

6i bXYgfY[ ]Yfi b[ `ghY`h`%\$\$`A ]`]UfXYb  
9i fc`ZØf`≠bZfUghfi \_hi f`VYfY]h°

8]Y`6i bXYgfY[ ]Yfi b[ `Uh`fYWX`h]WX`Y`J`cfUi`ggYhni`b[`Yb`ZØf`  
Y]b`)'`\$\$`A`]'`UfXYb`9i`fc`GcbXYfj`Yfa`Ò[`Yb`[`YgWX`UZZYbž`i`a`  
X]Y`≠bZfUghfi`\_hi`f`]'b`XYb`6i`bXYg`ÀbXYfb`ni`'gh`Àf`\_Yb`"



K`Y]a`Ufž`8Yi`hgWX`UbX`!'8]Y`6i`bXYgfY[ ]Yfi`b[ `Uh`bYi`Y`  
K`Y]WX`Yb`ZØf`X]Y`:`]b`Ub`n`Ub`XgWX`UZh`XYf`6i`bXYg`ÀbXYf`[`YghY`h`'5a`  
&"'ž`]'&\$&)` `Uh`XUg`?`UV]b`Yhh`Y]b`Ya` `;`Yg`Y`hm`Y`bhk`i`f`Z`XYg`  
:`]b`Ub`na` ]b]ghYf]i`a`g`ni`[`Ygh]a`a`hž`XYf`XYb`@ÀbXYfb`i`b`X`  
?`ca`a`i`b`Yb`XYb`Ni`[`Ub[`'ni`'Y]b`Ya` `≠bZfUghfi`\_hi`fgcbXYfj`Yfa`Ò[`Yb`  
]b`<`Ò\`Y`j`cb`%\$\$`A`]'`UfXYb`9i`fc`Yfa`Ò[`]WX`h`'8]YgY`A`]hhY`k`YfXYb`  
b`UWX`XYa`'gY]h`≠\`fYb`VYk`À\`fhYb`?`Òb][`ghY]b`Yf`GWX`ØggY`'j`YfhY]`hž`  
XYf`a`U»`[`YV`]WX`Ui`Znk`Y]:`U`\_hc`fYb`VUg]Yfh`XYa`  
GhYi`YfUi`Z`\_ca`a`Yb`i`b`X`XYf`6Yj`Ò`\_Yfi`b[`gnU\`XYf`%\*`  
6i`bXYg`ÀbXYf`"

6i bXYg\_Ubn`Yf`:`f]YXf]WX`A`Yfn`f78I`Ł`VYhcbh`X]Y`8f]b[ `]WX`\_Y]h`  
Y]b`Yf`gWX`bY`Yb`i`b`X`n]Y`[`Yf]WX`hYhYb`J`Yfk`YbXi`b[ `XYf`;'`Y`XYfž`i`a`

k ]W\h][ Y`ϕZfUghfi \_hi fYb`k ]Y`GW\i`Ybž? ]hUgž`GhfU» Yb`i`bX  
?fUb\_Yb\Ài`gYf`ni`a`cXYfb]g]YfYb``8Yf`F`YW\bi`b[`g\cZ`\Uh`VYfY]hg  
j`YfXYi`h`W\hž`XUgg`X]YgY`ϕj`Ygh]h]cbYb`b]W\h`j`c`f`XYa``%`ϕ]bi`Uf  
&\$&) `VY[ ]bbYb`XØfZYbž`XYbb`c`W`\_ØbbYb`A`U»`bU\`a`Yb`V]g`9bXY  
&\$`\*`[`YbY\`a`][`h`k`YfXYb``Gc`V`Y]Vh[`YbØ[`YbX`Gd]Y`fUi`a`ž`i`a  
b`c`h`k`Yb`X][`Y`Dfc`Y`\_hY`U`b[`Zf]gh][`ni`d`U`b`Y`b`i`b`X`ni`f`Y`U`g]YfYb``

8]Y`:`]bUbna`]b]ghYf`\_cbZYfYbn`\Uh`i`bhYf`XYa`\_J`c`f`g]h`j`c`b`7`8`I`!  
Dc`]h]\_Yf`C`d`h`Y`b`X`f`Y`b`\_`X]Y`9`W`\_`di`b`\_`h`Y`X]Y`g`Y`f`Z]b`Ub`n]Y`Y`b  
I`bhYfghØ`h`ni`b[`U`i`g[`Y`U`f`V`Y]h`Y`h``8`Y`f`J`c`f`g`W`\_`U[`ž`X`Y`b`?`Ø`b][`g`h`Y]b`Y`f  
G`W`\_`Ø`g`g`Y`\_`U`g`J`Y`f`h`Y]i`b[`g`a`Y`h`c`X`Y`ni`\_j`Y`f`k`Y`b`X`Y`b`ž`k`i`f`X`Y`\_`U`g  
g`U`W`\_`W`\_`[`i`h`i`b`X`j`Y`f`À`g`g`]W`\_`Y`f`U`W`\_`h`Y`h``ϕ`X]Y`g`Y`a`\_Ni`g`U`a`a`Y`b`\`U`b[  
k`j`f`X`X`Y`i`h`g`W`\_`U`b`X`k`Y]h`Y]b`Y`\_`U`f`Y`J`Y`f`h`Y]i`b[`X`Y`f`A`]h`h`Y`\_`V]g`ni`a`\_`-`"  
A`U]`U`b[`Y`g`h`f`Y`V`h``B`c`f`X`f`\`Y]b!`K`Y`g`h`Z`U`Y`b`d`f`c`Z]h]Y`f`h`X`U`V`Y]`U`a  
g`h`À`f`\_`g`h`Y`b`i`b`X`Y`f`\`À`h`a`\_]h`f`i`b`X`&%`A`\_]]`U`f`X`Y`b`9`i`f`c`X`Y`b`[`f`Ø»`h`Y`b  
5`b`h`Y]`"

