

G\_m]bYfg!G]Y[ ' ]b'6cbb°'8cd]b[ ZU``  
ØVYfgW\ UhhYh'XYb'Hf]i a d\

8]Y': fUb\_Zi fh'G\_m]bYfg'[ Yk ]bbYb'Ua '%- "\$%&\$&) ' ]b'6cbb  
a ]h'+++.+\$" '8cd]b[ j cfZU``ØVYfgW\ UhhYh'XYb'G]Y[ "'8YhU]`g  
\]Yf"



5a '%- " ' \>bi Uf'&\$&) ' ]gh'Yg'XYb': fUb\_Zi fh'G\_m]bYfg'[ Y'i b[ Ybž  
Y]bYb'k ]W\h[ Yb'G]Y[ ' ]b'6cbb'ni 'ZY]Yfb"A ]h'Y]bYa '9bXghUbX'j cb  
+++.+\$'g]W\Yfb'g]W\X]Y'G\_m]bYfg']\fYb'j ]YfhYb'GU]gcbg]Y[ "'A U']\_  
DUfgcbg'gh]W\h'XUVY]'U'g'VYghYf'K YfZYf'\Yfj cf'i bX'Yfn]Y'h'&&  
Di b\_hY"'8 ]YgYf'G]Y[ '\Uh'X]Y'A UbbgW\UZh'fch'GW\k ]Yf][ '\_Y]hYbž  
]bgVYgcbXYfY ]b'5bVYhfUW\h'Y]bYg'\_Øfn`]W\Yb'8cd]b[ ZU``gž  
j cfØVYf[ Y\YbX'Ub'X]Y'%&"'GhY''Y'XYf'HUVY''Y'VYZØfXYfh"'8Yf  
J cfdgdfi b[ 'Ui ZXUg'HUVY''YbYbXYž'k c'; Øhh]b[ Yb'j Yfk Y]'hž'k ]fX  
gca ]h'j Yf[ fØ»Yfh"

8]Y'66@<]bfi bXY'\Uh'XYb'G\_m]bYfg']b'XYb''YhnhYb'K cW\Yb  
Y]b][ Y'<YfUi gZcfXYfi b[ Yb'VYgW\Yfhž'XUfi bhYf'Y]bY  
YbhhÀi gW\YbXY'B ]YXYf'U[ Y'[ Y[ Yb'K ØfnVi f[ 'i bX'Y]bY'k Y]hYfY

[ Y[ Yb'6fUi bgWk Y][ "'8]YgY'F ØW\_gW`À[ Y'Yfa Ò[ `]W hYb'XYf  
A UbbgW UZh'YXcW`Y]bY']bhYbg]j Y'J cfVYfY]hi b[ `Ui ZXUg  
VYj cfghY\YbXY'Gd]Y''[ Y[ Yb'fUh]cd\Ufa`l`a "'`bgVYgcbXYfY'XYf  
Gd]Y'Yf'6cc\_Yf'7cd`]bž'XYf'j]b'XYf`YhnhYb'NY]h'Xi fW`Y]bYb  
d cg]hj Yb'8cd]b[ hYgh]b'XYb'GW`U[ nY]Yb'ghY\hž'hfi [ `a ]h'Y]bYf  
VYY]bXfi W\_YbXYb`@Y]ghi b[ `]b'Y]bYa`gdUbbYbXYb`A UHW`j cf  
K Y]\bUW hYb'VY]"9]b'6i nnYf!6YUHYf'j cb'7cd`]b`Uh'l`a`X]Y  
K Y]\bUW hggh]a a i b[ `[ YfUi Vhi bX'XUg'HYUa` ]b'Y]bY'dcg]hj Y  
F]W h i b[ `[ Y`Yb`h"

## 8cd]b[ ZU``gW`À[ h`c`Y`K`Y`Yb

8Yf'8cd]b[ ZU``j cb'6cc\_Yf'7cd`]b'gcf[ h]bXYg'ZØf'Yf\YV`]W Y  
5i ZFY[ i b[ `]a`l`a`ZY`X'XYf'G\_m]bYfg"8Yf'&+!`À\f][ Y'Gd]Y'Yf`UhhY  
Y]bY'dcg]hj Y`l`f]bdfcVY`Ui ZHYghcghYfcb`UV[ Y[ YVYb`i bX`k`i`fXY  
j cb'XYf'B Uh]cbU`Yb'5bh]8cd]b[ `5[ Ybhi`f`fB585k`j`ca`Gd]Y`!`i`bX  
HfU]b]b[ gVYhf]YV`gi`gdYbX]Yfh"8Yf'J cfZU``YfY][ bYhY'g]W`k`À`fYbX  
Y]bYf'i bUb[ Y\_ØbX][ hYb`?`cbhfc``Y`Ua``&+"`B`cj`Ya`VYf`&\$&`"  
C`V`k`c`\`X`Ug`9f[ YVb]g`XYf'6!DfcVY`bcW`Ui`gghY\hž`\Uh`X]Y  
GhUUhgUbk`U`hgW`UZh':`fUb\_Z`fh`VYfY]hg`9fa` ]hhi`b[ Yb`k`Y[ Yb  
J`YfX`UW`hg`Ui`Z`Y]bYb`J`Yfghc`»`[ Y[ Yb`XUg`5bh]!8cd]b[ `!`;`YgYhn  
Ui`Z[ Ybca`a`Yb`";`YgW`À`ZhgZØ`fYf`H\ca`Ug`Gi`n`Yf`nY][ hY`g]W  
gW`cW\_]Yfh'i bX`\_ØbX][ hY`X]Y`l`bhYfghØhni`b[ `XYg`?`i`Vg`VY]`XYf  
5i`Z`\_Àfi`b[ `XYg':`U``g`Ub"

