

: f]YXYbg\_fUb]W\ Y`]b`GW\ ÒbYVYf[ .`9]b  
NY]W\ Yb`XYf`< cZZbi b[ `ZØf`U`Y`°

5a` , " ' & \$ & )`ØVYf[ UV`7cfbY`U`6f]b\_a Ubb  
: f]YXYbg\_fUb]W\ Y`Ub`XYb`6Yn]f\_gVØf[ Yfa`Y]ghYf`]b  
GW\ ÒbYVYf[ ži`a`Ub`X]Y`CdZYf`j`cb`?f]Y[ Yb`ni`Yf]bbYfb`"



GW\ ÒbYVYf[ ž`6Yf`]bž`8Yi`hgW\`UbX`!`5a` , " ' & \$ & )` \Uh`X]Y  
Cf[ Ub]gUh]cb` GhYdg`Zcf`DYUW`Y`Y]bY`VYXYi`hYb`XY`5\_h]cb`]bg  
@VYb`[ Yfi`ZYbž`X]Y`Ui`Z`X]Y`Xf`Åb[ Yb`XYb`H\Ya`Yb` : f]YXYb`i`bX  
5hca`k`UZZYb`Ui`Za`Yf\_gUa`a`UW\h`7cfbY`U`6f]b\_a Ubb  
ØVYffY]W\ hY`ja`F`Uh\Ui`g`GW\ ÒbYVYf[ `cf][ `]bY`Y` : f]YXYbg\_fUb]W\ Yž  
X]Y`j`cb`Yb[ U[ ]YfhYb`6Øf[ YfS]bbYb`6Yf`]bg`]b`Y]bYf`j`cf\Yf][ Yb  
6UghY`U\_h]cb`[ YZYfh][ h`ik`i`fXYb`"8]YgY`gma`Vc`]gW\Yb`Cf][ Ua` ]!  
?fUb]W\ Y`k`YfXYb`]b`XYf`\_ca`a`Yb`XYb`NY]h]a`F`Uh\Ui`g`Ui`g[ YghY`h  
i`bX`V]`XYb`Y]bYb`HY`]`XYf`D`Ubi`b[ `ZØf`Y]bY`[ fØ»YfY`5i`gghY`i`b[ ž  
X]Y`9b`XY`XYg`đ\`fYg`ghUhhZ]b`XYb`gc`""8]YgY`đ]h]Uh]j`Y`X]Yb`h`b]W\ h  
bi`f`XYa`\_i`bghj`c`Yb`5i`gXfi`W\_ž`gcb`XYfb`Ui`W\`XYf`Y\`fYb`XYb  
9f]bbYfi`b[ `Ub`X]Y`CdZYf`j`cb`?f]Y[ Yb`i`bX`XYb  
5hca`Vca`VYbUVk`ØfZYb`j`cf` , \$`đ\`fYbž`k` ]Y`ghYdg!Zcf!dYUW`"cf[

VYf]W hYh"

8Yf', "đ`]\Uh`ZØf`X]Y`GhUXh`i bX`]\fY`6Øf[ Yf`Y]bY`VYgcbXYfY  
6YXYi hi b["5b`X]YgYa`HU[ `k`]fX`U`Ä\`f]W`X]Y`:`U[ [ Y`XYf  
]bhYfbUh]cbU`Yb`6Yk Y[ i b[ ` A Umcfg`Zcf`DYUW` ` [ Y\]ggh"8]YgY  
=b]h]Uh]j Yž`ni`XYf`Ui W`XYf`6Yn]f`\_HYa`dY`\cZ]GW`ÖbYVYf[ ` [ Y\Öfhž  
i a ZUggh`ØVYf', "\$\$\$`Gh`XhY`i bX`:`Ya`Y]bXYb`Ui`g`%`\*`\*`@AbXYfb  
k`Y`hk`Y]h"N]Y`]gh`Ygž`XUg`6Yk`i`gghgY]b`ZØf`X]Y`:`YZU`fYb`XYf  
5hca`k`UZZYb`ni`gW`ÄfZYb`i`bX`ZØf`Y]bY`K`Y`h`c`\bY`Bi`\_`YUfk`UZZYb  
ni`\_`Äa`dZYb"8Yf`6Yn]f`\_]gh`gY]h`&\$%+`HY]`X]YgYg`k`Y`hk`Y]h  
U[ ]YfYbXYb`BYh`nk`Yf`\_gž`XUg`g]W`ZØf`g]W`YfY`@YVYbgVYX]b[ i b[ Yb  
i bX`Y]bY`?i`hi`f`XYg`:`f]YXYbg`Y]bgYhnh"

; YgW ]W hYb`j`cb`:`f]YXYb`i`bX`<`c`ZZbi`b[

9]b`k`]W`h][ Yg`9`Ya`Ybh`XYf`J`YfUbghU`hi`b[ `]gh`X]Y`9fn`Ä\`i`b[ `XYf  
; YgW ]W hYb`j`cb`GUXU\_c`GUgU\_]i`bX`5fU\_]`HU`Yg\]"GUXU\_c`ž`Y]b  
%&!`Ä\`f][ Yg`A`ÄXW`Ybž`k`i`fXY`Xi`fW`]\fY`C`f][ Ua`]?`fUb]W`Y`ni`a  
Gma`Vc`ZØf`XYb`:`f]YXYb" `G]Y`\Uh`X]Y`6YXYi`hi`b[ `XYg`:`YXYb`\_Ybg  
Ub`X]Y`C`dZYf`XYf`5hca`k`UZZYb`hfU[ ]gW`a`]h]\fYa`Y][ YbYb`@YVYb  
j`Yf`\_bØd`Žn`5fU\_]`HU`Yg\]ž`XYf`Y\Ya`U][ Y`6Øf[ Yfa`Y]ghYf`j`cb  
<]fcg\]a`Už`]b]h]]YfhY`]a``Ä\`f`%`-`,`&`X]Y` A Umcfg`Zcf  
DYUW`!6Yk`Y[ i b[ ži`a`Y]b`k`Y`hk`Y]hYg`9b[ U[ Ya`Ybh[ Y[ Yb  
5hca`k`UZZYb`ni`gW`UZZYb"

