

GUfUgchU`DfYdUfYg`Zcf`U`GdUf\_`]b[ `: ci fh\  
cZ'↵ `m'5a ]X`<i ff]WUby`K UhW\`°

8]gWcj Yf': ci fh\Zcf`&\$&) žZYUhi f]b[ `]fYk cf\_gžZccXž`UbX`ZUa ]`mžf]YbX`mž`b"



( \*' %'G`@cW\_k ccX`F ]X[ Y`F Xž`GUfUgchUž': @' ( &' %ž`I G5`!`5g  
h\Y`gi b`gYhg`cj Yf`GUfUgchU`hcXUmž`h\Y`gd]f]h`cZ`↵XYdYbXYbW`8Um  
]g`][ b]h]b[ `YI W]hYa Ybh`UWfcgg`h\Y`UfYUž`XYgd]hY`U`dYg`\_mhfc d]WU`  
X]ghi fVUbW`h\YfUhYb]b[ `h\Y': ci fh\BUh]cbU`<i ff]WUby`7YbhYf`]g`WcgY`mia`cb]hcf]b[ `h\]g`k YUh\Yf  
gmghYa`ž`k`\\W\`Ug`U`fYUXm`WU`i gYX`GUfUgchU`<cchYfg`hc`dcghdcbY  
h\Y`K ]b[ g`UbX`K`\\YY`g`7Uf`G\ck`UbX`7cfb\c`Y`Hci fbUa Ybh  
gWYXi`YX`Zcf`h\]g`k YY\_YbX`"FYg]XYbhg`UbX`j ]g]hcf`g`U`]\_Y`UfY  
YU[ Yf`hc`W`YVfUhYž`k ]h\`a`UbmiZYgh]j Y`UWh]j ]h]Yg`"]bYX`i`d`]b`h\Y  
fY[ ]cb"

H\Y`\\YUfh`cZ`h\Y`W`YVfUh]cbg`WUby`VY`Zci`bX`Uh`6Umžfcbh`DUf\_ž  
k`\\YfY`h\Y`6Umžfcbh': ]fYk cf\_g`X]gd`Um`dfca ]gYg`U`ghi`bb]b[

gdYWHUWY" `H\ ]g`ZfYY`Z]fYk cf\_g`g\ck` ]g`gYh`hc`XUnn`Y`gdYWHUhc fg  
hcb][ \h`Ufci`bX`-`d"a`""5hhYbXYYg`UfY`UXj`]gYX`hc`Wca`Y`dfYdUfYX  
k`]h\`V`Ub`\_Yhgž`WX`U]fgž`UbX`Wc`c`Yfg" `C`@YUfm`g`H]\_]`6Uf`/` ;`f]`k` ]`  
VY`cdYb`Zcf`ZccX`UbX`Xf]b\_gž`UXX]b[ `h\Y`dYfZYWh`hci`WX`hc`U`b][ \h  
cZW`YVfUh]cb" `b`bYUfVm`J`Yb]Wž`h\Y`gc`X!ci`h`:]fYk cf\_g`G\ck`Uh  
Bcfh\`6fc\UfX`DUf`\_`k`]`cZZf`U`df]a`Y`j`Yk`]b[ `Yl`dYf]YbW`Zfca  
G\Uf\_mg`:`ci`fh\`cZ`ž`m`l`ddYf`8YW`ž`Wca`d`YhY`k`]h\`U`h`fYY!  
Wci`fgY`a`Ybi`UbX`j`Y`a`i`g]W`

## HcXUm g`9j`Yb hg

: cf`h\cgY`cc\_]b[ `hc`\_]W`cZZ`h\Y]f`XUm`k`]h\`gca`Y`Zl`b`UbX`ZccXž  
h\Y`G]bU]`G]nn`Y`66E`Uh`\*`.\$`\$`DA`UbX`h\Y`FYXž`K` \]hY`/`GdUf`\_]b[ `°  
dUfhm`Uh)`.`\$`DA`cZZf`[`fYUh`k`Umg`hc`[`Uh\Yf`k`]h\`Zf]YbXg`UbX  
ZUa`]m`A`YUb`k` \]Yž`h\Y`ž`m`(`h\`ž`V]`YY`Uh`:`fYX` ;`cg]Y`5h\_]bg  
DUf`\_`Ui`bWX`Yg`ZYgh]j`]h]Yg`Uh`bccbž`a`U\_]b[ `]h`U`dYfZYWh`dfY`i`XY`hc  
h\Y`Z]fYk cf\_g`X]gd`Umg" : ]fYk cf\_g`]b`U`6c`h`Y`°`Uh`%%`\$`\$`5A  
dfcj`]XYg`U`i`b]ei`Y`hk`]gh`Zcf`YUf`m`fYj`Y`Yfg`Ug`k`Y`"

