

8 ]gbYm'K cf`X`l bj Y]'g`D`Ubg`Zcf  
; fci bXVfYU\_]b[ 'D]ghcb`DYU\_`DUf\_°

8 ]gbYm'K cf`X`Ubbci bWg`U'a U`cf`Yl dUbg]cb`k ]h\`D]ghcb  
DYU\_`B Uh]cbU`DUf\_žZYUhi f]b[ 'bYk`UhhfUWh]cbg`UbX`i dXUhYg  
ghUfh]b[ '†`m'&\$&) "



K U`h'8 ]gbYm'K cf`Xž'6Um'@U\_Yž: @ž'l b]hYX`GhUhYg`!`H\Y  
Yl W]hYa Ybh']g`dU`dUV`Y`Uh`K U`h'8 ]gbYm'K cf`X`Ug`h\Y`Wca dUbm  
[ YUfg`i d`Zcf`U'a U`cf`hfUbgZcfa Uh]cb`GhUfh]b[ 'Zfca '†`m'+ž'&\$&) ž  
]Wcb]WUhhfUWh]cbg`UfY`gYh`hc`WcgY`hc`a U\_Y`k Um'Zcf`U  
[ fci bXVfYU\_]b[ 'dfc`YWh`U`VfUbX`bYk`h\Ya Y`dUf\_ž`h\Ya YX`D]ghcb  
DYU\_ž`]bgd]fYX`Vm'h\Y`VY`cj YX`† 7Ufgl`ZfUbW\]gY`"5WwcfX]b[ 'hc`9`  
**I b]j Yfgc**ž`h\]g`Ua V]h]ci g`Yl dUbg]cb`k ]`fYd`UW`gYj YfU`  
UhhfUWh]cbgž`]bWi X]b[ 'Hca`GUK mYf`g`UbX`UbX`h\Y`F ]j Yfg`cZ  
5a Yf]WUž`i g\Yf]b[ 'b`U`ZfYg\`YfU`Zcf`h\Y`A U[ ]W? ]b[ Xca "

D]ghcb`DYU\_`k ]`cWw dmi`U`ghU[ [ Yf]b[ '( (\$\$`hc`) \$\$`UWfYgž`a U\_]b[ 'jh  
U`g][ b]Z]Wb`h`UXX]h]cb`hc`8 ]gbYmg`']bYi dž`dcgg]V`m`Wca dYh]b[ 'k ]h\  
YghUV`]g\YX`dUf\_g`']\_Y`A U[ ]W? ]b[ Xca ž'9D7CHž`<c`mk ccX

Ghi X]cgžUbX`5b]a U`?]b[ Xca "H\Y`j ]g]cb`VY\]bX`D]ghcb`DYU\_`]g  
hc`WfYUhY`U`gYUa`Ygg`V`YbX`cZ`bUhi fY`UbX`k` \]a g]WU`UbXgWUdYgž  
XfUk ]b[ `]bgd]fUh]cb`Zfca`7c`cfUXc`g`F`cW\_m`A`ci`bhU]b`B`Uh]cb`U`  
DUf\_`" `a U[ ]bYYfg`UfY`Wc`a`a`]hYX`hc`\_YYd]b[ `h\]g`bYk` `[ Ya` \]XXYb  
Zfca`Wfhu]b`Ub[ `Ygž`h\i`g`dFYgYfj ]b[ `h\Y`W\Ufa`cZ`@]VYfmiGei`UfY  
UbX`5Xj`Ybhi`fY`UbXž`Ug`fYdcfhYX`Vm`**bg]XY`h\Y`A`U[ ]W**

## 5`B`Uhi`fU`K`c`bXYf`UbX`5k`U]hg

H\Y`D]ghcb`DYU\_`UfYU`k`j``bch`cb`m`ZYUhi`fY`ZUa`j`]Uf`Y`Ya`Ybhg`Zfca  
f`7Ufgl`Vi`h`k`j``U`gc`]bhY[`fUhY`a`i`h]d`Y`k`UhYf`ZYUhi`fYgž`\_]Y  
[`YmgYfg`UbX`k`UhYfZU`gž`Yb\`UbW]b[ `h\Y`UbXgWUdY`"9l`]gh]b[ `hfYYg  
Zfca`Hca`GUk`mYf`g`UbX`k`j``VY`fYdi`fdcgYX`hc`dfcj`]XY`g\`UXYž  
Wc`a`d`]a`Ybh]b[ `h\Y`i`g\`Ybj`]fcb`a`Ybhg`h\`Uh`k`j``VY`WfYUhYX`  
8]gbYmU]a`g`hc`ZcghYf`U`gYbgY`cZ`Yl`d`cfUh]cb`UbX`UXj`Ybhi`fYž  
a`i`W\`]Y`h\Y`fi`[ ]YX`ci`hXccfg`"H\]g`YWc!Zf]YbX`m`XYg][`b`k`j`  
]bWi`XY`bUhi`fU`a`UhYf]U`g`UbX`WUf!h\Ya`YX`UfW\]hYWhi`fYž`gi`W\`Ug  
`c[ `WUV]bg`UbX`fUb[`Yf`cX[`Ygž`hc`Ybf]W\`h\]g`]a`a`Yfglj`Y  
Yl`dYf]YbW`"