=b`XYf`X]Yg`Ä\`f][ Yb`NYfYa`cb]Y`\UVYb`gck`c\`XYf`6Yf]bYf  
6Øf[ Yfa`Y]ghYf`U`g`Ui`W`U`Y`6Yn]f`\_gVØf[ Yfa`Y]ghYf`X]Y`:`U[ [ Y  
[ Y\]gghž`i`a`Y]b`ghUf`\_Yg`NY]W`Yb`ZØf`XYb`:`f]YXYb`ni`gYhnYb"8]YgY  
hÄ[ `]W`Y`5i`ZcfXYfi`b[ ž`ØVYf`X]Y`GW`fYW`\_Yb`XYf`?`f]Y[ Y`i`bX`X]Y  
GW`fYW`\_Yb`j`cb`5hca`k`UZZYb`bUW`ni`XYb`\_Ybž`]gh`nYb`hfU`ZØf`X]Y  
5fVY]h]j`cb`GhYdg`Zcf`DYUW` "`G]Y`j`YfXYi`h]W`hž`XUgg`Y]b`g]W`YfYf  
:`f]YXYb`nk`]gW`Yb`J`Ò`\_Yfb`i`bX`GhUUhYb`b]W`h`gY`Vghj`Yfgh`Äb`X`]W  
]gh`i`bX`bi`f`Xi`fW`\_cb]bi`]Yf`]W`Yg`9b[ U[ Ya`Ybh`Ui`ZfYW`hYf`U`hYb  
k`YfXYb`\_Ubb"

8]Y`F`c`Y`XYg`J`Ò`\_YffYW`hg

8Yf`?`cbhYi`h`XYg`:`f]YXYbg`k`]fX`Ui`W`j`cb`XYf`6YXYi`hi`b[ `XYg

J Ò`\_YffYW hg`i bhYfghf]WY b"8]YgYg`gd]Y`h`Y]bY`YbhgWY]XYbXY  
 Fc`Y`ja`GWi`hn`j`cf`?`cbZ]\_hYb`i`bX`ja`9f\U`h`XYg`:`f]YXYbg"  
 <]ghc]gWY`i`bX`[ Y[ Ybk`Àfh][ Y`?`cbZ]\_hY`nY][ Ybž`k ]Y`gW`bY`  
 GhfY]h][ \_Y]hYb`Yg\_U`]YfYb`\_ÒbbYbž`k Ug`X]Y`B`chk`YbX][ \_Y]h`Y]bYf  
 ghUV]Yb`]bhYfbUh]cbU`Yb`F`YW`hgcfXbi`b[ `XYi`h]W`a`UW`h`  
**a i gY]cb"WX`VYhc`bh`X]Y`:`cfhgW`f]hhYž`X]Y`X]Y**  
 GhUUhYb[ Ya`Y]bgW`UZh`bUW`XYb`K`Y`h`\_f]Y[ Yb`]b`XYf`:`fØbXi`b[ `XYg  
 J Ò`\_YfVi`bXYg`i`bX`XYf`J`YfY]bhYb`B`Uh]cbYb`Yfn]Y`h`\`Uh"

A Ul`<`i`VYfž`Y]b`a`U»[ YV`]WYf`J`cf`\_Àa`dZYf`ZØf`a`cXYfbYgž  
 i`b]j`YfgY`Yg`J Ò`\_YffYW`hž`k`i`fXY`Xi`fW`6Yfh\U`j`cb`Gi`hhbYfg  
 VYXYi`hYbXYb`F`ca`Ub`]bgd]f]Yfh`9f`ghY`hY`k`À`fYbX`gY]bYf`NY]h`U`g  
 F]W`hYf`i`bX`Df`Àg]XYb`h`XYg`Gh`ÀbX][ Yb`b`bhYfbUh]cbU`Yb  
 ;`Yf]W`hg`c`Zg`X]Y`:`fi`bX`U[ Yb`Y]bYf`hfU[ Z`À\][ Yb`:`f]YXYbgcfXbi`b[  
 ]b`XYb`A`]hhY`di`b`\_h`gY]bYg`GW`UZZYbg"

Ni`gUa`a`Yb[ YZUggh`nY][ Yb`X]Y`9fY][ b]ggY`XYg`\Yi`h][ Yb`HU[ Ygž  
 XUgg`XYf`K`Y[ `ni`a`:`f]YXYb`Y]bY[ Ya`Y]bgUa`Y`5bghfYb[ i`b[  
 YfZcfXYfh`8]Y`5\_h]cbYbž`X]Y`:`U[ [ Yb`\]ggi`b[ Yb`i`bX`XUg  
 ;`YXYb`\_Yb`Ub`X]Y`C`dZYf`XYf`?`f]Y[ Y`g]bX`HY`]Y]bYg  
 \_cbh]bi`]Yf`]WYb`8]U`c[ g`i`bX`Y]bYg`9b[ U[ Ya`Ybhg`ZØf`Y]bY  
 Zf]YX`]WY`Ni`\_i`bZi`ZØf`U`Y"

8YhU]`g	
Cfh	GW`ÒbYVYf[ ž`6Yf`]bž`8Yi`hgW`\UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• ghYdg!Zcf!dYUW"c f[</li> <li>• k k k "a i gY]cb"WX</li> </ul>

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`b`Yh