

Dck YfVU```>UW\_dch'GcUfg'hc`~ &, , 'A ]``]cb  
5ZhYf'B c'K ]bbYfg'H\]g'K YY\_°

9I d`cfY'h\Y`UhYgh'Dck YfVU``i dXUhYg'Zcf'đ `m'&\$&) ž  
]bWi X]b[ 'UW\_dch'Ygh]a UhYgž'k ]bb]b[ 'bi a VYfgž'UbX'XYhU]'YX  
ghUh]gh]Wg"



C fUb[ Y'7ci bhmž'I G5 '!5g'h\Y'YI W]hYa Ybh'Vi ]`Xg'Ua cb[  
d`UmYfgž'h\Y'Dck YfVU``UW\_dch'Zcf'GUhi fXUmž'đ `m%- ž]g'Ygh]a UhYX  
Uh'U'k \cdd]b[ ``&, , 'a ]``]cb`H\]g'fYWbh'YgWU'Uh]cb'Wca Yg'cb'h\Y  
\YY'g'cZK YXbYgXUm'g'XfUk ]b[ 'cb'đ `m%\*ž'k \]W\i bZcfhi bUhY'm  
gUk 'bc'd`UmYfg'a UhW\]b[ 'U``g]l 'bi a VYfg'Zcf'h\Y`~ &\*`a ]``]cb  
df]nY"H\Y'k ]bb]b[ 'bi a VYfg'Zfca 'h\Uh'XfUk 'k YfY'(!&%!( '!(, !( - ž  
k ]h\h\Y'Dck YfVU``VY]b[ '&'UbX'h\Y'Dck Yf'D'U'm'a i 'h]d`]Yf'gYh'Uh  
&l "'đ'U'[ Ua Y'k \YfY'h\Y'cXXg'cZghf\_]b[ 'h'f]W\g]h'Uh%'b'&- &'&  
a ]``]cbž]hg'bc'k cbXYf'h\Uh'a Ubm'XfYUa 'cZ\]hh]b[ 'h\Y'UW\_dch"

5'h\ci [ \h\]g`UhYgh'XfUk ]b[ ``YŽh'd`UmYfg'Ya dhm\UbXYXž'h\YfY  
k YfY'\[ \cdYg'Zc`ck ]b[ 'U'dfYj ]ci g'k ]b'cb'A Um' %ž'k \YfY'U  
d`UmYf']b'7U`]Zcfb]U'k U`\_YX'Uk Um'k ]h'U``ZY!W\Ub[ ]b[ ``&\$)

a ]``]cb`UZhYf`a` UhW\]b[ `U``Z]j`Y`k`\\]hY`bi`a` VYfg`UbX`h\Y`fYX  
Dck`YfVU````H\Y`h\f]``X]Xb`h`ghcd`h\YfY/YUf`]Yfž`cb`5df]``&`ž`U``%\*`+  
a ]``]cb`XfUk`]b[ `k`Ug`U`gc`k`cb`]b`?Ybhi`W\_mž`fYgYhh]b[ `h\Y`UW\_dch  
Zcf`h\Y`gi`VgYei`Ybh`XfUk`hc`U`a`cfY`a`cXYgh`~`&\$`a ]``]cb`fcb`~`%\$`&  
a ]``]cb`WUg\`j`U`i`YŁ`Zcf`5df]``&`,`H\YgY`Yj`Ybhg`fYa`]bX`i`g`cZ`h\Y  
i`bdfYX]W\UV`Y`UbX`YI`\\]UfUh]b[ `bUhi`fY`cZ`chYfm[ `Ua`Yg`

A`U\_]b[ `<`]ghcfm`UbX`:`i`hi`fY`>UW\_dchg

H\Y`Dck`YfVU````[ `Ua`Y`\\Ug`gYyb`]hg`ZU]f`g\\UfY`cZ`fYWcfX!VfYU\_]b[  
UW\_dchg``FYa`Uf\_UV`mž`cb`Bcj`Ya`VYf`+ž`&\$&ž`U`d`UmYf`]b  
7U`]Zcfb]U`gWcfYX`U`ghU[ [ `Yf]b[ ``&`\$(`V`]``]cbž`a`U\_]b[ `]h`h\Y``Uf[ `Ygh  
UW\_dch]b`i`"G``chYfm\\]ghcfm`I`d`hc`h\\g`dc]bhž`Dck`YfVU````\\Ug`\\UX  
UW\_dchg`YI`WYX]b[ ``%`V`]``]cb`cb`Z]j`Y`cWUg]cbg``A`YUbk`\\]Yž`]hg  
f]j`U`ž`A`Y[ `U`A`]``]cbgž`\\Ug`hcd`dYX`h\\]g`k`]h\\]g]l`UW\_dchg`cj`Yf`~`%  
V`]``]cbž`]bWi`X]b[ `U`Uk`!Xfcd`d]b[ ``%`\*`\$`V`]``]cb`k`]b`WU]a`YX`Vm`U  
:`cf]XU`d`UmYf`cb`5i`[ `i`gh`,`"

