

: `cf]XU': UWg': cfYWcgi fY '7f]g]g.  
G\cW\_]b[ 'F UhYg']b 'A U^cf'7]h]Yg°

@U\_Y`UbXž: `cf]XU`ZUWg`U`\\[ \ `ZcfYWcgi fY`fUhY`k ]h\`%`]b  
Yj Yfm`%ž) \$\*`\\ci`g]b[ `i`b]hg`UZZYWHYX`Ug`cZ`ă bY`&\$&) ž`Ua`]X  
a`]l`YX`bUh]cbU`hfYbXg"



@U\_Y`UbXž: `cf]XUž`l`G5`!`5g`cZ`ă bY`%`ž`&\$&) ž`h\Y`ZcfYWcgi fY  
`UbXgWUdY`]b`h\Y`l`b]hYX`GhUhYg`g\ck`WUgYg`U`a`]l`YX`VU[ `cZ  
ghUh]gh]Wgž`dUfh]W`Uf`m`\\YfY`]b': `cf]XU``F`YW`bh`fY`dc`fhg`\][ \`][ \h  
bch`cb`m`h\Y`h`fci`V`]b[ `Z][ `i`fYg`UggcW]UhYX`k`]h\`ZcfYWcgi fY`Vi`h  
U`gc`h\Y`gdYW]Z]Wa`Yh`fcd`c`]hUb`UfYUg`h\Uh`UfY`ZUW]b[ `h\Y`Vfi`bh`cZ  
h\]g`W\U`Yb[`Y"

5W\cfX]b[ `hc`A`cfh[`U[`Y`DfcZYgg]cbU`5a`Yf]WUž`h\Y`\][ \Ygh  
ZcfYWcgi fY`fUhYg`Ua`cb[ `a`Yh`fcd`c`]hUb`UfYUg`k`]h\`cj`Yf`) \$\$\$\$  
fYg]XYb`hg`UfY`W`bW`fb]b[ `Zcf`ghUhY`fYg]XYb`hg``đ`@U\_Y`UbXž: `cf]XUž  
ZcfYWcgi fYg`UfY`bck`Uh`U`ghU[ [`Yf]b[ `%]b`Yj`Yfm`%ž) \$\*`\\ci`g]b[  
i`b]hg``7`cgY`VY\]bX`]g`7UdY`7cfU`ž`k`\\YfY`h\Y`fUhY`ghUbXg`Uh`%]b  
Yj`Yfm`%ž\*`+(`i`b]hg``đW\_gcbj`]`Y`fci`bXg`ci`h`h\Y`hcd`h\fY`Y]b

:`cf]XUž`k ]h\`U`fUhY`cZ`%]b`Yj`Yfm`%ž , , ` \ci`g]b[ `i`b]hg`H\YgY  
bi`a`VYfg`fYZYWh`U`Vfc`UXYf`hfYbXž`k ]h\`:`cf]XU`fUb\_]b[ `Ug`h\Y  
gYWč`bX!\][ \Ygh`ghUhY`]b`ZcfYWcgi`fY`ghUfhgž`c[ [ ]b[ `&ž+, \$  
dfcdYfh]Yg`↑ gh]b`A`Um`&\$&) `U`cbY`fA`cfh[ U[ Y`DfcZYgg]cbU`  
5a`Yf]WUŁ"

## 7i`ffYb`h`GhUh]gh]Wg`UbX`HfYbXg

:`cf]XU`]g`bch`U`cbY`]b`h\YgY`W\U``Yb[ Yg``B`Uh]cbk`]XYž`ZcfYWcgi`fY  
ghUfhg`g\ck`YX`U`g`][ \h`X]d`cZ`(`i`Zfca`5df]`&\$&) `Vi`h`a`Uf`YX`Ub  
, `i``]bWfYUgY`mYUf!cj`Yf!mYUf``č`hc`hU`ž`&(`ž%\*) `dfcdYfh]Yg`YbhYfYX  
h\Y`ZcfYWcgi`fY`dfcWgg]b`A`Um``7ca`d`YhYX`ZcfYWcgi`fYgž`cf`F`9C  
UWh]cbgž`U`gc`gUk`U`g`[ b]Z]WUbh`i`dh]W\_ž`f]g]b[ `+i`Zfca`h\Y  
dfYj`]ci`g`a`cbh\`k ]h\`U`mYUf!cj`Yf!mYUf`]bWfYUgY`cZ`(`i`f5`HHC`A  
8`UhU`Gc`i`h]cbgŁ"

H\Y`g`][ b]Z]WUbh`a`Yhfc`dc`]hUb`UfYUg`UfY`i`bXYfghUbXUV`m`ZYY`]b[  
h\Y`]ja`dUW``č`UXX]h]cb`hc`h\Y`U`ZcfYa`Ybh]cbYX`W]h]Yg`]b`:`cf]XUž  
ghUhYg``\_]Y`HYI`Ug`fYdcfh`Ub`Yei`U``m`\][ \j`c`i`a`Y`cZ`ZcfYWcgi`fY  
ghUfhgž`k ]h\``ž\$++`]b`A`Um``H\Y`Wča`d`YhYX`ZcfYWcgi`fYg`]b`HYI`Ug  
fYUW\YX`(`\*\$`Ug`k`Y``ž`\][ \`][ \h]b[ `h\Y`k`]XYgd`fYUX`b`Uhi`fY`cZ`h\Y  
]ggi`Y`UWfcgg`h\Y`Wč`i`bhfm"