6i`h`h\`Uh`g`bch`U`/`h\Y`hYUa``]gb`h`bY[ `YWh]b[ `h\Y`f]XYg`"J`]g]hcf`g`k`j``  
gccb`Z]bX`hk`c`bYk`UhhfUWh]cbg`k`]h\]b`D]ghcb`DYU\_ž]bWi`X]b[ `U  
ZUa`j`]m`Zf]YbX`m]f]XY`h\`Uh`k`j``k`YUj`Y`h\`fci`[ \`h\Y`gW\]b]WVYUi`hm`c`Z  
h\Y`bYk`dUf\_`"H\Y`ei`Yi`Y`k`j``VY`WYj`Yf`m`c`WUhYX`]b`h\Y`f`Ub[`Yf  
@cX[`Yž`k` \]Y`U`fU`m`fUW\`f]XY`k`j``gYh`ci`h`Zfca`h\Y`j`]g]hcf`g  
@cX[`Y`"6][`H\i`bXYf`A`ci`bhU]b`fU]`fcUX`k`j``U`gc`fYW\]j`Y`i`d[`fUXYg  
hc`]bhY[`fUhY`k`]h\`h\Y`YbW\Ubh]b[ `D]ghcb`DYU\_ž`dchYbh]U`m  
ZYUhi`f]b[ `fU]bVck`[`YmgYf`d`c`c`g`UbX`h\Ya`Uh]Wgi`fd`f]gYg`\_]Y`h]fY  
hfUW\_gž`Ug`XYhU]YX`]b`**5`9Ufg`bYh`**

## A`cXYfb`7`cbj`Yb]YbW`k`]h\`C`X`!K`cf`X`7\`Ufa

H\Y`Uff]j`U`cZ`D]ghcb`DYU\_`Vf]b[`g`Ub`Yl`W]h]b[ `V`YbX`cZ`a`cXYfb  
Ua`i`gYa`Ybhg`k` \]Y`dFYgYfj ]b[ `h\Y`C`X`K`Ygh`YggYbW`cZ  
:`fcbh]Yf`UbX`"H\Y`XYg][`b`Yh\cgž`k` \]W\`k`YUj`Yg`hc[`Yh\Yf  
dUf\_]hYWhi`fY`k`]h\`8]gbYmg`i`b]ei`Y`WUf!]hYWhi`fYž` \`cdYg`hc  
cZYf`U`fYfYg\]b[ `Wc`bhfUgh`hc`h\Y`Xfm`UbXgWUdYg`W`ffYb`h`m  
fYdFYgYb`hYX`]b`:`fcbh]Yf`UbX`"8]gbYm`d`Ubg`hc`Wc`bhfc`bc]gY`Yj`Y`g

Zfca`h\Y`bYk`cZfUfUX`fU`mif]XYžYbgi`f]b[`U`hfUbei`]`YI`dYf]YbWŴ  
Zcf`U``j`]g]hcfg"

K`j]h\`Z`hi`fY`XYj`Y`cda`Ybh`cb`h\Y`\cf]ncbž`h\YgY`W\Ub[`Yg`a`Uf`  
h\Y`Z]fgh`a`U`cf`bYk`dUf`\_`g]bWŴ`5b]a`U`?`]b[`Xca`cdYbYX`]hg`[`UhYg  
VUW`\_]b`%-`-`,`"D`Ubg`U`gc`]bWi`XY`bYk`gdUWŴg`Zcf`X]b]b[`UbX  
YbhYfhU]ba`Ybhž`gi`W\`Ug`h\Y`i`dWċa`]b[`6ci`fVcb`GhYU`fYghUi`fUbh  
VmifYbck`bYX`W\YZ`A`]W\UY`A`]bU``5g`UhhfUWŴ]cbg`dfYdUfY`Zcf  
Wcgi`fY`h\]g`ž`mž`8]gbYmZUbg`UfY`YU[`Yf`hc`k`]hbYgg`h\Y`a`U[`]Wh\Uh  
D]ghcb`DYU`\_`k`]``i`bZc`X"

5g`k`Y`c`c`\_`Zcfk`UfX`hc`h\Y`W\Ub[`Yg`U\YUXž`]hg`Ub`YI`W]h]b[`h]a`Y  
Zcf`K`U`h`8]gbYmK`cf`X`UbX`]hg`j`]g]hcfg"`GhUmih`bYX`Zcf`i`dXUhYg`Ug  
h\]g`YbW\Ubh]b[`bYk`UXX]h]cb`Wċa`Yg`hc``]ZYžWŴfj`]b[`ci`h`U`b]W\Y  
]b`U`k`cf`X`k`\YfY`UXj`Ybhi`fY`UbX`]a`U[`]bUh]cb`fY][`b`gi`dfYa`Y"

8YhU]`g	
Cfh	K`U`h`8]gbYmK`cf`Xž6Um@U_Yž: @žI`b]hYX GhUhYg
E`i`Y``Yb	<ul style="list-style-type: none"><li>• k`k`k`"Y`i`b]j`Yfgc`"Wċa</li><li>• U``YUfg`bYh</li><li>• ]bg]XYh\Ya`U[`]WbYh</li></ul>

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