A`cfY`hfUX]h]cb`U`Yj`Yb hg`UfY`hU\_]b[ `d`UW`h\fc`i`[ \ci`h`h\Y  
k`YY`\_YbXž`]bWi`X]b[ `U`:`ci`fh\`cZ`ž`m`5`!5a`Yf]WUb`7cc`\_ci`h`Uh  
GY`Vm` ;`UfXYbg`UbX`U`dUfhm`k`]h\`h\Y`Gci`7]fW`g`7ck`Vcmg`Uh`-`+)  
7Uh`Ya`Yb`FX" `H\Y`ž`m`(`h\`K`YY`\_YbX`Dcc`DUfhm`Uh`DYfgdYWh]j`Y  
Fcc`Zhd`Dcc`6Uf`UbX`W`YVfUh]cbg`Uh`ch\Yf`j`Ybi`Yg`gi`WX`Ug`H\Y  
K`Ygh]b`GUfUgch`U`UbX`7A`L`7]b`Å6]ghfc`G]YghU`?Ym`Ybgi`fY`h\YfY`g  
gca`Yh\]b[ `Zcf`Yj`Yfmc`bY`°

## : ]fYk cf\_g`UbX`A`cfY

K`]h\`Z]fYk cf\_g`][ \h]b[ `i`d`h\Y`g\_m`Zfca`j`Uf]ci`g`c`WUh]cbgž`Xcb`h  
Zcf[`Yh`h\Y`gdYW]U`j`]Yk`]b[ `gdchg`°`Z`mci`fY`bYUf`@97CA`DUf`\_]b  
6fUXYbhc`bž`cb`ž`m`°`Uh`\*`.`\$`d"a`"Z`mci`WUb`WUhWX`Ubch\Yf  
Z]fYk cf\_g`X]gd`Umž`k` \]Y`h\Y`hfUX]h]cb`U`Z]fYk cf\_g`j`]Yk`]b[  
VYhk`YYb` ;`fYYb`UbX`8Y`Gch`6f]X[`Yg`k`]`VY`U`[`fYUh`k`Um`hc`WUd  
cZZ`h\Y`XUm`hca`cfc`k`Uh`-`.`\$`d"a`""Ug`ZUa`]`Yg`[`Uh\Yf`hc`W`YVfUhY  
h\Y`Ubb]j`YfgUfmc`Z`h\Y`8YWUfUh]cb`cZ`b`XYdYbXYbW`"

H\YgY`W`YVfUh]cbg`UfY`U`Z]hh]b[ `hf]Vi`hY`hc`h\Y` \]ghcf]WXUmž`k`]h\

fccHg`XUh]b[ `VUW\_`hc`h\Y`%++\*`UXcdh]cb`cZ`h\Y`8YWUfUh]cb`Vm`h\Y`  
cf][ `]bU``%'`Wc`cb]Yg`h\Uh`XYWUfYX`]bXYdYbXYbW`Zfca` `; fYUh  
6f]hU]b``: ]fYk`cf\_g`\Uj`Y`VYYb`U`dUfh`cZ`ci`f`bXYdYbXYbW`8Um  
hfUX]h]cbg`g]bW`h\Y`Z]fgh`Wca`a`Ya`cfUh]cbg`]b`D\`UXY`d\]U`]b  
%+++ž`U`WcbbYWh]cb`h\Uh`fYa`]bXg`i`g`U``cZ`h\Y`g][`b]Z]WbW`cZ`h\]g  
ZYXYfU``\c`XUmž`YghUV`]g\YX`]b`%-`(`%"

Gc`k` \Yh\Yf`mci`fY`Yb`cm]b[ `h\Y`XUnn`]b[ `X]gd`Umgž`]bXi` `[ `]b[ `]b  
XY`]W]ci`g`ZccXž`cf`c]b]b[ `Zf]YbXg`Zcf`U``]j`Y`m`dUfhmž`GUfUgchU`g`đ`m  
(`h\`Yj`YbHg`cZZYf`gca`Yh\]b[ `Zcf`Yj`Yfmc`bY``A`U`Y`gi`fY`hc`WXYW\_  
]bhc`cb[ `c]b[ `ZYgh]j`h]Ygž`Vi`highUmij`][`]Ubh`UVci`h`h\Y`k`YUh\Yf  
WcbX]h]cbg``: cf`U`Z` ``]gh`cZ`Yj`YbHgž`fYZYf`hc`h\Y`]bZcfa`Uh]j`Y  
Wcj`YfU[ `Y`Zfca`h\Y`<YfU`X!Hf]Vi`bYž`5```9j`YbHgž`UbX`DUhW`"

8YhU]`g	
Cfh	(`*`%'`G`@cW_k`ccX`F]X[ `Y`F`Xž`GUfUgchUž`: `@` '`(`&`%ž`I`G5
Ei`Y``Yb	<ul style="list-style-type: none"><li>• k`k`k`"\YfU`Xhf]Vi`bY`Wca</li><li>• U``Yj`YbHg`]b</li><li>• dUhW`"Wca</li></ul>

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