## 9I`d`cf]b[ `h\Y`F`cch`7Ui`gYg

C`bY`YggYbh]U``Y`Ya`Ybh`Wč`bhf]Vi`h]b[ `hc`h\Y`cb[ c]b[ `ZcfYWcgi`fY  
]ggi`Yg`]g`h\Y`cb[ c]b[ `Y`Wč`bca`]WdfYggi`fYg`UZZYWh]b[ `ca`Yck`bYfg  
UWfcgg`h\Y`bUh]cb``5W`Wč`fX]b[ `hc`j`Uf]ci`g`ZcfYWcgi`fY`ghUh]gh]Wgž  
UddfcI`ja`UhY`m`%]b`Yj`Yfm`ž-) `\$` \ci`g]b[ `i`b]hg`ZUW`X`U  
ZcfYWcgi`fY`Z`]b[ `bUh]cbk`]XY`]b`5df]`&\$&) ž`a`Uf\_]b[ `U`bchUV`Y  
]bWfYUgY`Zfca`dfYj`]ci`g`a`cbh\g``9j`Yb`a`cfY`hfci`V`]b[ ž:`cf]XU`g  
ZcfYWcgi`fY`fUhY`ghccX`Uh`%]b`Yj`Yfm`&ž) &\*\$` \ci`g]b[ `i`b]hg`Xi`f]b[  
h\Y`gUa`Y`dYf]cX``H\Y`ghUhY`]g[ fUdd`]b[ `k ]h\`bch`↑ gh`cWU`]nYX  
W\U``Yb[ Ygž`Vi`h`U`gc`U`k`cffm]b[ `hfYbX`cZ`f]g]b[ ` \ci`g]b[ `]bghUV`]hm  
fF`9g]a`d`]Ł"

8Ygd]hY`h\]g[ `f]a`ci`h`cc\_ž`h\YfY`g`gca`Yh\]b[ `hc`VY`gU]X`Zcf`h\Y  
fYg`]YbW`cZ`\ca`Yck`bYfg``H\Y`Uj`YfU[ Y`h]a`Y`hc`fYgc`]Y`

ZcfYWcgi fY`a UhhYfg`Ug`XYWfYUgYX`g`][`h`mž`U`h`ci [ ` `]h`fYa U]bg  
`cb[ " `bcj Uh]j Y`dfcdYfhm]bj Ygha Yb`hghfUhY[ ]Yg`\_]Y`Zl !UbX!Z]d  
XYU`g`Uj Y`Ya Yf[ YX`Ug`j ]UV`Y`gc`i h]cbg`Zcf`gca Yž`k ]h`Ub  
Uj YfU[ Y`dfcZ]h`cZ`Ufci bX` ( \$ž\$`\$`dYf`dfcdYfhm`Gi W  
cddcfhi b]h]Yg`a ][ `h`f gh`Y`d`ca Yck bYfg`bUj ][ UhY`h`Y  
hi fVi `Ybh`k UhYfg`cZ`h`Y`W ffYbh`fYU`YghUhY`Ybj ]fcb`a Ybh`

@cc\_]b[ `5`YUX

5g`k Y`ghUbX`]b`h`Y`a ]Xgh`cZ`h`YgY`cb[ c]b[ `W`U`Yb[ Ygž`]h`]g  
Wfi W]U`Zcf`:`cf]XU g`cW`Ui h`cf]h]Yg`UbX`fYg]XYbhg`hc`\_YYd`Ub  
YmY`cb`h`Y`ghUh]gh]Wg`H`Y`fcUX`U`YUX`a ][ `h`gh]`VY`dUj YX`k ]h`  
X]Z]W`h]Ygž`mY`h`YfY`fYa U]bg`Ub`UVi bXUbW`cZ`fYgci fW`g`UbX  
ghfUhY[ ]Yg`h`Uh`WUb`U]X`]b`UXXfYgg]b[ `h`Y`Vi f[ Ycb]b[ `ZcfYWcgi fY  
Wf]g]g":`cf]X]Ub`g`UfY`i f[ YX`hc`ghUm]bZcf`a YX`UbX`dfcUWh]j Y`]b  
gYY\_]b[ `Ugg]ghUbW`ž`k `Yh`Yf`h`fci [ `W`ca`a`i`b]hm`fYgci fW`g`cf  
fYU`YghUhY`dfcZYgg]cbU`[ i ]XUbW`

H`Y`ci h`cc`\_fYa U]bg`i bW`fhU]bž`Vi h`k ]h`ghfcb[ `ca Yck bYf  
Yei ]hm`UbX`hUf[ YhYX`gi ddcfh`a YUgi fYgž`k Y`a Um`XUa dYb`h`Y  
YZZW`hg`VYZcfY`h`Ym`fYUW`Wf]g]g`Yj Y`g`U[ U]b`"?YYd]b[ `]bZcf`a YX  
cb`h`YgY`hfYbXg`]g`a`cfY`]a dcfhUb`h`h`Ub`Yj Yf`Zcf`Ub`mbY`]bj YghYX  
]b`:`cf]XU g`ci g]b[ `a`Uf`Yh`

8YhU]`g	
Cfh	@U_Y`UbXž:`cf]XUžl G5
Ei Y`Yb	<ul style="list-style-type: none"><li>• k k k "a dUa U[ "W`ca</li><li>• k k k "Uhhca XUhU"W`ca</li><li>• fYg]a d`]W`ca</li></ul>

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