

8cfU``5WUXYa m'GhUf'A YU[ Ub`J ]``Uncb  
7fck bYX`&\$&) `A ]gg`GcZhVU``°

8cfU``5WUXYa m' , \$' - /g'A YU[ Ub`J ]``Uncb`k ]bg`&\$&) `A ]gg  
GcZhVU``ž`YUX]b[ `Yf`hYUa `hc`U`ghUhY`h]hYž`k \]Y`WcUW`A Uf\_  
6cfYhh]YUfbg`hcd`c bcf`g"



8cfU`ž: `cf]XUž`I G5`!`C b`đ bY`%\*ž&\$&) ž'A YU[ Ub`J ]``Uncb`Žfca  
8cfU``5WUXYa m'YUfbYX`h\Y`dFYgh][ ]ci`g`h]hY`cZ: `cf]XU`8U]fm  
: Ufa Yfg`&\$&) `A ]gg`GcZhVU``ž`g\ck WUg]b[ `Yf`YI W`dh]cbU``hU`Ybh  
cb`h\Y`Z]Y`X" `đ`U`fYa Uf\_UV`Y`gYUgcbž`g\Y`YX`Yf`hYUa `hc`U`7`Ugg  
\*5`ghUhY`h]hY`k ]h\`Ub`ja dFYgg]j Y`&\*!%fYWcfXž`U`gc`a U\_]b[  
\YUX`]bYg`k ]h\`U`ghY``Uf`\$"\*` `YUfbYX`fi b`Uj YfU[ Y`H\fc[ [ \ci`h  
%( ) `]bb]b[ gž`J ]``Uncb`ghfi W`ci`h`U`Uk !Xfcd]b[ `&\*%`VUhYfgž  
k \]Y`U`gc`ja dFYgg]b[ `Uh`h\Y`d`UhY`k ]h\`U`"( +) `VUh]b[ `Uj YfU[ Yž  
]bWi`X]b[ `b]bY`Xci V`Ygž`hk c`\ca Y`fi bgž`UbX`U`fYa Uf\_UV`Y` ( )  
F6`g" < Yf`UW`jYj Ya Ybhg`YUfbYX`\Yf`%&`ci`h`cZ`&`Z]fgh!d`UW`  
j chYgž`UW`a i`Uh]b[ `U`hc`hU`cZ%) - `dc]bhg`]b`h\Y`j ch]b[ `dfc`W`gg"  
@YU\`GhYj Ybg`cZ`A UhUb`nUg`Z]b]g\YX`U`fYgdY`W`UV`Y`gY`W`bX`k ]h\  
%\$) `dc]bhgž`Zc`ck YX`WcgY`m`Vm`A cf[ Yb`HU``YmicZ`7U`j Ufm

7\ f]gh]Ub`k`j h\` , ` `dc]bhg" H\Y`Uk UfXg`UW\_bck`YX[ Y`hcd  
dYfZcfa`UbW`g`j b`\][ \`gW\cc`gcZhVU`UWfcgg`h\Y`ghUhYž`UbX  
J]`Uncb`g`hU`Ybhg`UfY`k`Y`!fYWc[ b]nYX`j b`\Yf`k`j bž`Ug`fYdcfhYX`Vm  
A`U]b`GhfYYh`8U]`m`BYk`g"

⊕`Wc b`↑ bW]cb`k`j h\`J]`Uncb`g`UWc`UXYgž`h\Y`:`cf]XU`8U]fm  
:`Ufa`Yfg`U`gc`\c bcfYX`A`Uf`\_`6cfYhh`cZ`K`Y`]b[ hcb`<][ \`GW\cc`Ug  
h\Y`&\$&)`GcZhVU`7cUW\`cZ`h\Y`M`Uf" I`bXYf`6cfYhh`g`[ i`]XUbW`ž  
K`Y`]b[ hcb`bchW\YX`U`g][ b]Z]WUbh`&`!(`fYWc`fXž`W`a`j bUh]b[ `]b`h\Y  
gW\cc`g`Z]fgh`ghUhY`h`h\Y`j b`7`Ugg`+5``<Y`gYW`fYX`g]l`cZ`&\$`Z]fgh  
d`UW`j`chYgž`hchU`j b[ `%&&`dc]bhgž`k`\]Y`HUfmb`; fUm`Zfca`:`cfh  
K`U`hcb`6YUW\`hcc`\_gYWc`bX`d`UW`Ua`cb[ `WcUW\Yg`k`j h\` , (`dc]bhg"

