

: fYa XYbZY]bX`]WX Yf', VYf[ f]ZZ']b  
A UfnU\b.'Dc`]nY]']a '9]bgUhn°

⊕'6Yf`]b!A UfnU\b'\_Ua 'Yg'ni 'ZfYa XYbZY]bX`]WX Yb  
, VYf[ f]ZZYb 'Ui Z: fUi Yb/X]Y'Dc`]nY]'Yfa ]hhY'h"  
8]g\_f]a ]b]Yfi b[ 'V`Y]Vh`Y]b'U\_hi Y`Yg'H\Ya U"



A Y\ fck Yf'5`YYž'%'&\*, - '6Yf`]bž'8Yi hgWX`UbX'!'⊕'6Yf`]b!  
A UfnU\b'\_Ua 'Yg'Ua '(%) "'> b]'&\$&) 'ni 'Y]bYa 'ZfYa XYbZY]bX`]WX Yb  
, VYf[ f]ZZ'Ui Z'nk Y]: fUi Ybž'XYf'X]Y'Dc`]nY]'Ui Z'XYb'D`Ub'f]YZ'  
; Y[ Yb'%'(.%) 'I \f'VY`Y]X][ hY'i bX'[ f]ZZY]bY'i bVY\_UbbhY`Y]bY  
&(!Å\ f][ Y: fUi 'Ubž'X]Y'a ]h`Y]bYa '<]XgWX UV'i bhYfk Y[ g'k Uf"  
Ni gUa a Yb'a ]h`Y]bYf'&&!Å\ f][ Yb'6Y\_UbbhYb'i bX`Y]bYa  
&+!Å\ f][ Yb'A Ubb'k i fXY'g]Y ]b'XYf'A Y\ fck Yf'5`YY`Ub[ Y[ f]ZZYb"  
8]Y'5b[ fY]ZYf]b'gWX]a dZh`X]Y'&(!Å\ f][ Y'ZfYa XYbZY]bX`]WX i bX  
gdi W\_hY`]\f`]bg'; Yg]WX'h"Ni XYa 'gWX'i [ 'g]Y'g]Y'a ]h`Y]bYa 'GW'i \ž  
k Å\ fYbX'X]Y'6Y[ `Y]hYf'j Yfgi WX'hYbž'XYb'GhfY]h'ni 'gWX`]WX'hYb"

B UW`XYa 'J cfZU``bU\ a 'X]Y'HUj YfXÅWX]h[ Y`X]Y'HUgWX`Y`XYf  
&(!Å\ f][ Yb'i bX'k UfZ'g]Y'a Y\ fZUWX`Ui Z'XYb'6cXYb"'5i WX`X]Y

&&!`Å\`f)[ Y`6Y[ `Y]hYf]b`k i fXY`ZfYa XYbZY]bX`]WÅ`VY`Y]X][ hž`U`g`X]Y  
i bVY`\_UbbhY` : fUi` j Yfgi WÅhYž`\`f`a ]h`XYa` `GW`i` \`]bg` ; Yg]WÅhni  
gWÅ`U[ Ybž`YXcWÅ`c`bY`g]Y`ni` `hfYZZYb``8]Y`HUHj`YfXÅWÅh][ Y  
ZØWÅhYhY`ja` `5bgWÅ`i` gg`j` ca` `HUhc`fh``8]Y`Dc`]nY`]`ghY` ``hY`ZYghž`XUgg  
X]Y` ``Y]WÅhYb` ; Yg]WÅhgj`Yf`Yhni` b[ Yb`XYf`Ub[ Y[ f]ZZYbYb` : fUi` `b]WÅh  
VY\`UbXY`h`k`YfXYb`a` i` gghYb``8Yf`Dc`]nY`]WÅY`GhUUhgWÅi`hn`XYg  
@UbXYg`\_f]a` ]bU`Ua` hg`6Yf`]b` \`Uh`X]Y`9fa` ]h`i` b[ Yb`ØVYfbca` a` Ybž  
i` a` `k`Y]hYfY`8YhU]`g`ni` ` \_`ÅfYbž`X]Y`ni` `X]YgYf`HUh`ZØ`f`hYb`  
**VYf]WÅhYh`X]Y`Dc`]nY`]6Yf`]b`**

