Y`gk`Y]gY  
k`i`fXYb`fi`bX`%,`"%`\$`\$`?`]bXYf`U`g`j`Yfa`]ggh[`]Ya`Y`XYhž`j`cb`XYbYb  
-`\*`ž`+`i`V]g`š`f`YgYbXY`Ui`Z[`]Y`\_`Å`fh`k`YfXYb`\_`cbbhYb`"8]Y  
5i`Z`\_`Å`fi`b[`]gei`chY`ž`f`j`Yfa`]gghY`š`[`]YbX`]Wk`Y`U[`]VY]  
VYa`Yf`\_`Ybgk`YfhYb`-`+`ž(`i`"

8]Y`NU`\"XYf`:`Å`Y`]gh`YXcWk`U`Ufa`]YfYbX`"a`š`f`bi`Uf`&`\$`&)`k`UfYb  
øVYf`-`("`&`\$`J`Yfa`]gghYb`Z`Å`Y`]b`8Yi`hgWk`UbX`Yf`ZUgghž`k`c`VY]`h`Å[`]Wk  
Yhk`U`&`\$`\$`V]g`"``\$`\$`bYi`Y`:`U`bXi`b[`]Yb`\"]bni`\_`ca`a`Yb`"Ni`VYUWk`hYb  
]ghž`XUgg`a`Y`f`U`g`nk`Y`]8f]hhY`i`bgYfYf`j`Yfa`]gghYb`DYfgcbYb  
a`Å`bb`]Wk`g]bX`"8]YgY`GhUh]gh]\_`Yb`hfU[`]Yb`ni`f`GYbg]V`]g]Yfi`b[`]VY]ž  
k`]Y`k`]Wk`h][`Yg`]ghž`]b`gc`Wk`Yb`5b[`]Y`Y[`]Yb`Y]hYb`gc`Zc`fh`ni`\"UbXY`b  
i`bX`[`]Y[`]YVYbYb`ZU`g`gWk`bY`ni`\"Y`Z`Ybž`k`]Y`Ui`Z`XYf`K`YVgY]hY`XYg`  
6?`5`ni`YgYb`]gh`"

8]Y`Gi WXY`bUWX`j Yfa ]gghYb`DYfgcbYb`V`Y]Vh`U`gc`Y]bY`ghÅbX][ Y  
 <YfUi gZcfXYfi b[ ži bX`YXYf`<]bk Y]g`\_Ubb`VYXYi hYbX`gY]b``8]Y  
 Dc`nY]`Yfa i h][ h`X]Y`6Øf[ Yfž`Ui Za Yf\_gUa`ni`gY]b`i bX`j YfXÅWXh][ Y  
 6YcVUWXhi b[ Yb`ni`a`Y`XYb``>XYf`bcWX`gc`\_`Y]bY`<]bk Y]g`\_ÖbbhY  
 XYf`GWX`ØggY`ni`f`@Øgi b[ `Y]bYg`J Yfa ]gghYbZU``g`gY]b"

8YhU]`g	
Cfh	<Yfa`Ubb!D]ghcf!GhfU»Yž`\$++(`)``>YbUž 8Yi`hgWX`UbX
Ei`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "YbUYf!bUWX`f]WX`hYb"XY</li> <li>• k k k "hU[`&amp;(`"XY</li> <li>• k k k "V_U"XY</li> </ul>

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