<c b c f]b[ `9I W`Y`bW`j b`Gd c f h g

H\Y`:`cf]XU`8U]fm`:`Ufa`Yfg`gdc b g c f`h\Y`:`cf]XU`8U]fm`:`Ufa`Yfg  
<][ \`GW\cc`Gdcfhg`5k`UfXg`dfc[ fUa`ž`U`j`j hU`j b]h]Uh]j`Y`YghUV`]g`YX  
]b`%-`-`&`h\Uh`Wc`bh]bi`Yg`hc`dfca`chY`UbX`fYWc[ b]nY`ghi`XYbh!  
Uh\`YhYg`ghUhYk`jXY`H\]g`dfc[ fUa`cbY`cZ`h\Y`cb[ Ygh`fi`bb]b[  
gdcfhg`Uk`UfXg`j b]h]Uh]j`Yg`j b`h\Y`Wc`i`bhfm`\Ug`\c b c f Y X`a`c f Y`h\Ub  
)`ž\$`\$`\$`Uh\`YhYg`UbX`WcUW\Yg`g]bW`j]hg`j bW`dh]cb``5h\`YhYg`k`\c  
\Uj`Y`fYW`j]YX`h\YgY`UWc`UXYg`c`j`Yf`h\Y`m`Ufg`\Uj`Y`[cbY`cb`hc  
UW\Y]j`Y`[fYUh`gi`W`ggYg`Uh`Wc`Y`[j]UhY`Y`j`Y`gž`dfc`Z`gg]cbU`gdcfhgž  
UbX`Y`j`Yb`h\Y`C`ma`d]W;`Ua`Yg``5g`:`cf]XU`A`j`\_`\][ \`][ \hgž`h\YgY  
Uk`UfXg`U`gc`dfca`chY`h\Y`ja`dcfhUbh`fc`Y`XU]fmid`Umg`j b`U`\YU`h`m  
X]Yh`Zcf`mci`b[ `]bX]j`jXi`U`gž`g\`ck`j b[ `h\Uh`h\]g`j g]j bXYX`a`c f Y`h\Ub  
↑`gh`fYWc[ b]h]cb`/]hg`U`W`YVfUh]cb`cZ`mci`h\`UbX`k`Y`bYgg"

K`j h\]b`h\]g`ZfUa`Yk`cf`\_ž`h\Y`:`cf]XU`<][ \`GW\cc`5h\`Yh]W  
5ggcW]Uh]cb`fi`<G55Ł`fYW`bh`m`Ubbci`bW`X`U`bYk`fYWc[ b]h]cb  
dfc[ fUa`Zcf`[ fUXi`Uh]b[ `ghi`XYbh!Uh\`YhYg`YI`W`j b[ `]b`Vch\`gdcfhg  
UbX`UWUXYa`jWg`Hc`\c b c f`h\YgY`YI`Ya`d`Ufm]bX]j`jXi`U`gž`U`hchU`cZ  
`~)`ž\$`\$`\$`j b`gW\c`Ufg\]dg`k`j`VY`Uk`UfXYX`hc`&(`ghi`XYbhgž`k`h\  
YUW\`fYW`j]j b[ `~`%ž+`\$`\$``5XX]h]cbU`mž`cbY`a`U`Y`UbX`cbY`ZYa`U`Y  
ghi`XYbh!Uh\`YhY`k`j`VY`XYg][ bUhYX`Ug`h\Y`F`cbU`X`B``8Uj`jg  
GW\c`Uf!5h\`YhYg`cZ`h\Y`M`Ufž`YUfb]b[ `Ub`UXX]h]cbU``(ž`\$`\$`YUW\ž  
Zcf`U`Wc`a`V]bYX`hchU`cZ`~`\*ž`\$`\$``H\Y`gY`YW`YX`ghi`XYbhg`a`i`gh  
a`YYh`gdYW]Z]WY`][ jV]`jhm`Wf]hYf]Už]bWi`X]b[ `a`U]bhU]b]b[ `U