## Ni`gÅhn`]WÅY`J`c`f`ZÅ``Y`]b`XYf`l`a` [ YVi`b[

8Yf`J`c`f`ZU``]b`A`UfnU`b`]gh`b]WÅh]gc`]Yfh`@Ui`h`**HU[ Yggd]Y[ Y`**  
gc``Yb`ni`XYa` `Ua` `HU[ `j`c`f`XYa` ` ,` VYf[ f]Z`nk`Y]`A`ÅbbYf`j`]Yf  
A`ÅXWÅYb`ja` `[ `Y]WÅYb`GhUXhY`]`ZfYa`XYbZY]bX`]WÅ`VY`Y]X][ h`\`UVYb``  
8]Y`A`ÅbbYfž`VY[ `Y]hYh`j`cb`Y]bYa` `ž` [ YbX`]WÅYb`i`bX`Y]bYa  
ž` b[ Ybž`]a` ]h]YfhYb`5ZZYb[ YfÅi`gWÅY`i`bX`f]YZYbž`XUgg` 5i`g`ÅbXYf  
fUi`g` `gc``hYb``8]YgY`J`c`f`ZÅ``Y`k`YfZYb`Y]b`GWÅ`U[ `]WÅh`Ui`ZXUg  
k`UWÅgYbXY`DfcV`Ya` `XYf` : fYa`XYbZY]bX`]WÅ`\_Y]h`]b`XYf`<`Ui`dhghUXh`

8]Y`5bh]X]g`\_f]a` ]b]Yfi`b[`gghY``Y`XYg`6i`bXYg`k`Y]gh`XUfUi`Z`\]bž`XUgg  
8]g`\_f]a` ]b]Yfi`b[ `]b`8Yi`hgWÅ`UbX`Y]b`Yfbghni`bY`a`YbXYg`H`Ya`U  
XUfghY``h``@Ui`h`**GhUh]ghU`Yf\]Y`hYb`X]Y`6Y`\ØfXYb`ja` `ž\`f`&\$&`  
fi`bX`%\$` ,` \$\$`A`Y`Xi`b[ Yb`ni`8]g`\_f]a` ]b]Yfi`b[`gZÅ``Ybž`k`Ug`Y]bYb  
<`ØWÅ`ghghUbX`XUfghY``h``ž`gVYgcbXYfY`F`Ugg]ga`i`g`i`bX  
ZfYa`XYbZY]bX`]WÅY`Yi` »`Yfi`b[ Yb`g]bX`\Åi`Z[ Y`5b`]Y[ Yb`i`bhYf`XYb  
A`Y`Xi`b[ Yb`**

## GhUh]gh]\_Yb`i`bX`9bhk`]W`\_`i`b[ Yb`]b`XYf` ;`YgY``gWÅ`UZh

9]b`U`Ufa` ]YfYbXYg`9f[ YVb]g`X]YgYf`9bhk`]W`\_`i`b[ Yb`]ghž`XUgg`ni  
6Y[ ]bb`XYg`ž\`fYg`&\$&` `Yhk`U`%\*`ž&`Dfc`nYb`h`XYf`8Yi`hgWÅYb  
ZfYa`XYbZY]bX`]WÅY`5bg]WÅhYb`j`YfhfUhYb``K`Y]hYfY`` \$ž` `Dfc`nYb`h  
k`i`fXYb`]b`XYb` ; fUi`VYfY]WÅ` `Y]b[ Yghi`Zh``8]YgY`ghY][ YbXYb  
NU\`Yb`nY][ Ybž`XUgg` : fYa`XYbZY]bX`]WÅ`\_Y]h`i`bX`F`Ugg]ga`i`g`]b  
8Yi`hgWÅ`UbX`k`Y]hYf\]b`nYb`hfU`Y`H`Ya`Yb`g]bXž`X]Y`b]WÅh][ bcf]Yfh

k YfXYb`XØfZYb"8]Y`ni bY\ a YbXYb`J cfZÀ`Y`]b`6Yf`]b`XYi hYb  
XUfUi Z\]bžXUgg`Xf]b[ YbXYf`< UbX`i b[ gVYXUfZVYghY\h"

|         |   |
|---------|---|
| 8YhU]`g |   |
| Cfh     | A Y\ fck Yf`5`YYž`%&*, - `6Yf`]bž8Yi hgW\`UbX   |
| Ei Y`Yb | <ul style="list-style-type: none"><li>• k k k "VYf`]b"XY</li><li>• k k k "hU[ Yggd]Y[ Y`"XY</li><li>• XY"ghUh]ghU"Wċa</li></ul> |

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh