

9]b`UXi b[ `bUW`'6Yf\_.'8]Y`a U[ ]gW`Y`@]j Y!  
5Wh]cb!K Y`h`j cb`8fUW`Yb`i bX`K ]\_]b[ Yfb`°

8]Y`@]j Y!5Wh]cb!5XUdh]cb`j cb` <ck`hc`HfU]b`Mci f`8fU[ cb  
VY[ Y]ghYfh`a ]h`7\Ufa`i bX`Y]bXfi W\_gj c``Yf`@UbXgW`UZh`XYf  
=g`Y`cZ`G\_mY"



5i \cZž`2 ghYffY]W`!`9]b`<Ui W`j cb`8fUW`YbZU]f`k Y`h`Xi fW`X]Y  
?]bcgž`XYbb`X]Y`a ]h`GdUbbi b[ `Yfk UfhYhY`@]j Y!5Wh]cb!5XUdh]cb  
j cb` <ck`hc`HfU]b`Mci f`8fU[ cb`ghY`h`j cf`XYf`HØf``8Yf`:]a ž`XYf  
Ua`&' " ' † b ] ' & \$ & )`DfYa ]YfY`ZY]Yfhž`k ]fX`j cb`FY[ ]ggYi f`8YUb  
8Y6`c]g[ Y`Y]hYhž`XYf`VYfY]hg`ZØf`X]Y`5b]a Uh]cbgZ]`a Y`XYf`FY]Y  
j YfUbhk cfh]W`k Uf``6Y`Ubbh]W`]gh`Yf`Y]b`A Y]ghYf`gY]bYg`:] UW`Yg  
i bX`Vf]b[ h`bi b`X]Y`[ Y`Y]VhYb`7\UfU`hYfY`i bX`X]Y`a U`Yf]gW`Y  
=bgY`6Yf`\_YfbYi h]bg`?]bcž`YXcW`]b`Y]bYa`Zf]gW`Yb`:] Yk UbXž`XUg  
gck c``U`hY`U`g`Ui W`bYi Y`:] Ubg`VY[ Y]ghYfb`XØfZhY``@Ui h`HJ!  
**A YX]U`k ]fX`XUg`YfghY`HfYZZYb`nk ]gW`Yb`<]W\_g`i bX`gY]bYa  
8fUW`Yb`C`b`YnU`b`%`%`bUW`[ YVUi hž`k cVY]`UhYa VYfUi VYbXY  
Wca di hYf[ YbYf]YfhY`GnYbYbV]`XYf`ni a`9]bgUhn`\_ca`a`Yb"**

K Ug`Yfk UfhYhi bg`jb`X]YgYf`ZUgn]b]YfybXYb`K`Y`h3`8]Y`#bgY`6Yf\_ž  
VY\_Ubbh`U`g`<Y]a`Uh`XYf`K`\_]b[`Yf`i`bX`8`fUW`Ybž`k`]fX`]b`U`]]\`fyf  
DfUW`h`XUf[`YghY`h`i`bX`h`X`h`g`c`k`c`l`ni`5VYbhYi`Yfb`U`g`Ui`W`ni  
9bhXYW`i`b[`gfY]gYb`Y]b`"8]Y`#gd]fUh]cb`Z0f`X]Y`@UbXgW`UZh  
ghUa`a`h`j`cb`XYb`VYY]bXfi`W`YbXYb`gW`ch]gW`Yb`<][`U`bXg`i`bX  
XYb`a`U`Ygh`h]gW`Yb`bcfk`Y[`]gW`Yb`:`f`fXYb`"8]YgY`?`ca`V]bUh]cb  
Ui`g`BUhi`fk`i`bXYfb`i`bX`Y`V`UZhYb`7`UfU`h`YfYb`X0fZh`j`]Y`Y  
Ni`gW`Ui`Yf`X`Uni`Ub`fY[`Ybž`X]Y`F`Y]gY`]b`XYb`fUi`Ybž`[`f0bYb`B`cfXYb  
hUhg`A`W`]W`]b`9fk`A`[`i`b[`ni`n]Y`Y`b`"9]b`ni`g`A`h`]W`Yf`7`Ufa`Y`XYg  
:]`a`g`]gh`X]Y`6`chgW`UZh`j`cb`J`0`\_Yfj`Yfgh`A`bX][`i`b[`ž`X]Y`g`c`k`c`l`]a  
5b]a`Uh]cbgZ`a`U`g`Ui`W`]b`X]YgYf`bYi`Yb`J`Yfg]cb`Xi`fW`gW`Y]bYb  
gc`""

## 9]b`[`Y`i`b[`YbYg`K`]YXYfgY`Yb

8]Y`J`cfZ`Yi`XY`Ui`Z`XYb`:]`a`]gh`c`W`ž`i`bX`X]Y`?`f]h]\_Yb`XYi`hYb  
XUfUi`Z`\]bž`XUgg`X]YgY`@]Y`!5W]cb!5XUdh]cb`Xi`fW`k`Y[`d`cg]h]j  
Ui`Z[`Ybca`a`Yb`k`]fX`"9]b][`Y`9]dYfhYb`VYgW`fY]VYb`XYb`:]`a`U`g  
0VYffUgW`YbX`[`Y`i`b[`Yb`"8]Y`A`]gW`i`b[`Ui`g`7`Uf`YbY`i`bX  
h]YZ[`Y`Y`b`XYb`9a`ch]cbYb`]b`Y]bYf`ZUb`hUgh]gW`Yb`?`i`]ggY`k`]fX  
g]W`Yf`]W`]b]W`h`bi`f`?`]bXYfUi`[`Yb`ni`a`@Yi`W`hYb`Vf]b[`Ybž`gcbXYfb  
Ui`W`9fk`UW`gYbY`Ub`gd`fYW`Yb`"a`a`Yf\]b`g]bX`X]Y`;`YgW`]W`hYb  
i`a`<]W`g`i`bX`C`bYnU`b`a`]h`Yfk`Y]Y`?`Ugg]\_Yfž`X]Y`;`YbYfUh]cbYb  
j`YfnUi`VYfb"

