

; fUi g][ Yf`J c[ Y`Zi bX`VY]`A UfVUWX .`K Ug  
[ YgWX U\`a ]h`XYb`H]YfYb3

9]b`GdUn]Yf[ Àb[ Yf`YbhXYW\_h]j Yfk YghY`J Ò[ Y`b`A Ø`gÀW\_Yb  
VY]`A UfVUWX ``Dc`nY]`Yfa ]hhY`hini`XYb`l a ghÀbXYb`XYg  
[ fUi g][ Yb`i bXg"



A UfVUWX ž`8 Yi hgWX`UbX`!`9g`k Uf`Y]b`a U\_UVfYf`i bXž`XYf`Ua  
C fhgfUbX`j cb`A UfVUWX`VY]`Y]bYa`GdUn]Yf[ Ub[ `YbhXYW`h`k i fXY`  
8fY]`dfU``[ YZØ`hY`A Ø`gÀW\_Y`a ]h] Yfk YghYb`J Ò[ Y`b`k i fXYb  
Ui Z[ YZi bXYbž`i bX`XYf`i bk ]XYfghY\`]WX`Y; YghUb`\_`Y»`XYb  
Ui Za Yf\_gUa Yb`DUggUbhYb`gcZc`fh`U`Ufa`JYfh`gY]b``5`g`XYf  
GdUn]Yf[ Àb[ Yf`X]Y`Dc`nY]`]bZc`fa`JYfhYž`k i fXYb`X]Y`GÀW\_Y`[ YÒZbYh  
i bX`X]Y`6YUa`hYb`gh]Y»`Yb`Ui ZY]b`gWX`Ui f][ Yg`6]`X`j cb`?`bcWX`Yb  
i bX`i`YXYfb``8Yf`Ni`ghUbX`XYf`J Ò[ Y`k Uf`gc`ghUf`\_j`Yfk Yghž`XUgg  
Y]bY`[ YbUi Y`6Ygh]a`a i b[ `XYf`5fhYb`cXYf`XYf`l a ghÀbXY`ni`j`fYa  
HcX`b]WX`h`a Ò[ `]WX`k Uf``5i`WX`X]Y`, VYffYghY`Y]bYg`[ fÒ»`YfYb  
J c[ Y`g`i bX`Y]bYg`GÀi`[ Yh]YfYg`gc`f[ hYb`ZØf`ni`gÀh`n]WX`Y  
J Yfk ]ffi b[ ž`i bX`X]Y`9fa`]h`Yf`\_cbbhYb`V]g`Yf`\_Y]bY`k Y]hYfYb  
`bZc`fa`Uh]cbYb`\_`ÀfYb``<`UbXY`h`Yg`g]WX`a Ò[ `]WX`Yfk`Y]gY`i`a

H]Yfei À`YfY]`cXYf`Y]bYb`J Yfghc»`[ Y[ Yb`XUg  
H]Yf\_ÒfdYfVYgY]h][ i b[ g[ YgYm3`8]YgY` : fU[ Yb`V`Y]VYb`j cfYfgh  
i bVYUbhk cfhYhž`k À`fYbX`X]Y`c`ZU`hcf]gW` \`YfUi gZcfXYfbXYb  
GÀW\_Y`ni f`H]Yf\_ÒfdYfVYgY]h][ i b[ gUbghU`h`[ YVfUW`h`k i fXYb`" `a  
@UbX`fY]g`[ ]Vh`Yg`nU`fY]W`Y`?`Y]bh]Yf\_UXUj YfgUa a Y`ghY`Ybž  
i bhYf`UbXYfYa` ]b`8]m]b[ Ybž`A UfVUW`ž`@`Xk ][ gVi f[ `i bX  
J U]\]b[ Ybž`YXcW`V`Y]Vh`i b`\_Ufž`k ]Y`Yg`ni`X]YgYa` ] fUi g][ Yb  
: i bX`\_ca a Yb`\_cbbhY"