K`]h\\UW\_dchg`ghYUX`]m`]bWfYUg]b[ `i`bh`]U`k`]bb]b[ `h]W\_Yh`]g`XfUk`bž  
h\Y`XfUk`cb`ž`m`%-`Wfhu]b`m\\Ug`d`UmYfg`df]a`YX`Zcf`dchYbh]U`  
Zcfhi`bY``h`g`k`cfh\\bch]b[ `h\\Uh`h\Y`h\f]``cZ`chYfm[ `Ua`Yg`]g`bch  
↑`gh]b`h\Y`k`]bb]b[ `Vi`h`U`gc`]b`h\Y`WUa`UfUXYf]Y`Ua`cb[ `d`UmYfgž  
g\\Uf]b[ `h]dg`cb`bi`a`VYfg`UbX`ghfUhY[ `]Yg``5WcfX]b[ `hc`Dck`YfVU``  
ghUh]gh]Wgž`i`gYfg`WU`b`YI`d`cfY`Wca`a`cbž`cj`YfXi`Yž`UbX`YUgh`XfUk`b  
bi`a`VYfg`hc`a`U\_Y`]bZcfa`YX`XYWg]cbg``H\Y`XUhUž`Uj`U]UV`Y`Zcf  
UbU`mg]g`Zc``ck`]b[ `YUW\\XfUk`ž`\\][`\\][`\\hg`hfYbXg`UbX`UW\_dch  
Ua`ci`bhgž`[ `j`]b[ `U`WcgYf`cc\_`Uh`\\ck`h\Y`[ `Ua`Y`\\Ug`Yj`c`]YX`cj`Yf  
h]a`Y`

Dck`YfVU``Z]fgh`Ui`bW\\YX`VUW\_`cb`5df]``&ž`%-`-`&ž`\\Uj`]b[  
i`bXYf[ `cbY`j`Uf]ci`g`W\\Ub[ `Yg`g]bW``]hg`]bWdh]cb``H\Y`[ `Ua`Y  
]b]h]U``mZYUhi`fYX`U`ga`U`Yf`dcc`UbX`ZYk`Yf`XfUk`gž`Vi`h`]h`\\Ug  
YI`dUbXYX`[ `fYUh`mž`bck`YbWca`dUgg]b[ `( `( `ghUhYgž`U`cb[ `k`]h\\h\Y  
8]ghf]Wh`cZ`7c`i`a`V]Už`I`"G``J`f[ `]b`g`UbXgž`UbX`Di`Yfhc`F]Wc``Gi`W\\  
k`]XYgd`fYUX`dcdi`Uf]hm`fYZYWhg`\\ck`h\Y`[ `Ua`Y`\\Ug`WUdh]j`UhYX  
d`UmYfg`UWfcgg`h\Y`bUh]cb`"

@cc\_]b[ `5`\\YUX

5g'd`UmYfg:[ YUf'i d'Zcf'h\Y`bYI h'XfUk ]b[ ž'Ubh]WjdUh]cb`]g'dU`dUV`Y"  
K ci `X'hcXUmVY`h\Y`XUm'U`i W\_m': `cf]X]Ub`k ci `X`\c`X'h\Y`k ]bb]b[  
h]W\_Yh3`7ci `X`U`WŁa V]bUh]cb`cZcj YfXi Y`bi a VYfg`YUX'hc`U`[ fUbX  
df]nY`k ]b3`9b[ U[ ]b[ `k ]h\`ghUh]gh]WU``]bg][ \hg`Zfca `d`UhZcfa g`\_]Y  
Dck YfVU``bYhž`d`UmYfg`WU`b`ghfUhY[ ]nY`h\Y]f`d]W\_gž`h\ci [ \`]h  
i`h]a UhY`m`WŁa Yg`Xck b`hc`i W\_`"b`h\Y`YbXž`k \Yh\Yf`mci  
W`YVfUhY`U`ga U``k ]b`cf`XfYUa `cZ\]hh]b[ `h\Y`V][ `cbYž`h\YfY g  
gca Yh\]b[ `hc`VY`gU]X`Zcf'h\Y`\cdYŽ` ``gd]f]h`h\Uh`c`hYfmi[ Ua Yg  
]bgd]fY"

: cf'h\cgY`hfUW\_]b[ `h\Y]f`bi a VYfgž`W`YW\_`ci h'i dXUhYg`UbX  
ghUh]gh]Wg`cb`**Dck YfVU``**UbX`XY`j Y`XYYdYf`]bhc`ZfYei YbWm`XUhU  
cb`Yj Yfm`XfUk`g]bW`%- - &`Uh`**@c hhc`5a Yf]WU**"`K \Yh\Yf`mci fY`jb  
]h'Zcf'h\Y`h\f]``cf'h\Y`WUg\ž`h\Y`YI W]hYa Ybh`]g`U`k Umg`cb`cZZYf`

8YhU]`g	
Cfh	CfUb[ Y`7ci bhmž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• %\$*`' h\YVYUf`]YUfh"WŁa</li><li>• k k k "dck YfVU``bYh</li><li>• k k k "`c hhc Ua Yf]WU"WŁa</li></ul>

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