

< i bXYZfY ]`Ui Z[ YV]Yh`YfÖZZbYh. '9]b  
DUfUX]Yg`ZØf`< i bXY`]b`@]Wx hYbVYf[ °

9fÖZZbi b[ `XYg`bYi Yb`< i bXYZfY ]`Ui Z[ YV]Yhg`]b`@]Wx hYbVYf[  
Ua `& ) " ' † b ] & \$ & ) ` `D`Uhn`ZØf`< i bXYž`DUhYb`[ Ygi Wx hž  
6Yn]f\_gghUXhfÄh]b`?Y\_Ø`Øcú`i` "



; ØfhY`ghfU» Yž`%\$' %+`6Yf`]bž`8Yi hgWx`UbX`!`8 Ug`6Yn]f\_gUa h  
@]Wx hYbVYf[ ]b`6Yf`]b`ÄXh`ni`f`ZY]Yf`]WxYb`9fÖZZbi b[ `Y]bYg`bYi Yb  
< i bXYZfY ]`Ui Z[ YV]Yhg`Y]b`5a`A ]h`k`c`Wx`ž`XYa`& ) " ' † b ] & \$ & ) ž`i`a  
%+.`\$`\$`I` \`fž`k`]fX`XUg`5fYU`]]b`XYf`; ØfhY`ghfU» Yž`9W\_Y`: fUb`\_Z`fhYf`  
5`YYž`c`ZZ]n]Y`YfÖZZbYh`8 ]YgYg`VYgcbXYfg` \`i`bXYZfYi`bX`]WxY  
; YV]Yh`V]YhYh`Ui`ZY]bYf`:`ÄWx`Y`j`cb`fi`bX`" \$\$\$`E`i`UXfUha`YhYfb  
Ui`gfY]WxYbX`D`Uhn`ZØf`< i bXYž`i`a`ZfY ]` \`Yfi`a`ni`hc`Yb`"8 ]Y  
6Yn]f\_gghUXhfÄh]b`:`]n`?Y\_Ø`Øcú`i`f`bØbXb]g`-`\$#8 ]Y`; fØbYbŁ`k`]fX  
VY ]`XYf`J`YfUbghU`hi`b[ `Ub`k`YgYbX`gY]b`i`bX`X]Y`6YXYi`hi`b[ `XYg  
bYi Yb`< i bXYZfY ]`Ui Z[ YV]Yhg` \`Yfj`c`f`YVYb`"

8 Ug`: fY ]`Ui Z[ YV]Yhž`XUg`gY]h`5bZUb[ `&\$& ) ]b`Bi`hni`b[ `]ghž`]gh`bYi  
i`a`nÄi`bhi`bX`]]Y[ `hX]fY`\_h`Ub`XYb`G!`6U\`b!; `Y]gYbž`]b`XYf`BÄ`Y`XYg

K c\b[ YV]Yhg': fUb\_Zi fhYf'5`YY'GØX"Ni`XYb'5hhfU\_h]cbYb'XYg  
 <i bXYZFy]`Ui Z[ YV]Yhg'[ Y\ØfYb'gWUhhYbgdYbXYbXY'6Åi a Y'gck ]Y  
 6Åb\_Y'ZØf'X]Y'6Yg]hnyf"9]bY'nYfh]Zn]YfhY'<i bXYhfU]bYf]b'k ]fX  
 YVYbZU`g]j cf'C fh'gY]bž'i a`H]ddg'ZØf'<i bXYVYg]hnyf.]bbYb'ni  
 [ YVYb"

## DUhYbgW UZhYb`ZØf`a Y\ f`9b[ U[ Ya Ybh

Ni gÅhn`]W`k ]fX`]b`Y]bYa`k`Y]hYfYb`GWf]hh`i bhYfghØhni b[ `ZØf`XUg  
 bYi Y`<i bXYZFy]`Ui Z[ YV]Yh[ Ygi W`h"DUhYbž'gck c\`j cb  
 <i bXYj`YfY]bYb`U`g`Ui W`j cb`Df]j UhdYfgcbYbž`\_ØbbYb`g]W  
 Yb[ U[ ]YfYbž'i a`XUg'; YV]Yh`U`g`ØZYbh]W`Y'; fØbUb`U[ Y`ni  
 Yf\U`hYb`i bX`X]Y`GUi VYf\_Y]h`ni`j`YfVYggYfb"8]Y`6Yn]f\_gghUXhfÅh]  
 \Uh`VYhcbhž`k ]Y`k ]W`h][`X]YgY`DUhYbgW UZhYb`ZØf`X]Y`DZY[ Y`i bX  
 ðghUbX\U`hi b[ `XYg': fY]`Ui Z[ YV]Yhg`g]bX"

