

: i ggVU`!GYbgUh]cb`]b`7cVi f[ .`5i Z!`i bX  
5VghY][ Yf`ghY\Yb`ZYgh°

8Yf`Gd]Y`\_fY]g`7cVi f[ !?fcbUW!@W hYbZY`g` \Uh`X]Y`GU]gcb  
&\$&( #&\$&) `UV[ YgW`cggYb/5i Z!`i bX`5VghY][ Yf`ghY\Yb`ZYgh"



@]W hYbZY`gž8Yi hgW`UbX`!`8]Y`GU]gcb`&\$&( #&\$&) `ja  
Gd]Y`\_fY]g`7cVi f[ !?fcbUW!@]W hYbZY`g`]gh`bi b`UV[ YgW`cggYbž  
i bX`X]Y`5i Z!`i bX`5VghY][ Yf`ghY\Yb`ZYgh"CV`ja`\_ca a YbXYb  
Gd]Y`U\`f`5bdUggi b[ Yb`]b`XYb`?fY]g`][ Yb`i bX`?fY]g`\_UggYb  
bchk YbX][ `g]bXžV`Y]Vh`gdUbbYbXžXYbb`X]Y`8UhYb`U[ Y`]gh`\_Uf  
i bX`V]YhYh`9]bV`]W\_Y`ZØf`X]Y`\_ca a YbXYb`K cWYb" `@Ui h`  
**UbdZ]ZZ" ]bZc`g]bX`VYfY]hg`Yhnh]bhYfYggUbhY` ðZcfa Uh]cbYb  
VY\_UbbhžX]Y`X]Y`? ]W\_Yf`i bX` : Ubg`ZfYi Yb`gc`hYb"**

ð`XYf`?fY]g`][ U`%g]bX`X]Y`HYUa`g`VYfY]hg`[ i`h`Ui Z[ YghY`h`< ]Yf  
Z]bXYb`g]W`VY\_UbbhY`BUa`Yb`k ]Y`XYf`HGJ`GcbbYZ`X`i bX`XYf`HGJ  
A`YYXYfžk`À\`fYbX`GJ`6cgdcfi`g`7cVi f[ `i bX`UbXYfY`bYi Y  
K ]XYfgUW`Yf`XUg` : Y`X`j Yfj`c`gh`AbX][ Yb`" ð`XYf`?fY]g`][ U`&`g]bX

X]Y`Gd]Y`Y`YVYbgc`gdUbbYbXž`k`c`A`UbbgWUZhYb`k`JY`XYf` : 7  
GhcW\_\Y]a`i`bX`X]Y`8`ž`@]W`hYbZY`g`Ui`ZY]bUbXYfhfYZZYb"

## 8 ]Y`?`fY]g\_\`UggYb`]a` ,`VYfV`]W\_\`

K`Ug`[`]Vh`Yg`B`Yi`Yg`]b`XYf`?`fY]g\_\`UggY`%3`<`]Yf`g]bX`hfUX]h]cbY``X]Y`  
HYUa`g`Ui`g`B`Yi`ghUXh]F`ÖXYbhU`ghUf`\_`j`YfhfYhYbž`XUfi`bhYf`XYf`  
8`ž`#HGJ`F`ÖXYbhU`i`bX`XYf`GJ`HØf`\_`[`ØWØ`B`Yi`ghUXh`" `æg`[`YgUa`h`  
\_`Åa`dZYb`%)`HYUa`g`i`a`XYb`5i`Zgh]Y`[`ž`k`cVY]`a`Ö`[`]W`Yfk`Y]gY`XYf`  
: `7`A`Uf`\_`h`[`fU]h`n`c`XYf`X]Y`GdJ`[`K`ØghYbU`c`fb`U`g`%\*`" `A`UbbgWUZh`  
XUni`ghc`»`Yb`\_`ÖbbhYb`" `æ`XYf`?`fY]g\_\`UggY`&`nY][`h`g]W`Y]b`  
gdUbbYbXYg`6]`X`a`]h`@]W`hYbZY`g`Yf`A`UbbgWUZhYb`k`JY`XYa`i` :  
5`hYb`\_i`bghUXh`i`bX`XYa`G7`ž`fU`5fbghY]b`&ž`k`c`Y]bY`A`UbbgWUZh`  
k`c`\`k`Y]W`Yb`a`i`gg"

?fY]g\_\`UggY`%

?fY]g\_\`UggY`&

GJ`A`Y]`gW`b]h`n`	: `7`A`Uf`_`h`[`fU]h`n`f5Ł
8`ž`#HGJ`F`ÖXYbhU`	: `7`5`hYb`_i`bghUXh`f5Ł
GJ`HØf`_`[`ØWØ`B`Yi`ghUXh`	GJ`G]YX`i`b`[`@]W`hYbZY`g`

