

7Y`YVf]hm'7fi ]gYg. '&) \$ 'A ]``]c bYb 'ZØf  
hfUi a \ UZhY 'GW\ ]ZZga cXYfb]g]Yfi b[ °

7Y`YVf]hm'7fi ]gYg']bj Ygh]Yfh'&) \$ 'A ]``]c bYb'l G8 ']b 'X]Y  
A cXYfb]g]Yfi b[ 'XYf'Gc`gh]W!:'`chhY" 'BYi Y'9f`YVb]ggY'UV  
&\$&\* °



DUDYbVi f[ ž'8Yi hgW\`UbX`!`7Y`YVf]hm`7fi`]gYg`gYhnh`Y]b  
i a ZUj[ fY]W\Yg`A cXYfb]g]Yfi b[ gdfc[ fUa a`ZØf`X]Y`GW\]ZY`XYf  
Gc`gh]W!`?`UggY`i a`i bX`]bj Ygh]Yfh`ØVYf`&) \$`A`j`]cbYb`l`G!8c``Uf`]b  
X]Y`J YfVYggYfi b[ i bX`BYi [ YghU`hi b[ ``8]Y`YfghYb`A U» bU\`a Yb  
VY[ ]bbYb`a`]h`XYf`7Y`YVf]hm`Gc`gh]Wž`X]Y`U`g`YfghYg`GW\]Z`XYf  
: `chhY`a`cXYfb]g]Yfh`k`]fX``8]Y`5fVY]hYb`gc``Yb`V]g`A`Åfn`&\$&`\*  
UV[ YgW\`cggYb`gY]bž`bUW\XYa`i`[ fi bX`Y[ YbXY`J YfAbXYfi b[ Yb`]b  
UW\hj`YfgW\]YXYbYb`6YfY]W\Yb`j`cf[ Ybca`a`Yb`k`i`fXYb``8]Y  
GW\]ZYž`X]Y`]a`8i`fW\gW\`b]h`%&&`\$\$\$`6FN`a`YggYb`i`bX`j`cb`XYf  
A`9MØF`K`YfZh]b`DUDYbVi f[ `i`[ YVUi`h`k`i`fXYbž`k`YfXYb`XUVY]  
i a ZUggYbX`ØVYf\`c`h`

ŸXY`XYf`%`(`+-`?UV]bYb`k`]fX`YfbYi`Yfhž`i`a`XYb`i`;`ÀghYb`Y]b  
a`cXYfbYg`i`bX`\_ca`ZcfhUV`Yg`9f`YVb]g`ni`V]YhYb``a`F`U\`a`Yb`XYf  
F`Ybcj`]Yfi`b[ `k`YfXYb`Ui`W\`bYi`Y`6Ufg`i`bX`@ci`b[ Yg`Y]b[ Yf]W\`hYhž  
XUfi`bhYf`X]Y`6ci`Yj`UfX`@ci`b[ Yž`Y]bY`G\`ck`!`@ci`b[ Yž`i`bX`X]Y  
6ci`Yj`UfX`6Ufž`X]Y`g]W\`]b`XYf`BÀ\`Y`X]YgYf`@ci`b[ Y`VYZ]bXYh``9]bY  
[ Y\`cVYbY`GdcfhVUf`k`]fX`i`bhYf`XYa`BUa`Yb`7Y`YVf]hm`6UfWUXY  
YfØZbYhž`X]Y`XUg`i`fY]nY]hUb[ YVch`Ub`6cfX`VYfY]W\Yfb`k`]fX`

**B Yi Y`\_i`>`]bUf]gW\Y`<][ \`][ \hg`i`bX`  
: fY]nY]hUb[ YVchY`**

Ni`gÀhn`]W\`ni`XYb`bYi`Yb`6Ufg`k`]fX`Yg`Ui`W\`]bbcj`Uh]j`Y  
\_i`>`]bUf]gW\Y`5b[ YVchY`[ YVYb``8Ug`HfUhc`f]U`F`cggUž`XUg`a`]h  
a`cXYfbYa`8Yg][ b`i`bX`Cdi`Ybn`Ui`Zk`UfhYhž`i`bX`XUg`i`]bY`7i`h  
GhYU`\_`ci`gYž`Y]b`VY`\_UbbhYg`F`YghUi`fUb`hj`cb`XYb`7Y`YVf]hm`  
GW\]ZYb`XYf`9X[ Y!`?`UggYž`j`YfgdfYW\Yb`i`[ Ughfcbca`]gW\Y  
<][ \`][ \hg`Ui`Z\`c\`Yf`GYY`

9]b`k`Y]hYfYg`5i`[ Yba`Yf`\_`Y]Y[ h`Ui`ZXYf`i`YghU`hi`b[ `XYg`i`fY]XYW`\_g`  
8]YgYg`k`]fX`]b`XYb`Gi`bgYh`DUf`\_i`a`[ YghU`hYhž`XYf`Yhk`U`&`\$\$\$  
E`i`UXfUha`YhYf`[ fc»`]gh`i`bX`\`c\`Y`\_i`>`]bUf]gW\Y`5bgdfØW\Y`a`]h  
7cW`\_hU]`gž`F`UgYbgd]Y`Yb`i`bX`C`dYb!5]f!`?`cbnYfhYb`j`YfY]bh``5i`W\  
df]j`UhY`7UVU`bUg`i`bX`Y]bY`Yfk`Y]hYfhY`Gi`bgYh`6Uf`k`YfXYb`HY]`XYf  
BYi`Yfi`b[ Yb`gY]b`

