

: `cf]XU/ ı \$' - /g`~ %- "+ 'A ]``]cb`@UbX`8YU`  
GdUf\_g`9bj ]fcba YbhU``7cbhfcj Yfgm°

Jc`i g]U`7ci bhm`bYk g`\][ \`][ \hg`~ %- "+ 'a ]``]cb`UbX`di fWUgY  
]b`BYk `Ga mfbU`6YUW žgdUf\_]b[ `Ybj ]fcba YbhU``UbX`Vi X[ Yh  
WcbWfbg"



BYk `Ga mfbU`6YUW ž: `cf]XUž`I G5`!`5g`Ybj ]fcba YbhU``ggi Yg  
hU\_Y`WbYf`ghU[ Y`]b: `cf]XUž`fYWb`h`Vi X[ Yh`U``cWU]cbg`UbX`Wci fh  
fi `]b[ g`\Uj Y`gdUf\_YX`Wcbhfcj Yfgm`UbX`WcbWfb`Ua cb[ `fYg]XYbhg  
UbX`UWh]j ]ghg`U`\_Y``Cb`ž bY`& ž&\$&) ž: `cf]XU`Uk a U\_Yfg`XYW]XYX  
hc`U``cWUhy`Ub`YmY!dcdd]b[ `~ %- "+ 'a ]``]cb`Zcf`U`%%(!UWfY`dUfW`  
`cWUhyX`U`cb[ `h\Y`bYfWcUghU`K UhYfk Um]b`BYk `Ga mfbU`6YUW ž  
fU]g]b[ `YmYVfck g`Ua cb[ `a Ubm`Ybj ]fcba YbhU`]ghg"

H\]g`di fWUgY`\Ug`VYYb`a Yh`k jh\`g\_Ydh]W]ga ž`dUfh]W`Uf`mUg`h\Y  
dfcdYfhmž`UggYggYX`Uh`a YfY`m`~ %+( ž+) \$`VmJc`i g]U`7ci bhm g  
dfcdYfhm`UddfU]gYfž`gYYa g`hc`VmdUgg`h\Y`df]cf]h]Yg`gYh`Zcfh\`Vm  
h\Y`ghUhY g: `cf]XU: cfYj Yf`dfc[ fUa ``H\]g`dfc[ fUa ž`U]a YX`Uh  
U]X]b[ `WcbgYfj Uh]cb`UbX`UWci ]g]h]cbgž`fYW]j YX`cb`m`~ %, 'a ]``]cb

h\]g'mYUf ZUf'VY`ck`h\Y'dfYj]ci g'mYUf g'Zi bX]b[ `cZ`&&-`a`j`]cb"  
9bj]fcb a YbhU``Uk mYf'7`Um<YbXYfgcb`Ug`j c]W`X`\\g`WcbWfbgž  
dc]bh]b[ `ci h'h\Uh'h\Y`UW`cZ'gWfi h]bmiUfci bX`h\]g`UbX`UW`ei ]g]h]cb  
W`ei `X`\\Uj Y`gYj YfY`ja d`]WUh]cbg`Zcf':`cf]XU g`ZfU[ ]`Y`YW`gmghYa g"  
7f]h]Wg`ei Ygh]cb`k`Yh\Yf`hU dUmYfg`g\ci`X`g\ci`XYf`gi W`U`\\YZh  
df]W`hU[ `Zcf`UbX`h\Uh]g`bchYj Yb`]ghYX`cb`h\Y':`cf]XU':cfYj Yf  
Df]cf]hm`@]gh"

