

C i hfU[ Y '9fi d hg'Ug'>Um'7i h`Yf/ , \$' - /g  
Hfcd\m'<i bh]b[ 'D\chc'; cYg'J ]fU`°

Δm'7i h`Yf'ZUWg'VUW'Ug\`UZhYf'\i bh]b[ 'U'fUfY'; ]Ubh'GUV`Y  
5bhY`cdY']b'5Zf]WUž'fY][ b]h]b[ 'Yh\]WU`XYVUhYg'cb'hfcd\m  
\i bh]b[ "



A cbhUbUž'i G5'!': cfa Yf'B: @ei UfhYfVUW'Δm'7i h`Yf'\Ug'Zci bX  
\ja gY'Z'Uh'h\Y`WbYf'cZ'Wc'bhfcj Yfgm'UZhYf'g\Uf]b[ 'U'd\chc'cZ  
\ja gY'Z'ghUbX]b[ 'cj Yf'U'XYUX'; ]Ubh'GUV`Y'5bhY`cdY'Xi f]b[ 'U  
fYWb'h'hf]d'hc'5Zf]WU"H\]g']a U[ Yž'k \]W\`WUdhi fYX'g][ b]Z]WUbh  
UhhYbh]cb'cb'gcW]U`a YX]Už'\Ug`YX'hc'Ub']bhYbgY'VUW'Ug'\Zfca  
h\Y'di V']Wž'k ]h\`a Ubm'ei Ygh]cb]b[ 'h\Y`Yh\]Wg'VY\]bX'\]g'XYW]g]cb  
hc'\i bhigi W\`U'Wf]h]WU`m'YbXUb[ YfYX'gdYW]Yg"5Wc'fX]b[ 'hc'  
; f]X]fcb'<Yfc]Wgž'ci hfU[ Y`Yfi dhYX'Ug'Ub]a U`c] Yfg'YI dfYggYX  
h\Y]f'Wc'bWfb'Zcf'Wc'bgYfj Uh]cb'UbX'WU`YX'Zcf'U'fYYj U'i Uh]cb'cZ  
\i bh]b[ 'dfUWh]Wg"

Δm'7i h`Yfž'\_bck b'Zcf'\]g'hk Yj Y'gYUgcbg']b'h\Y'B: @k ]h\`h\Y  
8Ybj Yf'6fcbWc'gž'7\]WU[ c'6YUfgž'UbX'A ]Ua ]'8c`d\]bgž'a UXY

\YUX`jbYg`bch`f ghZcf`\]g`gdcfhg`WUfYf`Vi h`bck `U`gc`Zcf`\]g  
W\c]W\g`ci hg]XY`cZ]h`<Uj ]b[ `UWW`a i`UhYX`]a`dfYgg]j`Y`ghUhg`k`j\h  
cj`Yf` )`ž\$\$\$`dUgg]b[ `mUfXg`UbX`&&+`hci`W\Xck`bgž`7i`hYf`g`]a`dUWh  
]b`ZcchVU``k`Ug`i`bXYb]UV`Y``<ck`Yj`Yfž`\]g`dcgh!ZcchVU``UWh]cbg  
\Uj`Y`gdUf`\_YX`a i`W\`X]gW`gg]cb``7f]h]Wg`Uf[ i`Y`h\Uh`\i`bh]b[  
dfUWh]W\g``\_]Y`\]g`dcgY`Yh\]WU`X`]Ya`a`Ug`UbX`h\fyUhYb`h\Y  
gi`fj`j]U``cZYbXUb[`YfYX`gdYW]Ygž`Ub`cd]b]cb`YW\cYX`Vmia`Ubm  
gcW]U`a`YX]U`i`gYfg`k`\c`j`Y\Ya`Ybh`micddcgYX`\]g`UWh]cbg"