=a`<]bV`jW\_`Ui Z`X]Y`Gi ]hYb[ `ÀghY`g]bX`i a ZUggYbXY  
 J YfVYggYfi b[ Yb`[ Yd`Ubh`B Yi` [ YghU`hYhY`Gi ]hYb`i bX`XYf`F YhfYUh!  
 6YfY]W`k YfXYb`ZØf`Y]b`bcW`i l i f]ÒgYfYg`9f`YVb]g`gc f[ Yb`  
 K Y]hYfY`a cXYfb]g]YfhY`6YfY]W`Y`i a ZUggYb`7UZ`5`6UW]cž`7Y`Uf  
 A UghYfgž`X]Y`K cf`X`7`Ugg`6Ufž`A Ufh]b]`6Ufž`Dcc`6Ufž`DUggdcfh`6Uf  
 gck ]Y`YI`\_`i g]j Y`6YfY]W`Y`k ]Y`6`i`ZØf`5ei U7`Ugg!; `ÀghY`i bX  
 @ a ]bUY`ZØf`F YhfYUh!; `ÀghY`5i W`XUg`i ]hbYgg`7YbhYf`i bX`XUg  
 7Ua d`Uh`GYU`Yf`U`hYb`Y]b`i dXUHy"

; fUbX`J cmU[ Y`&\$&\* #&\$&+

9]b`VYgcbXYfYg`<][`\\][`h`]gh`X]Y`[ Yd`UbhY`%%`%hÀ[ ]] Y` ; fUbX  
 J cmU[ Y ž`X]Y`j cb`A ]hY`GYdhYa VYf`&\$&\*`V]g`5bZUb[ `Ubi Uf`&\$&+  
 ghUhz]bXYb`k ]fX`"8]YgY`?fYi nZU`fh`k ]fX`]bg[ YgUa`h`))`N]Y`Y  
 UbghYi Yfb`i bX`V]YhYh`XYb` ; `ÀghYb`X]Y`A Ò[ `]W`\_Y]hž`X]Y`J ]Y`ZU`hi bX  
 GW`Òb`Y]h`XYf`VYgi W`hYb`F Y[ ]cbYb`ni`YbhXYW`Yb`"i a`XYb  
 ?ca Zcfh`XYf` ; `ÀghY`ni`[ Yk`À`f`Y]ghYb`ž`k YfXYb`X]YgY]b`XYf`F Y[ Y`  
 Ui ZUi ZY]bUbXYfZc`[ YbXY`?fYi nZU`fhYb`]a`gY`VYb`GW`]Zi bX`]b  
 XYfgY`VYb`?UV]bY`[ YVi W`h"

Hfchn`XYf`6i W`i b[ Yb`[ ]Vh`Yg`Y]b][ Y`k ]W`h][ Y`<]bk Y]gY`ZØf`X]Y  
 ; `ÀghY`DYfgcbU`[ Y[ Ybgh`ÀbXY`XØfZYb`k`À`f`YbX`XYg` , VYf[ Ub[ g]j cb  
 Y]bYf`?fYi nZU`fh`ni`f`UbXYfYb`]b`XYf`?UV]bY`[ Y`UggYb`k YfXYbž  
 Ui W`k Ybb`X]Y` : U`f[ `ÀghY`XUg`GW`]ZZUi Z[ fi bX`j cb  
 Nc`j cfgW`f]ZhYb`j Yf`UggYb`a ØggYb`" ð`VYgh]a`a`hYb` : `À`Yb`\_`Ubb`Yg  
 YfZcfXYf`]W`gY]bž`Y]bY`UbXYfY`?UV]bY`ni`Vi W`Ybž`k Ug`]b`XYf  
 BUW`hj cf`XYf`BYi gW`]Zi b[ `ni`VYUW`hYb`]gh"

8]Y` ; `ÀghY`gc`hYb`g]W`YfghY`Ybž`XUgg`g]Y`]f` ; Yd`ÀW`\_`Ua`Y`hnhYb  
 5VYbX`XYf`YfghYb`?fYi nZU`fh`dUW`Yb`i bX`]b`XYf`?UV]bY`UggYbž  
 i a`Y]bY`dfcV`Ya`cgY` , VYf[ UVY`ni`XYa`bYi Yb`FUi a`Ua`A cf[ Yb  
 XYf`5i ggW`]Zi b[ `ni`[ Yk`À`f`Y]ghYb"

8YhU]`g	
C fh	DUdYbVi f[ ž`8Yi hgW`_`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_fYi nZU`fh!dfUI ]g"XY</li> </ul>

8YhU]`g

- k k k "W`YVf]hmWfi ]gYg"Wca

6Ygi WX Yb `G]Y `i bg `Ui Z. `Y]bY!fY]gY"XY