8`c`W`U`i`W`U`V`gY]hg`XYf`ZYghYb`@][`Yb`[`]Vh`Yg`5i`ZfY`[`i`b`[`. `8]Y`  
F`Y`Y`[`Uh]cbggd]Y`Y`g]bX`]a`i` ;`Ub`[`Y`i`bX`j`YfgdfYW`Yb`B`Y`fj`Yb`]h`n`Y`"  
8`Yf`G7`Gmj`]U`9VYfgXcfZ`\Uh`Y]XYf`X]Y`7`\UbW`U`i`Z`XYb`5i`Zgh]Y`[`  
[`Y`[`Yb`XYb`i` : `7`@]W`hYbZY`g`j`YfdUggh`i`]b`nk`Y]`DUfh]Yb`YbXYhY`Yg`  
\$.`\$`i`bX`\$.`%`ZØf`@]W`hYbZY`g`" `8`c`W`X]Y`F`Y]gY`]gh`ZØf`XYb`i` : `7`  
@]W`hYbZY`g`bcW`b]W`h`ni`9`bXYž`XYbb`g]Y`hfYZZYb`bi`b`Ui`Z`X]Y`  
GdJ`[`[`. `6UmfYi`h`l`i`&%ž`i`a`g]W`k`Y]hYf`]b`XYf`nk`Y]hYb`F`i`bXY`ni`  
VY`Y`Ui`dhYb`" `@]i`h`**bd!WŁVi`f`["XY`ghY`Yb`X]Y`b`ÅW`ghYb`k`]W`h][`Yb`  
Gd]Y`Y`Ua`i`&`,`"i`bX`" `%"`A`U]`Ub`"**

## K`Y]hYfY`F`Y`Y`[`Uh]cbgYf`[`YVb]ggY`

5i`W`X]Y`F`Y`Y`[`Uh]cb`j`cb`?`fY]g`][`U`ni`f`?`fY]g\_\`UggY`\`Y`h`Y]b][`Y`  
,`VYffUgW`i`b`[`Yb`VYfY]h`Gc`gW`Y]XYb`X]Y`HYUa`g` : `7`A`]hk`]h`]b`XYf`  
YfghYb`F`i`bXY`gck`]Y`HGJ`A`YXYf`]b`XYf`nk`Y]hYb`F`i`bXY`[`Y`[`Yb`  
XYb`G7`?`Ya`a`Yfb`f&.`Ł`Ui`gž`V`]YVYb`UVYf`]b`XYf`6Yn]f`g`][`U`K`Ygh`  
6Y]XY`A`UbbgWUZhYb`\`c`ZZYb`Ui`Z`Y]bYb`bYi`Yb`5b`Ui`Z`]b`XYf`  
\_`ca`a`YbXYb`GU]gcb"

5VYf`Ui W`]b`XYb`i bhYf`\_Ugg][ Yb`@[ Yb`k`]fX`\Ufh`i a`Di`b`\_hY  
 [ Y`\_Àa`dZ`"8Yf`GJ`A`!| bhYfa` YfnVUW`g]W`YfhY`g]W`]a` `:]bU`Y`XYf  
 F`Y`Y[ Uh]cb`5!`?`UggY`XYb`5i`Zgh]Y[ `] Y[ Yb`G;  
 HYi`gW`b]hm`#` ]W`\_YbXcfZ`a` ]h`' .&ž`k`À`fYbX`UbXYfY`HYUa`g`k` ]Y`X]Y  
 8`>`@]W`hYbZY`g`&`a` Ò[ `]W`Yfk`Y]gY`]b`X]Y`6!`?`UggY`\YfUV[ Yghi`Zh  
 k`YfXYb`a` ØggYb`"

K`Yf`g]W`ZØf`X]Y`[ YgUa`hY`6fY]hY`Ub``bZcfa`Uh]cbYb`ØVYf  
 5a`UhYi`f`][ Yb`]bhYfYgg]Yfhž`Z]bXYh`Ui`Z`\_]W`\_Yf`"XY`nU`\fY]W`Y  
 8YhU]`g`i`bX`5bU`mgYb`ni`XYb`@[ Yb`"8]Y`GU]gcb`&\$&`)#&\$&`\*  
 j`Yfgdf]W`hž`gdUbbYbX`ni`k`YfXYbž`k`Ybb`g]W`X]Y`HYUa`g`bUW`  
 X]YgYf`Ui`ZfY[ YbXYb`Gd]Y`nY]h`bYi`Zcfa`]YfYb`a`ØggYb`"6`Y]Vh`U`gc  
 UVni`k`UfhYbž`k`Y`W`Y` ,`VYffUgW`i`b[ Yb`i`bg`XUg`b`ÅW`ghY`>U`f  
 Vf]b[ h`

8YhU]`g	
Cfh	@]W`hYbZY`gž`8Yi`hgW`\UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "UbdZ]ZZ"]bZc</li> <li>• k k k "bd!WŁVi f[ "XY</li> <li>• k k k "_]W`_Yf"XY</li> </ul>

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