K cfUb`Y[ h`Ygž`XUgg`k ]f`]b`i bgYfYf`l a [ YVi b[ `bi f`gY`hYb`hchY  
J Ò[ Y`gY`Yb3`@Ui h`Y]bYa` `6Yf]W`h`j cb` ; 9C`g]bX`J Ò[ Y`a Y]gh`bi f  
k Yb][ Y`\`fY`U`h`i bX`j ]Y`Y`ghYfVYb`i bVYa Yf`h`Xi fW` `?`c`]g]cbYb  
a ]h` : YbghYfgW`Y]VYb`cXYf`Xi fW` `J Yf`\_Y`fgi bZ`"Y`"5i W`X]Y`\`J [ X  
Xi fW` `; fY]Z] Ò[ Y`i bX`?UhnYb`gd]Y`h`Y]bY`[ fc»Y`F`c`Yž`cZha U`g  
YbXYb`X]Y` , VYffYghY`XYf`H]YfY`]a`A U[ Yb`j cb`F`Ài VYfb`i bX  
5UgZfYggYfb`"8Yf`J c[ Y`\_i bX`Yf`K`c`Z] Ub[ `: ]YX`Yf`k Y]gh`XUfUi Z  
\]bž`XUgg`gY`Vgh[ fc»Y`J Ò[ Y`k ]Y`Gh`OfW`Y`]b`XYf`B`Uhi f`a UbW`a U`  
Y]bY`K`cW`Y`Ub[ `i bYb`hXYW`h`V`Y]VYb`\_ÒbbYb`"5`hYfg!`cXYf`\_fUb`\_Y  
J Ò[ Y`n]Y`Yb`g]W` [ YfbY`ni fØW`ž`k Ug`X]Y`K` U`fgW`Y]b`]W`\_Y]h  
Yf`À`hž`XUgg`g]Y`i bVYa Yf`h`ghYfVYb`"Ni ZU`"i bX`X]Y  
6YcVUW`hi b[ g[ UVY`XYf`A YbgW`Yb`VYY]bZi ggYb`Yb`hgW`Y]XYbXž  
k ]Y`cZ`h`k ]f`a ]h`XYb` , VYffYghYb`XYf`[ YZ]YXYfhYb` : fYi bXY`]b  
6YfØ`fi b[ `\_ca a Yb"

## I fgUW`Yb`i bX` : c`[ Yb`XYg`J c[ Y`ghYfVYbg

è`?`cbhYi h`XYg`5i ZZ]bXYbg`XYf`hchYb`J Ò[ Y`k ]fX`\_`Ufž`XUgg`X]Y  
; YZ`À`fXi b[ `j cb`J c[ Y`UfhYb`Xi fW` `Y]bY`J ]Y`nU`U`Ub` : U`\_hcfYb  
VY[ Øbgh][ h`k ]fX`"8Ug[ `cVU`Y`5fhYbghYfVYb` \`Uh`Y]bYb  
VYgc f[ b]gYffY[ YbXYb`7`UfU`hYf`Ub[ Ybca a Yb`"8]Y  
<Ui dhi fgUW`Yb`XUZØf`g]bX`j cf`U`Y`a`X]Y`NYfgh`Øfi b[ `i bX  
NYfgW`bY]Xi b[ `j cb`@YVYbgf`Ài a Ybž`X]Y`J Yf[ ]Zhi b[ `i bX  
J Yfa Ø`i b[ `XYf`l a k Y`hž`XYf`?`]a Uk UbXY`gck ]Y`X]Y` , VYfbi hni b[  
j cb`^`\_cgmghYa Yb`"8]Y`]bXi ghf]Y`Y`@UbXk ]fhgW`UZhi`gd]Y`h`XUVY]  
Y]bY`nYbhfU`Y`F`c`Yž`XU`g]Y`[ fc»Y` : `ÀW`Yb`ÀbXYfh`i bX`X]Y  
5fhYbj ]Y`ZU`h`[ YZ`À`fXYh`è`8Yi hgW`UbX`k`i fXYb`U`Y]b`]a` \`f  
&\$%-`ØVYf`(`) "\$\$\$`HcbbYb`j cb`DZUb`nYbgW`i hna ]h`Y`b  
Ui g[ YVfUW`hž`X]Y`X]Y`@YVYbgf`Ài a Y`j cb`H]YfYb`ghUf`\_

VYY]bhfÅW h][ Yb"