## 9bj]fcb a YbhU``7cbWfbg`bYbg]Zm

K`\\Uh g'dUfh]W`Uf`m`U`Ufa`]b[`]g`h\Uh'h\Y`bYk`UbX`]g`g]hi UhYX`]b  
Ub`UfYU`f]W`k`h\`k`]X`]ZYž]bWi X]b[`]c[ [ Yf\YUX`gYU`hi fhYg`UbX  
[ cd\Yf`hc`fhc]gYgž`UXX]b[`]hc`h\Y`cb[ c]b[`]ghfi [ [ `Y`hc`dfchYWh  
:`cf]XU g`V]cX]j YfgY`\\UV]hUhg``H\Y`Gh``æ\bg`F]j Yf`K`UhYf  
A UbU[ Ya Ybh'8]ghf]Wh`Ug`VYYb`XYg][ bUhYX`hc`a`UbU[ Y`h\Y`UbX`]Z  
h\Y`di fW`UgY`[ cYg`h\fc i [ \ž`Vi h`Ybj]fcb a YbhU``[ fci dg`UfY  
fU]g]b[`]ZU[ g`cb`h\]g`a`cj Y``H\Y`dchYbh]U``ja dUW`g`cZ`gYU!`Yj Y`f]gY  
Zi fh\Yf`Yi UW`fVUhY`h\Y`i f[ YbW`m`UbX`]a dcfhUbW`cZ`UXcdh]b[`]U  
hfUb gdUfYbh`dfcW`gg`]b`h\YgY`XYU`g"

bYfYgh]b[`]mž`h\]g`UbX`di fW`UgY`W`a`Yg`Ua`]X`U`VfcUXYf  
a`cj Ya Ybh`U]a YX`Uh`dfchYWh]b[`]h\Y`bX]Ub`F]j Yf`@U[ ccb"  
;`cj Yfbcf`F`cb`8YGUbh]g`fYW`bh`m`Ubbci bW`X`U`gk`YYd]b[`]~`%\$\$  
a`]cb`[ fUb`h`dfc[ fUa`hc`Yb\UbW`k`UhYf`ei U`]hm`]b`h\]g`]j hU`  
Yghi Ufmž`bchYX`Zcf`VY]b[`]Bcfh\`5a`Yf]WU`g`a`cgh`V]c`c[ ]WU`m  
X]j YfgY`k`UhYfk`Um``H\]g`]b]h]Uh]j Y`k`]bWi XY`dfc`YW`g`XYg][ bYX`hc  
W`bj Yfh`gYdh]WgmghYa`g`hc`gYk`Yf`W`bbYWh]cbg`UbX`fYa`cj Y  
\\Ufa`Zi`a`i`W`ž`i`h]a`UhY`m`U]a`]b[`]hc`W`h`Xck`b`b]hfc[ Yb`UbX  
d\cgd\cfci g`dc`i`h]cb`Vmcj Yf`U`a`]cb`dci bXg`Ubbi U`m`  
<ck Yj Yfž`Ug`h\Y`~`%`-`+`a`]cb`Vi X[ Yh`↑`l`hUdcgYg`U[ U]bgh  
:`cf]XU g`Xk`]bX`]b[`]W`bgYfj Uh]cb`Zi bX]b[`]ž`Ybj]fcb a YbhU`  
UXj cWUhYg`Z]bX`h\Ya`gY`j Yg`ei Ygh]cb]b[`]h\Y`ghUhY`g`df]cf]h]Yg"

## @Y[ U`6Uhh`Yg`UbX`9bj]fcb a YbhU``DfchYWh]cb

5XX]b[`]a`cfY`W`a`d`Yi]hm`hc`h\Y`X]gW`gg]cbž`U`fYW`bh`ZYXYfU`W`ei fh  
fi`]b[`]a`UbXUhYg`h\Y':`cf]XU`8YdUfha`Ybh`c`Z`9bj]fcb a YbhU`  
DfchYWh]cb`fi`89DŁ`hc`hU`\_Y`ja`a`YX]UhY`a`YUgi fYg`hc`dfchYWh

a UbUhYYg]b`h\Y`bcfh\Yfb`bX]Ub`F]j Yf`@[ ccb``H\]g`cfXYf  
dfc\]V]hg`bYk`gYdh]WgmghYa`g`UbX`WU``g`Zcf`gi dd`Ya`YbhU``ZYXX]b[  
dfc[ fUa`g`hc`gi ddcfh`h\Y`j i`bYfUV`Y`a`UbUhYY`dcdi`Uh]cbž`k` \]W\Ug`gYYb`U`Ufa`]b[ `XYUh\`fUhYg`c`j Yf`fYWW`bh`mYUfg``5`fYWW`bh`ghi`Xm  
g\ck`YX`h\Uh`a`UbUhYY`XYUh\g`dYU`YX`Uh`%ž%\$`\$`]b`&\$`&%ž  
\][` \`][` \h]b[ `h\Y`i`f[ YbWmicZh\YgY`bYk`WcbgYfj`Uh]cb`a`YUgi`fYg"

