

F ØW\_\_Y\ f']bg'6Yfi Zg`YVYb. '? cghYb`cgY  
6YfUhi b[ 'ZØf'9`hYfb']b'8Y`a Yb\cfgh°

?CG`V]YhYh'Ua`%\$"'đ b']bX]j ]Xi Y`Y'6YfUhi b[ Yb`ni f  
F ØW\_\_Y\ f'Ui g`XYf'9`hYfbnY]h]a`7c!K cf\_]b[ gdUW`< mfgž  
8Y`a Yb\cfgh"

@Ub[ Y`GhfU» Y`%&, ž&++(-`8Y`a Yb\cfghž'8Yi hgW`UbX`!`8]Y  
F ØW\_\_Y\ f']bg'6Yfi Zg`YVYb`bUW`XYf'9`hYfbnY]h'ghY`h'j ]Y`Y'9`hYfb  
j cf`<YfUi gZcfXYfi b[ Yb"8]Y'?ccfX]b]Yfi b[ gghY`Y': fUi Yb`i bX  
K ]fhgW`UZh'f?CGE`V]YhYh`\]Yfni`k Yfhj c`Y`l bhYfghØhni b[ 'Ub"5a  
8]YbghU[ žXYb`%\$"'đ b]žk YfXYb`]bX]j ]Xi Y`Y'9]bnY`VYfUhi b[ Yb`a ]h  
XYa`': c\_i g`Ui Z'9`hYfbnY]h'ghUhhZ]bXYbž`i a`VYhfcZZYbYb'9`hYfb`XYb  
K ]YXYfY]bgh]Y[ 'ni`Yf`Y]W`hYfb"8Ug'5b[ YVchi a ZUggh  
j YfgW]YXYbY`H\Ya YbžX]Y`ZØf`Y]bY`YfZc`[ fY]W`Y`F ØW\_\_Y\ f`k ]W`h][  
g]bX"

æV!7cUW]b`đ`]U'6ÅW\_Yf`k ]fX`]b`XYb'6YfUhi b[ Yb`]bgVYgcbXYfY  
XYb`NY]hdi b`h`i bX`XYb`Ghi bXYbi a ZUb[ `XYg`K ]YXYfY]bgh]Y[ g  
VYgdfYW`Yb"5i W`X]Y'?ca a i b]\_Uh]cb`a ]h`J cf[ YgYhnhYbž  
]b`\_i g]j Y`XYf'6YXØfZb]ggVYgdfYW`i b[ `i bX`X]Y`J cfVYfY]hi b[ `Ui Z  
YbhgW`Y]XYbXY`; YgdfÅW`Yžk YfXYb`HY]`XYg`Dfc[ fUa a g`gY]b"  
8UfØVYf`\]bUi g`VYghY`h`X]Y`A`Ò[ `]W`\_Y]hž`bYi Y`VYfi Z]W`Y`K`Y[ Y  
bUW`XYf'9`hYfbnY]h`ni`YfØfhYfb"

J YfhfUi `]W`Y`i bX`]bX]j ]Xi Y`Y'6YfUhi b[

8]Y'6YfUhi b[ Yb`g]bX`j YfhfUi `]W`i bX`XUi Yfb`Yk Y]`g`Y]bY`Ghi bXY"  
G]Y`Z]bXYb`]a`7c!K cf\_]b[ gdUW`< mfg]b`XYf`@Ub[ Y`GhfU» Y`%&,  
ghUhh"8]Y'6YfUhi b[ `]gh`\_cghYb`cgž`YXcW`]gh`Y]bY`j cf\Yf][ Y  
5ba Y`Xi b[ `YfZcfXYf`]W`"đhYfYgg]YfhY`\_ØbbYb`g]W`cb`]bY`i bhYf`  
k k k "ZfUi Yb!i bX!k ]fhgW`UZh`XY`cXYf`hY`YZcb]gW`i bhYf`\$`((