6YgcbXYfg`VYgcf[ b]gYffY[ YbX`]gh`XYf`F ØW\_[ Ub[ `XYf  
J c[ Y`dcdi `Uh]cbYb`]b`5[ fUf`UbXgW UZhYbž`k c`GWÅhni b[ Yb  
ni Zc`[ Y`ZUgh`\* \$`i` `XYf`5fhYb`VYhfc`ZYb`g]bX`"Ghi`X]Yb`nY][ Ybž`XUgg  
X]Y`J c[ Y`dcdi `Uh]cb`]b`9i fcdU`gY]h`%- , \$`i`a` `Y]b`J]YfhY`[ Ygi`b`\_Yb  
]gh`5fhYb`k`]Y`?`]YV]hnYž: Y`X`YfW`Yb`i`b`X`F`YV`Ø`b`Yf`UVYb`]b`XYb  
`Y`hnhYb`š`\\fnY`b`hYb`XYi`h`]W`Ub`NU`\\`j`Yf`cfYb`"8]Yg`\\Uh`b]W`h`bi`f  
5i`gk`]f`\_i`b[ Yb`Ui`Z`X]Y`J c[ Y`k`Y`hž`gcbXYfb`Ui`W`Ui`Z`X]Y`[ YgUa`h`Y  
6]cX]j`Yfg]h`Å`hi`b`X`XUa`]h`Ui`Z`XUg`Ò`c`c[ ]gW`Y`; `Y]W`[ Yk`]W`h  
i`bgYfYg`@YVYbgfUi`a`g"

### K Ug`\_Òb bYb`k`]f`hi`b`3

GdYn]Y``]b`5bVYhfUW`h`XYf`U`\_hi`Y``Yb`9fY][ b]ggY`]gh`Yg`k`]W`h][ ž  
g]W`X`Yf`Xf`Å`b[ YbXYb`i`fU[ Yb`XYg`i`a`k`Y`hgW`i`hnYg`VYk`i`ggh`ni  
k`YfXYb`"9]b][ Y`<`UbX`i`b[ ga`Ò[ `]W`\_Y]hYbž`i`a`X`Ug`5fhYbghYfVYb  
ni`VY`\_Åa`dZYbž`g]bX.

- BUhi`fbU`Y`;`ÅfhYb`Ub`Y[ Yb"
- 6]c!@YVYbga`]hY``\_Ui`ZYb`i`b`X`fY[ ]cbU`Y]b`\_Ui`ZYb"
- 5b`dc`]h]gW`Yb`K`U`Y`b`hY]`bY`a`Yb`i`b`X`U`\_h]j`ZØf  
l`a`k`Y`hgW`i`hn`\_Åa`dZYb"
- 8]Y`Y][ YbY`l`a`[ YVi`b[ `VYk`i`gghYf`ni`VYc`VUW`hYb`i`b`X`Ui`Z  
J`Yf`Å`b`XYfi`b[ Yb`ni`UW`hYb"

8Yf`[ fchYg`\_Y`i`b`X`]b`A`UfVUW`gc`hY`i`bg`U`Y`ni`a`BUW`XYb`\_Yb  
UbfY[ Yb`"K`]f`a`ØggYb`i`bg`ZØf`XYb`9f`U`h`XYf`BUhi`f`Y]bgYhnYbž  
XYbb`X]Y`\_Y]bYb`8]b[ Y`n`Å`Yb`i`Y`XYf`J`c[ Y`\\Uh`Y]b`F`YW`h`Ui`Z  
Y]b`@YVYb`]b`gY]bYf`b`UhØf`]W`Yb`l`a`[ YVi`b[ "`@UggYb`G]Y`i`bg  
k`UW`gUa`gY]b`i`b`X`\\UbXY`bž`i`a`X]YgY`k`i`b`XYfVUfYb`;`YgW`ÒdZY  
ZØf`ni`\_ØbZh][ Y`;`YbYfUh]cbYb`ni`VYk`U`fYb"

K`Y]hYfY`≠Zcfa`Uh]cbYb`ni`XYb`<]bhYf[ fØbXYb`X]YgYf`DfcV`Ya`Uh]\_  
Z]bXYb`G]Y`]b`XYb`6Yf]W`hYb`j`cb`Ghi`hh[ UfhYf`BUW`f]W`hYbž;`9C  
i`bX`l`a`k`Y`h]bgh]hi`h"

8YhU]`g	
C fh	A UfVUW ž`8 Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "ghi hh[ UfhYf!b UW f]W hYb "XY</li> <li>• k k k "[ Yc"XY</li> <li>• i a k Y`h]bgh]hi h"cf[</li> </ul>

6Ygi W Yb `G]Y`i bg`Ui Z. `bU[ !Vk "XY