Ni`XYb`5i Z[ UVYb`XYf`DUhYb`[ Y\Øfh`Ygž`J`Yf\U`hYbgfY[ Y`b`Ui Z  
 GW`]`XYfb`Ui Zni ghY`Yb`i bX`Ui W`DZUbnyb`]a` ; YV]Yh`ni`gYhnyb"  
 8 Ug`6Yn]f\_gUa`h`k ]fX`XUVY]`i bhYfghØhni b[ `V]YhYbž'i bhYf`UbXYfYa  
 Xi fW`A`Ø`UV\c`i b[ `gck ]Y`X]Y`6YfY]hghY`i b[ `j cb`6Åb\_Yb`i bX  
 DUd]Yf\_ØfVYb"K`Y]hYf\]b`]gh`XUg'; fØbZ`ÅW`YbUa`h`ZØf`X]Y  
 F UgYbdZY[ Y`i bX`X]Y`@Ui VYbhZYfbi b[ `ni ghÅbX][`ž`k Ug`ZØf`Y]b  
 [ YdZY[ hYg`i a`ZY`X`gcf[ h`i bX`X]Y`5hhfU\_h]j ]hÅh`XYg  
 <i bXYZFy]`Ui Z[ YV]Yhg`Yf\Ø`h"

## <i bXYUi`g`Ui Z[ YV]YhY`]b`6Yf`]b

8 Ug`bYi Y`<i bXYZFy]`Ui Z[ YV]Yh]b`@W`hYbVYf[ `ghY`h`b]W`h`U`Y`]b/  
 Yg`[ ]VhY]bY`J]Y`nU`k`Y]hYfYf`<i bXYUi`g`Ui Z[ YV]YhY`]b`6Yf`]b"  
 ðgVYgcbXYfY`]a`VYbUW`VUfhYb`6Yn]f`\_`f]YXf]W`g`U]b!`?`fYi`nVYf[  
 k`i`fXYb`X]Y`@Y]bYbdZ]W`h]b`VYgh]a`a`hYb`ØZYbh]W`Yb  
 ; fØbUb`U[ Yb`Ui Z[ Y\cVYbž`k Ug`<i bXYVYg]hnyfb`a`Y`f`:`fY]\Y]hYb  
 V]YhYh"Ni`XYb`VYhfcZYbYb`:`ÅW`Yb`nÅ`Yb.

2 ZZYbh]W`Y'; fØbUb`U[ Yb :`ÅW`Y`f`e`a`Ł

J c`_gdUf`_`f]YXf]W`g`U]b	WU" `&" \$ \$
GhfU`Ui Yf`D`Uhn`fUa	WU" " "\$ \$ \$
C ghVU`b`c`ZŁ	

K f]YnYbYf`DUf_	WU" '%"\$ \$ \$
; Òf`]hnYf`l ZYf#K ]YbYf`GhfU»Y	WU" '%"- \$ \$
<i bXYUi g`Ui Z[ YV]Yh`Ua ?cga cg	WU" '%"- \$ \$
: ]hgW\]bYf`GhfU»Y`&!*	%"&\$ \$ \$
McfW_ghfU»Y`nk ]gWYb A ÒW_YfbghfU»Y`i bX ; fc» VYYfYbghfU»Y	WU" `&"* \$ \$

<i bXY\U`hYf`a ØggYb`YXcW`XUfUi ZUW`hYbž`\fY`H]YfY`Ui W  
i bUb[ Y`Y]bh`YXYfnY]h`i bhYf`?cbhfc`Y`ni ` \UVYbž`i a `?cbZ]\_hY`ni  
j Yfa Y]XYb`i bX`X]Y`G]W`Yf`Y]h`U`Yf`Bi hnYf`XYf`; fØbUb`U[ Yb`ni  
[ Yk Å\`f`Y]ghYb`"8]YgY`bYi Yb`b]h]Uhj Yb`i bX`5b[ YVchY  
i bhYfghfY]W`Yb`X]Y`6Ya Ø\i b[ Yb`XYf`6Yf`]bYf`GhUXhj Yfk U`hi b[ ž  
Y]b`i bXYZfYi bX`]W`Yg`l a Z`X`ni `gW`UZZYb`i bX`XUg  
; Ya Y]bgW`UZhg[ YZØ`\`i bhYf`XYb`<i bXYVYg]hnYfb`ni `ZØfXYfb`

8YhU]`g	
C fh	; ØfhY`ghfU»Yž`%\$' %+`6Yf`]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• k k k "hU[ &amp;("XY</li> <li>• k k k "VYf`]b"XY</li> </ul>

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