' % # , ' ) ( ' + & ' Uba Y`XYb"

Ni gÄhn`]W`ni`X]YgYa`5b[ YVch`\_ÖbbYb`9`hYfb`j`cb`Y]bYa  
]bhYbg]j`Yb`7cUW`]b[ `k`Ä`fYbX`XYf`9`hYfbnY]h`d`f`c`Z]h]YfYb`"@Ui`h`  
**Y`hYfbnY]hW`UW`"XY`i`a`ZUggh`XUg`7cUW`]b[`,`!`%`\$`G]hni`b[`Yb`ž`X]Y`  
Y]bY`i`a`ZUggYbXY`6Y[`Y]hi`b[`ni`f`J`YfY]bVUf`\_Y]hj`cb`VYfi`Z]W`Yf`  
@Ui`ZVU`b`i`bX`:`Ua`j`Y`V]YhYb`"<`]YfVY]`k`YfXYb`j`YfgW`]YXYbY`  
H`Y`a`Yb`VY`U`b`X`Y`h`ž`X`U`fi`bhYf`G`h`U`b`X`c`f`h`i`b`X`N]Y`VY`gh]a`a`i`b[`ž`  
5i`gk`]f`\_i`b[`Yb`j`cb`BYk`K`cf`\_i`b`X`X]Y`D`U`bi`b[`XYf`F`ØW`\_Y`f`]bg`  
6Yfi`Zg`YVYb"**

J ]Y`gY]h][ Y`7cUW`]b[ !`b`U`hY

9`hYfb`ž`X]Y`]\fY`?`Uff]YfY`a`]h`XYf`9`hYfbnY]h]j`YfV]bXYb`a`ÖW`hYb`ž`  
\_ÖbbYb`j`cb`Y]bYa`i`<`UbX`i`b[`gd`U`b`ni`f`J`cfVYfY]hi`b[`XYg`  
hY`a`d`c`f`Ä`f`Y`b`5i`ggh]Y[`g`d`f`c`Z]h]YfYb`g`c`k`]Y`j`cb`XYf`U`\_h]j`Yb`  
5i`gY]bUbXYfgYhni`b[`a`]h`Y][`YbYb`F`Yggci`fW`b`i`b`X`G`h`Ä`f`\_Yb`"5i`W`  
X]Y`?`ca`a`i`b[\_Uh]cb`XYf`6YX`Ø`f`Zb]ggY`i`b`X`A`UW`VUf`\_Y]h]gh`Y]b`  
k`]W`h][`Yg`9`Ya`Ybh`"8`Ug`7cUW`]b[`\_`U`b`b`U`b`U`c[`c`X`Y`f`X][`]h`U`  
Xi`fW`[`Y`Z`Ø`f`h`k`YfXYb`i`b`X`V]YhYh`ZYI`]V`Y`i`f`nY]hYb"

:`Ø`f`a`Y`f`b`Z`c`f`a`U`h]cbYb`ØVYf`X]Y`@Y]ghi`b[`Yb`]a`6YfY]W`  
7cUW`]b[`i`b`X`6YfU`hi`b[`\_`Ö`b`b`Y`b`b`h`Y`f`Y`gg]Y`f`h`Y`U`i`W`X]Y`K`YVgY]hY`  
j`cb`**6UfVUfU`E`i`Y`b`h]b`**VYgi`W`Yb`ž`X]Y`k`Y]hYfY`b`U`hY`ni`X]YgYa`  
H`Y`a`U`VYfY]hghY`h"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	@`U`b[`Y`G`h`f`U»`Y`%`&`,`ž`&`+`+`(-`8`Y`a`Y`b`\`c`f`g`h`ž` 8`Y`i`h`g`W`\`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "k YgYf!_i f]Yf"XY</li> <li>• k k k "Y`hYfbnY]hW`UW`"XY</li> <li>• k k k "VUfVUfUei Ybh]b"XY</li> </ul>

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