

%+! Å\ f][ Yf`VY]`A chc ffUXi bZU``]b`8 UWX Ui  
hØX`]W\ j Yfi b[ `ØW\_h

9]b`%+! Å\ f][ Yf`A chc ffUXZU\ fYf`ghUfV`Ua`+ "\$' "&\$&) `VY]  
Y]bYa`l bZU``]b`8 UWX Ui ``8]Y`Dc`nY]`Yfa`jhY`h`ni`f  
l bZU``i fgUWXY"

K`Y]W\ gž`8 Yi hgW\`UbX`!`9]b`hfU[ ]gWXYf`J Yf\_Y\ fgi bZU``]a  
@UbX\_fY]g`8 UWX Ui` \Uh`Ua``8]YbghU[ bUW\ a` ]hhU[ `XUg`@VYb`Y]bYg  
%+! Å\ f][ Yb`A chc ffUXZU\ fYfg[ YZcfXYfh`8 Yf`↑ b[ Y`A Ubb`k Uf`Ui Z  
XYf`GhUUhgghfU» Y`&\$) ( `]b`F]W\ hi b[ ;`cbb`i bhYfk Y[ gž`U`g`Yf`Ui g  
V]g`Ub[ `i b[ Y\_`ÅfhYb`; fØbXYb`]b`Y]bYf`?`i fj`Y`Ui Z`X]Y  
; Y[ YbZU\ fVU\ b[ Yf]Yh`i bX`ZfcbhU`a` ]h`Y]bYa  
Ybh[ Y[ Yb\_ca` a YbXYb` : U\fnYi [ `\_c``]X]YfhYž`XUg`j cb`Y]bYa  
%- ! Å\ f][ Yb`5i hcZU\ fYf` [ YghYi Yfh`k i fXY`"Hfcm`gcZcfh  
Y]b[ Y`Y]hYhYf`F Yhi b[ ga` U» bU\ a Yb`Yf`U[ `XYf`A chc ffUXZU\ fYf  
bcW\`Ub`XYf`l bZU``ghY`Y`gY]bYb`gW\k YfYb`J Yf`Yhni b[ Ybž`k Å\ fYbX  
XYf`5i hcZU\ fYf`i bj Yf`Ymh`V`]YV`"8]Y`Dc`nY]` \Uh`VYfY]hg  
9fa` ]h`i b[ Yb`ni`f` [ YbUi Yb`l bZU``i fgUWXY`Ui Z[ Ybca` a Ybž`k ]Y`  
**a i YbW\ Yb`h!cb`]bY`XY`VYf]W\ hYh`**

8]YgYf`J cfZU``]gh`Y]b`hfUi f][ Yg`6Y]gd]Y`ZØf`X]Y` ; YZU\ fYb`]a  
GhfU» Ybj Yf\_Y\ fž`X]Y`Ui W\`Xi fW\`U\_hi Y`Y`GhUh]gh]\_Yb  
i bhYfghf]W\ Yb`k YfXYb`"8 Ug`GhUh]gh]gW\Y`6i bXYgUa` h`fBYghUh]gk  
ZØ\ fh`fY[ Y`a Å»][ `i a ZUggYbXY`9f\ YVi b[ Yb`ni` J Yf\_Y\ fgi bZÅ``Yb  
Xi fW\ ž`i a`X]Y`J Yf\_Y\ fgg]W\ Yf\ Y]hg`U[ Y`]b`8 Yi hgW\`UbX`ni  
UbU`mg]YfYb`"8]Y` [ Yk`cbbYbYb`8 UhYb`V`]XYb`X]Y` ; fi bX`U[ Y`ZØf  
Y[ `]W\ Y`A U» bU\ a Yb`]b`XYf` ; YgYhn[ YVi b[ ž`J Yf\_Y\ fgYfn]Y\ i b[ ž  
GhfU» YbVUi`i bX` : U\fnYi [ hYW\ b\_]` ðgVYgcbXYfY`X]Y`5bU`mgY`j cb  
l bZU``i fgUW\ Ybž`l bZU``cfhYb`i bX`XYb`VYhY]][ hYb` : U\fnYi [ Yb  
ghY`h`g]W\ Yfž`XUgg`\_ØbZh][ `l bZU``f]g]\_Yb` [ YgYb\_h`k YfXYb`\_ØbbYbž  
k ]Y`XYghUh]g"XY`VYghÅh][ h`