a ]b]a i a ' ; D5'cZ' ") 'UbX'YUfb]b[ 'j Ufg]hm'YhhYfg]'b'a i 'h]d`Y  
gdcfhgž'fYZYWh]b[ 'h\Y'\][ \`Yj Y`cZWca a ]ha Ybh'UbX'UW]Yj Ya Ybh  
fYei ]fYX'hc'YUfb'gi W\`c bcf gž'Ug'bchYX'Vmih\Y': <G55"

Gdch`][ \h]b[ 'Ci hghUbX]b[ 'GWc`Uf!5h\`YhYg

H\]g'mYUf g`\][ \`][ \hYX'gWc`Uf!Uh\`YhYg'dfYgYbh'U'fYa Uf\_UV`Y  
UggYa V`micZ'hU`Ybh'UbX'XYX]Wh]cb"5a cb[ 'h\Ya .

- 5]XUb'6U\_Yf'fDYbgUWc`U'7Uh\c`]Wc`U'YX]Whcf]Ub'k ]h\ U'("\$'; D5ž'Xi U'!gdcfh'Uh\`YhY'd`Ubb]b[ 'hc'UhYbX'h\Y'I "G" BUj U`5WUXYa m"
- 7Ufc`]bU'6cei Y!9WUj Yn'ft ]fgh'5WUXYa m@YYgVi f[ Ł (" \$'; D5ž'GYb]cf'7`Ugg'DfYg]XYbhž'Ugd]f]b[ 'dfY!a YX ghi XYbh'Uh'h\Y'I b]j Yfg]hmicZ: `cf]XU"
- <UfdYf'6ck a Ub'f6Y`Yj ]Yk Ł. (" \$'; D5ž'a i 'h]!gdcfh Uh\`YhYž'ci fbU']ga 'a U'cf'Uh'h\Y'I b]j Yfg]hmicZ: `cf]XU"
- 7\ f]gh]Ub'A W Uf]hm'f9d]gWc`dU`Ł. (" \$'; D5ž'ZcchVU` WdhU]bž'dfY!a YX'Ugd]fUh]cbg'Uh: `cf]XU'GhUhY'I b]j Yfg]hm"
- A UfWc'Df]Y[ i Yn'f6Y`Yb'>Ygi ]hŁ. (" \$'; D5ž'Wfcgg!Wci bhfm ghUhY'WUa d]cbž'd`Ubg'Zcf'ghi X]Yg'Uh'h\Y'I b]j Yfg]hmicZ DYbbgmj Ub]U"

K ]h\`gi W\`hU`Ybh'UbX'XYX]Wh]cb'UWfcgg'Vch\`Uh\`Yh]WUbX  
UWUXYa ]WUFYbUgž: `cf]XU g'mci h\`Wcbh]bi Y'hc'a U\_Y'h\Y]f'a Uf\_ž  
XYa cbghfUh]b[ 'h\Uh'\UfX'k cf\_`UbX'dUgg]cb'WUb`YUX'hc']bWfYX]V`Y  
UW]Yj Ya Ybhg"H\Y'fYWc[ b]h]cb'cZh\YgY'mci b[ 'ghUfg`\][ \`][ \hg  
h\Y'Wca a ]ha Ybh'hc'XYj Y`cd]b[ 'k Y`!fci bXYX']bX]j ]Xi U`g'k \c'UfY  
h\Y'ž hi fY`YUXYfg'cZci f'Wca a i b]h]Yg"

8YhU]`g	
Cfh	8cfUž: `cf]XUž! G5
Ei Y`Yb	<ul style="list-style-type: none"><li>• k k k "a U]bghfYYhXU]`mbYk g"Wca</li><li>• k k k "Zcf]XUa ]`_ "Wca</li><li>• Z\ gUU"Wca</li></ul>

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