

J Yf\_Y\fgWUcg]b '@ØVYW\_  
GhUi k Ufbi b[ Yb'Ui Z'5%i bX'5&\$°

5\_hi Y`Y`J Yf\_Y\fg`U[ Y`]b`C gh\c`ghY]b`Ua`'&\$"\$%&\$&).  
9W hnY]h! ěZcfa Uh]cbYb`ni`GhUi gž'6Ui ghY`Yb`i bX  
J Yf\_Y\fg\]bk Y]gYb`]b '@ØVYW\_"

@ØVYW\_ž'8Yi hgW`UbX`!'8]Y`J Yf\_Y\fg`U[ Y`]b '@ØVYW`gck ]Y`XYb  
i a`]Y[ YbXYb`FY[ ]cbYb`C gh\c`ghY]bž`Ghcfa Ufbž`<Yfnc[ hi a  
@Ui YbVi f[ `i bX`?fY]g`GY[ YVYf[ `V`Y]Vh`Ub[ YgdUbbh`'5a`'%-`" 'łbi Uf  
&\$&)'k`i fXY`ØVYf`U\_hi Y`Y`GhUi gž'6Ui ghY`Yb`ž`I bZ`Ä`Y`i bX`UbXYfY  
J Yf\_Y\fgVY\]bXYfi b[ Yb'Ui Z`k ]W`h][ Yb`GhfU» Yb`]bZcfa ]Yfh`'8]Y`@B!  
GhUi a Y`XYf[ YVYb`9W hnY]hXUhYb`ni`XYb`J Yf\_Y\fgg]hi Uh]cbYb  
k Y]hYf`i bX`YfZUggYb`]bgVYgcbXYfY`X]Y`5i hcVU\`bYb`5%ž'5&\$`i bX  
5&&`\*`gck ]Y`X]Y`6i bXYgghfU» Yb`6+) ž'6&\$`+`i bX`6%\$(`" '6YgcbXYfg  
Ui ZXYf`5%i bX`5+`hfYhYb`fY[ Y`a`À»][ `GhUi g`Ui Zž`k ]Y`Ui g`XYb  
6Yf]W`hYb`\Yfj cf[ Y`h`'8]YgY`GhfYW`Y`j YfV]bXYh`<Ua`Vi f[ `a`]h`XYb  
?ØghYbcfhYb`i bX`]gh]j cf`U`Ya`ni`hci f]gh]gW`Yb`Ghc» nY]hYb`c`Zn  
ØVYf`UghYh"

8]Y`J Yf\_Y\fgXUhYb`ghUa`a`Yb`j`ca`'8]Ybgh`Hca`Hca`ž`XYf`; DG!  
?ccfX]bUhYb`j`cb`A`j`]cbYb`9bX[ Yf`Ä`hYb`gck ]Y`8UhYb`j`cb`,`\$  
A`j`]cbYb`A`cV]Z`b`\_[ Yf`Ä`hYb`i bX`c`ZZ]n]Y`Yb`GhfU» YbgYbgcfYb  
bi`hnh`'8]YgY`ěZcfa Uh]cbYb`k`YfXYb`U`Y`ZØbZ`A`]bi`hYb`U\_hi`U`]g]Yfh"  
5i`W`UbXYfY`5bV]YhYf`k`]Y`; cc[ `Y`A`Udgž'5dd`Y`?UfhYb`i bX  
; Ufa`]b`V]YhYb`J Yf\_Y\fg]bZcfa Uh]cbYb`Ubž`i a`XYb`5i`hcZU\`fYfb  
Y]bY`ZF]Y`]: U\fhni`Yfa`Ø[ `]W`Yb"

5\_hi Y`Y`J Yf\_Y\fg]bZcfa Uh]cbYb`ZØf`@ØVYW\_

8 Ug`DcfhU`ghUi a Y`XYf!\_UfhY`"XY`VYf]W`hYh`ni`XYa`ØVYf`@j`Y!  
J Yf\_Y\fg]bZcfa Uh]cbYb`ZØf`@ØVYW\_"`8Yf`J Yf\_Y\fgg]h`i`g`k`]fX

Ub\UbX`Y]bYg: UfVWcXY!GmghYa g`Ub[ YnY][ h ; f0b`ghY\h`Z0f`ZfY]Y  
 : U\fhz`cfUb[ Y`Z0f`X]W`hYb`J Yf\_Y\fz`fch`Z0f`GhUi [ YZU\fz`Xi b\_Y`fch  
 Z0f`Y]bYb`GhUi `i bX`gW`k Ufn`Z0f`GdYffi b[ Yb"8YfnY]h[ ]Vh`Yg  
 a Y\fyfy`k ]W`h][ Y`GdYffi b[ Yb`]b`@0VYW\_z`XUfi bhYf.