# GhUh]gh]gWk Y`9f\ YVi b [ Yb`i bX`HfYbXg

8]Y`J Yf\_Y\fgi bZU`ghUh]gh]\_YfZUggh`b]Wk`h`bi`f`X]Y`UVgc`i`hYb`NU\`Yb  
Ub`i`bZÅ`Ybž`gcbXYfb`Ui`Wk`X]Y`GWk`YfY`XYf`J`Yf`Yhni`b [ Yb`i`bX`X]Y  
I`a`ghÅbXY`XYf`i`bZÅ`Y`"F`ØW\_V`]W\_YbX`Ui`Z`X]Y`đ\`fY`nY][`h`g]Wk`ž  
XUgg`X]Y`NU\`XYf`J`Yf\_Y\fgi`bZÅ`Y`]b`8Yi`hgWk`UbX`&\$%-`Ui`ZYhk`U  
&ž\*`-`A`j`]cbYb`gh]Y[`ž`k`Ug`Y]bYa`5bgh]Y[`i`a`\_bUdd`&i`]a  
J`Yf[`Y]Wk`ni`a`J`cf`U\`f`Yb`hgd`f]Wk`h`8]Y`Dc`]nY]`VYgWk`fY]Vh`Y]bY  
Ni`bU\`a`Y`U[`[`fYgg]j`Yb`i`U\`fj`Yf\`U`hYbg`i`bX`5V`Yb`\_i`b [ Yb`Xi`fWk  
Ga`Ufhd\`cbYg`U`g`k`YgYbh]Wk`Y`i`fgUWk`Yb`ZØf`XUg`Yf\`Ø`hY  
I`bZU`[`YgWk`Y\`Ybž`Yf[`Åbni`[`Y`ZU\`fYbghY`Yb`"XY"

9]b`6`]W`\_Ui`Z`X]Y`8`UhYb`XYf`j`Yf[`Ub[`YbYb`đ\`fY`c`ZYbVUfhž`XUgg  
X]Y`NU\`XYf`J`Yf\_Y\fg`h`hYb`]a`đ\`f`&\$&%`a`]h`&")`\*`&`XYb  
b]YXf][`ghYb`GhUbX`gY]h`\*`\$`đ\`fYb`YffY]Wk`hYž`]a`đ\`f`&\$&`YXc`Wk  
Ui`Z`&"+,`&`gh]Y[`"GhUh]gh]gWk`[`YgY\`Yb`j`Yf`]YfYb`]b`8Yi`hgWk`UbX  
Xi`fWk`gWk`b]h`]Wk`\_bUdd`i`A`YbgWk`Yb`hÅ[`]Wk`]`f`@YVYb`]a  
GhfU»`Ybj`Yf\_Y\`f":`Y\`Yf\`U`Z`hYg`i`U\`fj`Yf\`U`hYb`ghY`h`a`]h`i`i`X]Y  
<`Ui`dhi`bZU`i`fgUWk`Y`XUfž`[`Y`Zc`[`h`j`cb`U`[`Ya`Y]bYb`i`fgUWk`Yb`i`bX  
XYa`i`Y\`j`Yf\`U`hYb`j`cb`i`»`[`Åb[`Yfb"

## 9f\ YV`]Wk Y`F ]g]\_Yb`Ui`Z`XYf`GhfU» Y

8Yf`5fh]\_Y`ØVYf`XYb`hfU[`]gWk`Yb`i`bZU`XYg`%+!`Å\`f][`Yb`i`U\`fYfg  
VYhc`bh`X]Y`Yb`cfa`Yb`F`]g]\_Ybž`X]Y`[`YfUXY`ZØf`↑`b [ Y`A`c`h`c`ffUXZU\`fYf`  
VYghY\`Yb`"đ`[`YbX`]Wk`Y`g]bX`]a`GhfU»`Ybj`Yf\_Y\`f`c`Zi`[`Y`ZÅ\`fXYhž`k`Ug  
g]Wk`]b`XYb`i`bZU`ghUh]gh]\_Yb`k`]XYfgd]Y[`Y`h`5i`Wk`k`Ybb  
a`U»`[`YV`]Wk`Y`GhUh]gh]\_Yb`Ui`Z`Y]bYb`F`ØW\_[`Ub[`XYf`gWk`YfYb  
I`bZÅ`Y`Y\`]bXYi`hYbž`g]bX`X]Y`F`]g]\_Yb`j`cf`U`Y`Ya`Ui`Z`@UbX!`i`bX  
?`fY]gghfU»`Ybž`k`c`j`]Y`Y`h`ØX`]Wk`Y`i`bZÅ`Y`[`YgWk`Y\`Ybž`bUWk`k`]Y`j`cf  
Yf\`YV`]Wk`"8]Y`6]Xi`b [ g!`i`bX`J`Yf\_Y\`fgg]Wk`Yf\`Y]hg]b]h]Uh]j`Yb`g]bX  
[`Y`Zc`fXYfhž`X]YgY`↑`b [ Y`N]Y`[`fi`ddY`[`Yn]Y`h`Ubni`gd`fYWk`Ybž`i`a`XUg  
6Yk`i`gghgY]b`ZØf`g]Wk`YfYg`i`U\`fYb`ni`gWk`ÅfZYb`i`bX`d`chYbn]Y`Y  
I`bZÅ`Y`ni`j`Yfa`Y]XYb"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
I fgUWXY	i b[ Y_`ÅfhY'; fØbXY
C fh	K Y]W gž'8Yi hgW`UbX
J Yf`Y hnhY	%
E i Y``Yb	<ul style="list-style-type: none"> <li>• a i YbWXYb"hlcb`]bY"XY</li> <li>• k k k "XYghUh]g"XY</li> <li>• k k k "[ YZU\ fYbghY``Yb"XY</li> </ul>

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