7cd`]bž'XYf'j cf'XYf'6Y\_Ubbh[ UVY'XYg'8cd]b[ ZU``g`U`g`J`cfV]`X`]b  
9]bgUhnVYfY]hgW`UZh'[ Y`c`Vh`k`i`fXYž`VYghf]hž`k` ]ggYbh]W`[ YXcdh`ni  
\UVYb"'9f`Yf`\_`ÀfhYž`XUgg`Yf`gY]h`gY]bYf`?]bX\Y]h`Y]b`a`YX]n]b]gW  
b`c`h`k`YbX][ Yg`A`YX\_]Ua`Ybh`Y]bbY\`a`Y`i`bX`bi`b`]bhYfb`[ Y`\_`Àfh  
k`YfXYž`c`V`X]YgYg]b`gY]bYf`@]ghY`XYf`fY[ Y`a`À`»][ `Y]b[ Ybca`a`YbYb  
A`YX\_]Ua`Ybh`j`Yfa`Yf`h`k`Uf"'`Zcfa`Uh]cbYb`ni`ZfØ`YfYb  
8cd]b[ `\_cbhfc``Yb`j`cb`7cd`]b`g]bX`b]W`hj`YfZØ[ VUfž`k`Ug`X]Y  
G]hi`Uh]cb`ni`g`À`h`n]W`\_`ca`d`]n]Yfh"

## 8Yf'9]bZi gg'j cb`x`fXUb`H`YcXcfY

9]b`k`Y]hYfYf'9]bZi`gg`Ui`ZX]Y`HYUa`XmbUa`\_]`k`Uf`XUg':`Y`\`Yb`j`cb  
x`fXUb`H`YcXcfYž`XYf'j`Yf`Yhnh`d`Ui`g]YfYb`a`i`gghY"'`Hf`ch`n`XYf

<YfUi gZcfXYfi b[ Yb`nY][ hYb`X]Y`G\_m]bYfg`Y]bY`ghUf\_Y  
HYUa `Y]ghi b[ `k Å\fybX`XYf`Gd]Y`Yž]bgVYgcbXYfY`]b`XYf`DUfh]Y  
[ Y[ Yb`l `a žk c`H\YcXcfY`i bX`A U`\_]`DUfgcbg`a `h`]bg[ YgUa h`%,  
Di b\_hYb`XUg`Gd]Y`dfÅ[ hYb`"8Ug`HYUa `Yfk `]Yg`g]WÅ`U`g`fYg`]Ybh  
i bX`\_cbbhY`g]WÅ`]b`XYf`Yb[ Yb`G]hi Uh]cb`Xi fWÅ` : fY]k ØfZY`i bX  
WYj YfYg`Gd]Y`Ui g`gWÅk `]Yf][ Yb`G]hi Uh]cbYb`VYZfY]Yb`"

8]Y`\_ca a YbXY`NY]h`k `]fX`YbhgWÅY]XYbX`ZØf`X]Y`G\_m]bYfgž`X]Y  
k Y]hYf\]b`[ Y[ Yb`XYb`5Vgh]Y[ `\_Åa dZYb`"8]Y`VYj cfghY\YbXYb  
Gd]Y`Y`[ Y[ Yb`@ Xk `][ gVi f[ `i bX`A ØbWÅYb`XØfZhYb`k Yfhj c`Y  
A Ò[ `]WÅ\_Y]hYb`V]YhYbž`i a `XYb`5VghUbX`ni `XYb`5Vgh]Y[ gd`ÅhnYb  
k Y]hYf`Ui gni VUi Yb`i bX`XUg`GY`VghVYk i gghgY]b  
ni fØW\_ni [ Yk `]bbYb`" < YggYbgWÅ Ui `ghY`h`ZYghž`XUgg`XYf`G]Y[  
[ Y[ Yb`6cbb`XYf`A UbbgWÅUZh`Y]bYb`Xf]b[ YbX`VYbØh][ hYb`GWÅi V  
[ YVYb`\_ØbbhYž`k Å\fybX`g]Y`X]Y`gWÅk `]Yf][ Y`NY]h`i a `XYb  
8cd]b[ ZU``ØVYfghY`h`"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "\YggYbgWÅ Ui "XY</li><li>• [ Yfa Ub\ccd g"Wč a</li></ul>

6Ygi WÅYb`G]Y`i bg`Ui Z.`b!U[ "XY