#hYfYggUb`hYfk`Y]gY`fY]\`h]g]W``<`c`k`h`c`HfU]b`M`ci`f`8`fU[`cb`Ui`W`  
]b`Y]bY`Ub[`Y`HfUX]h]cb`j`cb`:]`a`Yb`Y]bž`X]Y`@]Y`!5W]cb`a`]h  
5b]a`Uh]cb`\_`ca`V]b]YfYb`"8YfnY]h[`]Vh`Y`g`j`]Y`Y`gdUb`bYbXY  
Dfc`Y`h`Y`ž`X]Y`X]YgY`HYW`b]\_`bi`hnYbž`k`]Y`Y`hk`U`Gd]XYf!A`Ub.  
<`ca`Y`W`ca`]b[`c`XYf`X]Y`bYi`Y`J`Yfg]cb`j`cb`A`cUbU`"`#`Y]bYf`@]ghY  
gc`W`Yf`:]`a`Y`Ui`Z`K`\_]dYX]U`g]bX`nU`\`fY]W`Y`A`Y]ghYfk`Yf`\_Y  
j`YfnY]W`bYhž`i`bX`Y`g`nY][`h]g]W`ž`XUgg`X]Y`j`YfgW`a`Y`nYbXY  
?`i`bghZ`c`fa`b]W`hg`Ub`F`Y`Y`j`Ub`n`j`Yf`c`fYb`\`Uh"

## 8]Y`Ni`gW`Ui`Yf`]a`:`c`\_`i`g

:`0f`X]Y`A`UW`Yf`]gh`Y]bYg`VYgcbXYfg`k`]W`h][`XUg`Di`V`]i`a`gc`]]b  
X]Y`K`Y`h`j`cb`6Yf`\_]b]hUi`W`Yb`i`bX`a`]h`XYb`7`UfU`h`YfYb

a ]hZ]VYfb"8]Y'J YfV]bXi b[ 'j cb'bcghU'[ ]gWYb'9`Ya YbhYb'Ui g  
 XYa '5b]a Uh]cbg\_`Ugg]\_Yf'a ]hZf]gWYbžUWh]cb[ Y`UXYbYb'GnYbYb  
 V]YhYh'X]Y'JXYU`Y`D`UhhZcfa ži a `X]Y'; YgW.]W.hY`bYi`ni`YfnÅ`Yb  
 i bX'[\_Y]W.nY]h][`XUg`VYghY\YbXY': UbVUgY`ni`Y`fYb"8]A ]h  
 hU`Ybh]YfhYb'GWUi gd]Y`Yfb`i bX`VYY]bXfi W\_YbXYb'GdYn]U`YZZ`\_hYb  
 ghY`h'Y]bYa`Ya ch]cbU`Yb'5VYbhYi Yf'b]W.hg]a`K Y[ Y"8]Y  
 J cfZfYi XY`Ui Z`X]YgYg`W]bYUgh]gWY`9f`YVb]g`\_ÒbbhY`\_Ui a`[ fÒ»Yf  
 gY]b"

8]Y'[ fc»Y': fU[ Y`V`Y]Vh'bi b.`K ]fX`Yg`XYb`A UWYfb'[ Y`]b[ YbžXUg  
 a U[ ]gWY': YY`]b[ `XYf`J cf`U[ Y`Y]bni ZUb[ Yb3`5a`&'`"ž b]`&\$&)  
 k YfXYb`X]Y`? ]bcg`XUg`VYghÅh][ Yb`\_ÒbbYb"GHY`h'U`gc`b]W.h'bi f  
 XYf'? ]bcVYgi W.`]bg`<Ui gž`gcbXYfb`j ]Y`Y]W.h'Ui W.`XYf`D`Ubž]b`X]Y  
 UhYa VYfUi VYbXY`BUhi f`GW.chhUbXg`cXYf`Bcfk Y[ Ybg`ni`fY]gYbž  
 X]Y`X]Y`\_i`]bUf]gWY`i bX`j ]gi Y`Y`?i`]ggY`XYg': ]a`g`]bgd]f]YfhY3`9]b  
 6`]W\_]b`X]Y` ⇒ **8 V! 8 UhYbVUb\_** j YffÅhžXUgg`g]W.`X]Y': Ubg`]b`XYf  
 Nk ]gWYbnY]h'gW.cb`Ui Zj ]Y`Y`k Y]hYfY`5VYbhYi Yf`XYf`8 fUWYb  
 ZfYi Yb`\_ÒbbYb"

8YhU]`g	
Cfh	5i \cZž`2 ghYffY]W
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "hj !a YX]U"Uh</li> <li>• a "ja XV"Wĉa</li> <li>• Yb"k ]_]dYX]U"cf[</li> </ul>

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