- ; YgdYffh`nk ]gW`Yb`K YbX]gW`Y`GhfU» Y`i bX`A`A`f\_]gW`Y  
 GhfU» Y`#HYi hcbYbk Y[ `f@Ab[ Y.`\$`&`\_a`z`NY]hj Yf`i gh`\$`  
 A ]bi hYbE"
- 6f0W\_Y [ YgdYffh?`%\*`nk ]gW`Yb`6f0W\_Ybk Y[ `#< UZYbghfU» Y`  
 i bX`? UbU`ghfU» Y`f@Ab[ Y.`\$`%`\_a`z`NY]hj Yf`i gh`\$`A ]bi hYbE"
- ; YgdYffh`nk ]gW`Yb`;`A`f`h`b`Y`f[ UggY`i bX`F`U`h`Y`V`i`f[ Yf`5`Y`Y`  
 f@` ` %E`#? U\` \`c`f`g`h`g`h`f`U» Y`f@Ab[ Y.`\$`&`\_a`z`NY]hj Yf`i gh`\$`  
 A ]bi hYbE"

Ni g`Ah`n`]W`g]bX`Ui W`6Ui ghY`Yb`Ui ZXYb`GhfU» Yb`j`c`f`U`b`X`Y`b`z`k ]Y  
 VY]gd]Y`gk Y]gY`X]Y`6Ui ghY`Y`?, `nk ]gW`Yb`J`c`f`f`U`X`Y`f`<`Ui`d`h`g`h`f`U» Y`#  
 G`W`m`f`\_`U`a`d`i`b`X`?`U`f`\_`V`f`Y`X`Y`z`X]Y`\_Y]b`Y`N`Y]hj Yf`i gh`Y`j`Y`f`i`f`g`U`W`h`  
 9]b`k`Y]h`Y`f`Y`g`V`Y`X`Y`i`h`Y`b`X`Y`g`6Ui`d`f`c`Y`\_`h`V`Y`h`f]Z`h`X]Y`5`%`9`(+  
 nk ]gW`Yb`D`U`b`g`X`c`f`Z`i`b`X`G`Y`f`Y`Y`h`z`X`U`g`U`\_`h`i`Y`Y`Y]b`Y  
 J`Y`f`\_`Y`f`g`Y`b`\_`i`b[ `V`Y]b`U`h`Y`h`"

8]Y`Z`c`f`h`Ui`Z`Y`b`X`Y`b``b`Z`c`f`a`U`h]c`b`Y`b`0`V`Y`f`G`h`U`i`g`i`b`X`6`U`i`g`h`Y`Y`b`g]b`X  
 Z0f`J`Y`f`\_`Y`f`g`h`Y]`b`Y`a`Y`f`j`c`b`[`f`c`»`Y`f`6`Y`X`Y`i`h`i`b[`z`i`a`i`]\`f`Y`F`c`i`h`Y`b  
 d`U`b`Y`b`i`b`X`[`Y[`Y`V`Y`b`Y`b`Z`U`g`J`Y`f`n`0[`Y`f`i`b[`Y`b`j`Y`f`a`Y]X`Y`b`ni  
 \_`0`b`b`Y`b``: `0`f`k`Y]h`Y`f`Y`8`Y`h`U]`g`ni`f`U`\_`h`i`Y`Y`b`J`Y`f`\_`Y`f`g`U[`Y`]b`@`0`V`Y`W`  
 i`b`X`I`a`[`Y`V`i`b[`c`V`]Y[`h`Y`g`X`Y`b`:`U`f`Y`f`b`z`g`h`A`b`X][`U`i`Z`X]Y  
 V`Y`f`Y]h[`Y`g`h`Y`h`Y`b``b`Z`c`f`a`U`h]c`b`Y`b`ni`U`W`h`Y`b`z`i`a`g]W`Y`f`U`b`g`N]Y`ni  
 [`Y`U`b[`Y`b`"

K`Y]h`Y`f`Y``b`Z`c`f`a`U`h]c`b`Y`b`g]b`X`j`Y`f`Z0[`V`U`f`0`V`Y`f`X]Y`@`B`!`C`b`]b`Y`i`b`X`  
**GhUi a Y`XYf!`?`U`f`h`Y`"**

8YhU]`g	
J`c`f`Z`U```	GhUi
C`f`h`	@0VYW_z`8Yi`hgW`U`b`X`
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> <li>• k k k "`b!c`b`]b`Y`X`Y`</li> <li>• k k k "ghUi a Y`XYf!`_U`f`h`Y`X`Y`</li> </ul>

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