

# 6cW i a 'Zc f gW h'Ub 'Ni \_i b Zh. 'K UggY f g h c Z Z ZØf'X]Y '[ `c VU`Y`9bYf[ ]Yk YbXY`°

: c f g W Y b X Y `X Y f`F i 6`i b X`I b`]8 i ]g V i f [ !9 g g Y b`d f Å g Y b h]Y f Y b  
G n Y b U f]Y b`n i f [ `c V U`Y b`K U g g Y f g h c Z z k ]f h g W U z h`9]b V`]W\_Y`]b  
] \ f Y`9 f`\_Y b b h b]g g Y"

F i \ f ! I b ] j Y f g]h Å h`6 c W i a ž` ( ( + , \$`6 c W i a ž`8 Y i h g W `U b X`!  
: c f g W Y b X Y `X Y f`F i \ f ! I b ] j Y f g]h Å h`6 c W i a`i b X`X Y f`I b ] j Y f g]h Å h  
8 i ]g V i f [ !9 g g Y b` \ U V Y b`]a`F U \ a`Y b`X Y g`D f c`Y`\_h g`G h 9 5 A  
f Y U`]g h]g W Y`G n Y b U f]Y b`n i f`K U g g Y f g h c Z z d f c X i`\_h]c b`Y b h k ]W\_Y`h`  
8]Y g Y g`J c f \ U V Y b ž`X U g`Y h k U`X f Y`] \ f Y`]b`5 b g d f i W `b U \ a`ž`  
\_c b n Y b h f]Y f h`g]W `U i Z`X]Y`G Y`\_h c f h f U b g Z c f a`U h]c b`]a`9 b Y f [ ]Y g m g h Y a  
i b X`U b U`m g]Y f h`a`Ø [ `]W `Y`G h f U h Y [ ]Y b`n i f`h Y [ f U h]c b`j`c b  
K U g g Y f g h c Z Z`U`g`9 b Y f [ ]Y h f Å [ Y f`"A`]h`Y]b Y a`b Y i`Y b h k ]W\_Y`h`Y b  
[ `c V U`Y b`9 b Y f [ ]Y g m g h Y a`a`c X Y`"k`]f X`X]Y`J`Y f V]b X i b [ `n k ]g W Y b  
X Y b`G Y`\_h c f Y b`G h f c a`i b X`K U g g Y f g h c Z Z`V Y`Y i W `h Y h`"@ U i`h`  
**b Y k g"fi V"XY`g c`"X]Y g Y g`A`c X Y`"k`Y f h j`c`"Y`9 f`\_Y b b h b]g g Y`Z Ø f`X]Y`  
D c`]h`\_i b X`X]Y`K`]f h g W U z h`]Y Z Y f b ž`i a`X]Y`9 b h k ]W`\_i b [ `Y]b Y f  
[ `c V U`Y b`K U g g Y f g h c Z z k ]f h g W U z h`j`c f U b n i h f Y]V Y b`"8]Y`@Y]h i b [ `X Y g  
D f c`Y`\_h g`c V`]Y [ h`X Y b`f Y b c a`a`]Y f h Y b`D f c Z Y g g c f Y b`8 f`"J`U`Y`b h]b  
6 Y f h g W `i b X`8 f`"7 \ f]g h c d \ `K`Y V Y f"**

8]Y`F i \ f ! I b ] j Y f g]h Å h`6 c W i a ž`U`g`Y f g h Y`I b ] j Y f g]h Å h g!  
B Y i [ f Ø b X i b [ `b U W `X Y a`? f]Y [ ž`g d]Y`h`Y]b Y`n Y b h f U`Y`F c`"Y`]b  
X]Y g Y a` : c f g W i b [ g d f c`Y`\_h`8 Y f`W J a`d i g U f h][ Y`J`Y f V U i`X Y f  
I b ] j Y f g]h Å h`Y f g h f Y W`\_h g]W `Ø V Y f`Y]b Y :`Å W Y`j`c b`Y h k U` ( \$ \$`I`-`\$ \$  
A`Y h Y f b`i b X`]g h]b`j`]Y f`[ `Y]W `i [ f c`»`Y`f Y W `h Y W`][ Y :`Y`X Y f`i b h Y f h Y`]h ž  
X]Y`j`Y f g W ]Y X Y b Y b`@Y \ f V Y f Y]W `Y b`n i [ Y c f X b Y h`g]b X`" `a`<`Y f n Y b  
X Y g`7 U a`d i g`V Y Z]b X Y b`g]W `A`Y b g U`i b X`5 i X]a`U i ž`k`Å \ f Y b X  
: i » [ Å b [ Y f`! i b X`D?`K`!`J`Y f`\_Y \ f`[ Y g W ]W`\_h`Y b h Z Y W `h Y h`k i f X Y b`"  
8]Y g Y`8 Y h U]`g`n i f`5 f W ]h Y`\_h i f`i b X`G h f i`\_h i f`X Y g`7 U a`d i g`g]b X

a U» [ YV`]W`ZØf`X]Y`≠bcj Uh]cbg\_fUZhž`X]Y`XYf`GhUbXcfh`V]YhYh`K ]Y  
VUi \_i bgh!bfk `VYf]W`hYhž`k ]fX`X]Y`i b]j Yfg]hÅh`j cb`W]fWU` ( "\$\$\$\$  
Ghi X]YfYbXYb`VYgi W`h`i bX`]gh`XUa` ]h`Y]bY`XYf`nY`b` [ fØ`hYb  
<cW`gW`i`Yb`]b`8Yi hgW`UbX`"≠fY`a`cXYfbY`5fW`]hY`\_hi`f`i`bX`  
: i b\_h]cbU`]hÅh`k`i`fXYb`&\$%( `a` ]h`Y]bYf`5i`gnY]W`bi`b` [ `ZØf` [ i`hY`  
6Ui`hYb` [ Yk`ØfX]]`h`