## 6UW`\_Ug\`Zcf`6YUf`<i`bh]b[

H\]g`]g`bch`h\Y`Z]fgh`h]a`Y`7i`hYf`\Ug`ZUW`X`Wf]h]W]ga`fY`UhYX`hc  
\i`bh]b[ ``ž`gh`U`a`cbh\`df]cfž`\Y`dcghYX`U`d\chc`cZ`U`W]bbUa`cb  
V`UW`\_VYUf`\Y`\_]`YX`Xi`f]b[ `U`\i`bh]b`A`cbhUbU``H\]g`dcgh`g]a`j`Uf`m  
][`b]hYX`U`ghcfa`cZ`VUW`\_Ug\`Zfca`Ub]a`U`UXj`cWUhYg`UbX`bUhi`fy  
Ybh\i`g]Ughg`k`\c``UVY`YX`h\Y`UWh`Ug`i`bbYW`ggUfm`Wfi`Y`hm``H\Y  
VYUfž`j]XYbh]Z]UV`Y`Vm]hg`i`b]ei`Y`Wc`cf]b[ ž`VYWJa`Y`U`gma`Vc``cZ`hY  
di`V`]Wg`X]gWc`bhYbh`k`j\h`a`cXYfb`\i`bh]b[ `dfUWh]W\g``5g`bchYX`Vm  
**I`b]`UX**ž`U`g][`b]Z]WUbh`bi`a`VYf`cZ`Wc`a`a`Ybhg`YI`dfYggYX  
X]gUddc]bha`Ybh`UbX`Wc`bXYa`bUh]cbž`k`j\h`gca`Y`Yj`Yb`XYZYbX]b[  
\i`bh]b[ `Zcf`dcdi`Uh]cb`Wc`bhfc`k`\]Y`ch\Yfg`\][`\][`hYX`h\Y`Yh\]Wg  
cZ`gi`W\`UWh]j`j]Yg"

ž`A`cbhUbUž`\i`bh]b[ `fY[ i`Uh]cbg`UfY`ghf]Wž`fYei`j]b[`\i`bhYfg`hc  
dUgg`U`6`UW`\_6YUf`žXYbh]Z]WUh]cb`hYgh`UbX`fYdcfh`U``V`UW`\_VYUf  
\Ufj`Yghg`dfca`dh`m``7i`hYf`fYgdc`bXYX`hc`h\Y`VUW`\_Ug\`Zfca``\]g  
VYUf`dcgh`Vmig\Uf]b[ `U``][`\h\YUfhYX`]a`U[`Y`cZ`U`fU]bVck`ž`U]a`b[  
hc`XYZ]gY`h\Y`Wf]h]W]ga``K`\]Y`\Y`a`Um\Uj`Y`k`jg\YX`hc``][`\hYb`h\Y  
a`ccXž`h\Y`i`bXYf`m]b[ `hYbg]cbg`gi`ffci`bX]b[`\i`bh]b[ `dfUWh]W\g  
fYa`U]b`dU`dUV`Y"

## Di`V`]WGYbh]a`Ybh`cb`<i`bh]b[

H\Y`Wc`bhfc`j`Yfg]Yg`gi`ffci`bX]b[ `žUm`7i`hYf`\][`\][`\h`U`Uf[`Yf  
X]gWc`i`fgY`cb`\i`bh]b[ `h\Uh`\Ug`Yj`c`j`YX`c`j`Yf`h]a`Y``5g`X]gW`ggYX  
Vm: **]bX`5`<i`bh**ž`\i`bh]b[ `j]g`XYd`m`f`c`chYX`]b`\i`a`Ub`\]ghc`fm`Vi`h  
ZUW`g`a`cXYfb`gWfi`h]bm`Ug`gcW]Yhm[`fUdd`Yg`k`j\h`k`]X`]ZY  
Wc`bgYfj`Uh]cb``Hfcd`\m\i`bh]b[ ž]b`dUfh]W`Ufž`Y`]W]hg`Wc`bg]XYfUV`Y

VUW`Ug\žgYYb`Vm`Wf]h]Wg`Ug`dfca`ch]b[`i`bYh\]WU`VY\Uj`jcf`h\Uh  
WU`b`VY`XYhf]a`YbhU`hc`YbXUb[`YfYX`gdYW]Yg"Gi`W\`dfUWh]Wg`YUX  
hc`U`g][`b]Z]WUbh`X]j`jXY`j`b`di`V`]Wcd]b]cbž`k`YfY`a`Ubm`dYcd`Y`UfY  
]bWfYUg]b[`m`UXj`cWU]b[`Zcf`Yh\]WU`i`bh]b[`UbX`fYgdcbg]V`Y  
k`j`X`]ZY`a`UbU[`Ya`Ybh"