H\Y`Wci`fhg`XYW]g]cb`Wca`Yg`]b`h\Y`k`U`Y`cZ`U`Uk`gi`]h`Z`YX`Vm`h\Y`  
Ybj`]fcb`a`YbhU``[ fci`d`6YUf`K`Uff]c`fg`l`b]hYXž`k` \]W\` \`][` \`hYX  
h\Uh`k`UghYk`UhYf`X]gW\Uf[ Yg`k`YfY`\`Ufa`]b[ `gYU[ fUggž`h\Y`df]a`Ufm  
ZccX`gci`fW\`Zcf`a`UbUhYYg``5g`X]gW`gg]cbg`fY[ UfX]b[ `WcbgYfj`Uh]cb  
]bhYbg]Zmž`h\Y`fY`Uh]cbg\]d`VYhk`YYb`h\YgY``Y[ U`fYei`]fYa`Ybhg`UbX  
W`ffYbh`fYU`YghUhY`di`fgi`]hg`]b`WcbgYfj`Uh]cb`UfYUg`fU]gYg`Wfi`W]U`  
ei`Ygh]cbg`UVci`hYbj`]fcb`a`YbhU``gUZ[ i`UfX]b[ `]b`:`cf]XU"

HU\_]b[ `U`ghYd`VUW`ž`]hgYYa`g`h\YfY`g`a`i`W\`Uh`ghU`Y`Zcf`h\Y`Z`hi`fY  
cZ`:`cf]XU`g`bUhi`fU`VYUi`hm``H\Y``UbX`gYh`Zcf`di`fW\UgY`]b`BYk  
Ga`mfbU`6YUW\`]g`bch`ť`gh`U`d]YW\`cZ`fYU`YghUhY`/]h`fYdfYgYbhg`U  
WfcggfcUXg`k` \YfY`Z]bUbW]U`XYW]g]cbg`]bhYfgYWh`k`]h\`i`f[ Ybh  
YWc`c[ ]WU``bYYXg``5Xj`cWUhYg`UfY`]a`d`cf]b[ ``YUXYfg`hc`di`h  
WcbgYfj`Uh]cb`Z]fgh`UbX`fYWcbg]XYf`h\Y`ghfUhY[ ]W]a`dcfhUbW\`cZ`h\Y  
:`cf]XU`:`cfYj`Yf`dfc[ fUa`ž`k` \]W\`]g`Wf]h]WU`Zcf`a`U]bhU]b]b[ `h\Y  
ghUhY`g`YWc`c[ ]WU``]bhY[ f]hm"

5g`X]gW`gg]cbg`i`bZc`X`Ufci`bX``UbX`UWci`]g]h]cb`UbX`k`UhYf`ei`U`]hm  
]b]h]Uh]j`Ygž`:`cf]X]Ub`g`UfY``YZh`k`cbXYf]b[ `k` \YfY`h\Y`VU`UbW\``]Yg  
VYhk`YYb`XYj`Y`cda`Ybh`UbX`Ybj`]fcb`a`YbhU``ghYk`UfXg\]d```h`g  
WYUf.`h\YfY`g`gca`Yh\]b[ `hc`VY`gU]X`Zcf`U`ZcW`g`cb`gi`ghU]bUV`Y  
dfUW]W]g`h\Uh`VYbYZ]h`ci`f`Wca`a`i`b]h]Yg`UbX`h\Y`bUhi`fU`k`cf`X  
U`]\_Y"

8YhU]`g	
Cfh	BYk`Ga`mfbU`6YUW\ž`:`cf]XUž`l`G5
Ei`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "bYk`g!`ci`fbU`cb`]bY"Wca</li> <li>• a`mbYk`g%` "Wca</li> <li>• k k k "WgbYk`g"Wca</li> </ul>

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