## B`Y`i`Y`G`W`\_`i`X`Y`b`a`Ø[`\_]W`\_`Y]h`Y`b`Z`Ø`f`X]Y`@`À`b`X`Y`f`

Ni`g`À`h`ni`W`\_`ni`X`Y`b`ϕ`Z`f`U`g`h`fi`\_`hi`fa`]h`h`Y`b`k`i`f`X`Y`Y]b`Y  
B`Y`i`j`Y`f`g`W`\_`i`X`i`b[`X`Y`f`@`À`b`X`Y`f`V`Y`g`W`\_`c`g`g`Y`b``Ni`\_`Ø`b`Z`h][`X`Ø`f`Z`Y`b`X]Y  
6`i`b`X`Y`g`À`b`X`Y`f`g]W`\_`a`\_]h`V]g`ni``\$`ž`\_`D`f`c`n`Y`b`h`i`\`f`Y`f  
K`j`f`h`g`W`\_`U`Z`h`g`Y]g`h`i`b[`d`f`c`ϕ`U`f`b`Y`i`\_j`Y`f`g`W`\_`i`X`Y`b``8]Y`g`g`h`Y`h`Y]b`Y  
k`Y`g`Y`b`h`]W`\_`Y`Y`b`X`Y`f`i`b[`X`U`f`ž`X`Y`b`b`V]g`X`U`h`c`k`U`f`X`Y`b`@`À`b`X`Y`f`b`X]Y  
5`i`Z`b`U`a`Y`b`Y`i`Y`f`G`W`\_`i`X`Y`b`X`i`f`W`\_`X]Y`G`W`\_`i`X`Y`b`V`f`Y`a`g`Y`i`b`h`Y`f`g`U[`h`  
8]Y`g`Y`A`U»`b`U`a`Y`g`c``X`Y`b`@`À`b`X`Y`f`b`\`Y`Z`Y`b`ž`\`f`Y  
<`U`b`X`i`b[`g`Z`À`\][`\_]h`i]b`X`Y`f`U`\_`hi`Y`Y`b`Z]b`Ub`n]Y`Y`b`@`U[`Y`ni  
j`Y`f`V`Y`g`g`Y`f`b``

6`i`b`X`Y`g`Z]b`Ub`na`]b]ghYf`@`U`f`g`?`\_]b[`V`Y]`f`G`D`8`Ł`\`Y`V`h`\`Y`f`j`c`f`ž`X`U`g`g`X]Y  
V`Y`f`Y]h[`Y`g`h`Y`h`Y`b`6`i`b`X`Y`g`a`\_]h`h`Y`\_`U`i`W`\_`j`]Y`f`A`\_]]`U`f`X`Y`b`9`i`f`c`Z`Ø`f`X]Y  
?`f`Ub`\_`Y`b`\`À`i`g`Y`f`ni`f`J`Y`f`Z`Ø[`i`b[`g`h`Y`Y`b`g`c``Y`b`ž`X`i`f`W`\_`Y]b`Y`b  
F`Y`W`\_`bi`b[`g`U`i`Z`g`W`\_`U[`j`c`b`\_`ž`\_`D`f`c`n`Y`b`h`i`U`i`Z`U`Y`j`c`!`i`b`X  
h`Y]`g`h`U`h]c`b`À`f`Y`b`:`À`Y`]a`\_g`c`a`U`h]g`W`\_`Y`b`6`Y`f`Y]W`\_``: `Ø`f`X]Y`V`Y`h`f`c`Z`Y`b`Y`b  
9]b`f]W`\_`h`i`b[`Y`b`]g`h`X]Y`g`Y]b`Y`k`\_]]`c`a`a`Y`b`Y`I`b`h`Y`f`g`h`Ø`h`ni`b[`]b  
\`Y`f`U`i`g`Z`c`f`X`Y`f`b`X`Y`b`N`Y]h`Y`b``

- B`c`f`X`f`\`Y]b!`K`Y`g`h`Z`U`Y`b.`&%`A`\_]]`U`f`X`Y`b`9`i`f`c`

- GW`Ygk ][ !<c`ghY]b. '&, , 'A ]``]cbYb'9i fc 'Ä\`f]W`ni gÄhn`]W`
- <Ua Vi f[ . '&\*&'A ]``]cbYb'9i fc 'Ä\`f]W`V]g'&\$' +

A ]h`Y]bYa `; YgUa h\_cbnYdh`ØVYf') \$\$'A ]``]UfXYb'9i fc :ZØf  
 ðZfUghfi \_hi fi bX`?'`ja UgW`i hm`\_ca a hZf]gW`Yf`K ]bX`]b`X]Y  
 : ]bUbndc`]h]\_`XYf`6i bXYg`ÄbXYf`"9]bY`9]b][ i b[ `X]YgYf`5fh`\_ØbbhY  
 XUg`: i bXUa Ybh`ZØf`Xf]b[ YbX`VYb`Øh][ hY`ðj Ygh]h]cbYb`]b`XYf  
 ; YgY`gW`UZh`Y[ Yb`i bX`X]Y`@YVYbgei U`]hÄh]b`j ]Y`Yb`FY[ ]cbYb  
 bUW`\U`h][ `j YfVYggYfb"

8YhU]`g	
C fh	K Y]a Ufz`8Yi hgW`\UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "UYfnhYV`Uhh"XY</li> <li>• k k k "XYi hgW`\UbXZi b_"XY</li> <li>• k k k "bXf"XY</li> </ul>

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