K UggYfghc ZZhY W`bc`c` [ ]Y`U`g`GW`ØggY`ni`f`  
9bYf [ ]Yk`YbXY`

8 Ug`Dfc`Y`\_h`Gh95A` ]gh`b]W`h`bi`f`Ub`XYf`Fi` \f!i`b]j`Yfg]hÅh`6cW`i`a`  
j`cb`6YXY`i`hi`b` [ "9g`ghY`h`]a` `X]fY`\_hYb`Ni`gUa`a`Yb`Ub` [ `a` ]h`XYf`  
5i`gV`]Xi`b` [ `XYg`\_ca`a`YbXYb` : UW`\_fÅZhYbUW`k`i`W`gYg`]a` `6YfY]W`  
K UggYfghc ZZhY W`bc`c` [ ]Yb`"6Y]gd]Y`gk`Y]gY`V]YhYh`X]Y`HYW`b]gW`Y`  
<cW`gW`i`Y`≠ [ c`ghUXh`Y]bYb`A`UghYfghi`X]Yb` [ Ub` [ `]b`  
K UggYfghc ZZhY W`bc`c` [ ]Y`i`bX`!k`]fhgW`UZh`Ub`"8]YgYf`Ghi`X]Yb` [ Ub` [   
n]Y`h`XUfUi`Z`UVž`5Vgc`j`Yb`hYb`Ui`Z`X]Y`<YfUi`gZc`fXYfi`b` [ Yb`XYf`  
9bYf [ ]Y!`i`bX`A`cV`]hÅhgk`YbXY`j`cfni`VYfY]hYb`i`bX`]\bYb`Y]b`  
i`a`ZUggYbXYg`j`YfghÅbXb]g`XYf` [ YgUa`hYb`HYW`bc`c` [ ]Y`\_Yhh`j`cb`  
K UggYfghc ZZ`ni`j`Yfa`]hh`Y`b` `j`cb`9fnYi` [ i`b` [ ØVYf`GdY]W`Yfi`b` [   
i`bX`HfUb`gd`cfh`V]g` \]b`ni`5bk`YbXi`b` [ Yb`"8]Y`Ghi`X]YfYbXYb` \UVYb`  
X]Y`A`Ø [ `]W`\_Y]hž` \fY`j`cf`Ygi`b` [ Yb`gck`c` \`cb`]bY`U`g`Ui`W`j`cf`C`fh`  
ni`j`YfZc` [ Ybž`k`Ug`Y]bY`ZYI`]V`Y` ; YghU`hi`b` [ `XYg`Ghi`X]i`a`g`  
Yfa`Ø [ `]W`h`DfÅgYbnj`YfUbghU`hi`b` [ Yb`k`YfXYb`]b`\_ca`dU`hYb`  
D`UgYb`Ub` [ YV`chYbž`]b`XYbYb`X]Y`Ghi`X]YfYbXYb`dfU`\_h]gW`Y`  
9fZU`fi`b` [ Yb`]a` `@UVcf`gUa`a`Y`b`\_ØbbYbž`gc`VYf]W`hYh`h\ ]"XY`

K Å`fYbX`X]Y` : cfgW`i`b` [ Yb`Ub`XYf`Fi` \f!i`b]j`Yfg]hÅh`6cW`i`a`  
YbhgW`Y]XYbX`ni`f`9bhk`]W`\_i`b` [ `a` Ø [ `]W`Yf`K UggYfghc ZZghfU`hY` [ ]Yb`  
VY]hfU` [ Ybž`k`]fX`X]Y`j`YfV]bXi`b` [ `j`cb`H`Ycf]Y`i`bX`DfUI`]g`Xi`fW`  
Ghi`X]Yb` [ Åb` [ Y`k`]Y`XYb`Ub`XYf`HYW`b]gW`Yb`<cW`gW`i`Y`  
≠ [ c`ghUXh` [ YghÅf`\_h`"8]YgY`]bhY` [ fUh]j`Y`<YfUb` [ Y`Yb`gk`Y]gY`]gh`  
i`bYf`Ågg`]W`ž`i`a` `X]Y`DchYbn]U`Y`XYf`K UggYfghc ZZk`]fhgW`UZh`  
j`c`ghÅbX]]`Ui`gni`gW`ØdZYb`i`bX`Y]bYb`bUW` \U`h] [ Yb`6Y]hfU` [ ni`f`  
 [ `cVU`Yb`9bYf [ ]Yk`YbXY`ni`"Y]ghYb`

8YhU]`g	
C fh	Fi \f!l b]j Yfg]h`6cWxi a ž' ( +, \$`6cWxi a ž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• bYk g"fi V"XY</li> <li>• k k k "VUi _i bgh!bfk "XY</li> <li>• k k k "h\]"XY</li> </ul>

6Ygi WYb`G]Y`i bg`Ui Z.`b!U[ "bYh