7cbWf`bg`fY[`UfX]b[`dcUW\]b[`UbX`\UV]hUh`XYghfi`Wh]cb`UXX  
Zi`fh\Yf`Wc`a`d`YI`]hm`hc`h\Y`Wc`bj`YfgUh]cb"DcUW\]b[`ž`Xf]j`Yb`Vm  
j`Y[`U`a`Uf`Yhgž`dcgYg`U`Wf]h]WU`h\`fYUh`hc`a`Ubm`gdYW]Yg`UbX`jg  
i`b]j`YfgU`m`Wc`bXYa`bYX"<UV]hUh`XYghfi`Wh]cbž`Xf]j`Yb`Vm`i`a`Ub  
UWh]j`]hmž`cb`m`YI`UWf`fVUhYg`h\YgY`jggi`Ygž`\][`\][`h]b[`h\Y`i`f[`Ybh  
bYYX`Zcf`Wc`bgYfj`Uh]cb`Y`Zc`fhg"Gca`Y`UXj`cWU`hYg`Uf[`i`Y`h\Uh  
fYgdcbg]V`Y`i`bh]b[`WU`b`Yj`Yb`Zi`bX`Wc`bgYfj`Uh]cb`j`b]h]Uh]j`Ygž  
Y`d]b[`hc`dfYgYfj`Y`k`j`X`]ZY`\UV]hUhg"

5h`h\Y`\YUfh`cZ`h\YgY`XYVUhYg`UfY`Yh\]WU`Wc`bg]XYfUh]cbg"<i`bhYfg  
UfY`Wc`bg]ghY`bh`m`Wc`bZ`fcb`hYX`k`j`h\`ei`Ygh]cbg`UVci`h`i`a`UbY  
a`Yh\`cXgž`ZU]f`W\UgYž`UbX`fYgdYWh`Zcf`k`j`X`]ZY""9h\]WU`i`bhYfg  
ghf]j`Y`hc`UX\YfY`hc`Wc`XYg`cZ`Wc`bXi`Wh`h\Uh`df]cf]h]nY`ei`jW`UbX  
i`a`UbY`\_]`gž`U`][`b]b[`h\Y]f`dfUWh]Wg`k`j`h\`Wc`bgYfj`Uh]cb`[`cU`g"  
Cf[`Ub]nUh]cbg`\_]Y`j`bX`5`<i`bhYa`d\Ug]nY`h\]g`bYYX`Zcf`Yh\]WU`  
dfUWh]Wgž`gYY\_]b[`hc`fYg\UdY`h\Y`bUffUh]j`Y`UbX`UXj`cWU`hY`Zcf  
fYgdcbg]V`Y`UddfcUW\Yg`hc`i`bh]b[`UbX`k`j`X`]ZY`a`UbU[`Ya`Ybh"

5g`>Um`7i`hYf`bUj`][`UhYg`h\Y`ghcfa`cZ`di`V`]Wcd]b]cb`gi`ffci`bX]b[  
\]g`i`bh]b[`W\c]Wgž`h\Y`VfcUXYf`jggi`Yg`cZ`i`bh]b[`Yh\]Wg`UbX  
Wc`bgYfj`Uh]cb`cca`Uf[`Y""K`Yh\Yf`cbY`j`jYk`g`i`bh]b[`Ug  
bYWggUfm`Zcf`dcdi`Uh]cb`Wc`bhfc`ž`U`h\f`]b[`gdcfhž`cf`Ub`i`bYh\]WU`  
dfUWh]Wgž`h\YfY`Wf`fhU]b`m]g`gca`Yh\]b[`hc`VY`gU]X`Zcf`ZcghYf]b[  
i`bXYfghUbX]b[`UbX`dfca`ch]b[`gi`ghU]bUV`Y`dfUWh]Wg`j`b`ci`f  
hfYUha`Ybh`cZ`k`j`X`]ZY"

8YhU]`g	
Cfh	AcbhUbUž`I`G5
EiY`Yb	<ul style="list-style-type: none"> <li>• [f]X]fcb\Yfc]Wg"Wc`a</li> <li>• kkk`i`b]UX"Wc`a</li> <li>• kkk`Z]bXU`i`bh"Wc`a</li> </ul>

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