

< YU`h\ `5`Yfh. `7cbhUa ]bUhYX`K UhYfg  
: cfW\ `Gk ]a `6Ub`Uh`@cW\`DUf\_g°

< YU`h\ `UXj ]gcfm]ggi YX`Zcf`7Uf`; fUm`UbX`9Uf`; ]`VYfh`DUf\_g  
]b`DUf\_Yfž: @ž`Xi Y`hc`\\][ \ `9bhYfcWŁW\ g`VUW\Yf]U`Yj Y`g`]b  
k UhYf"



DUf\_Yfž`6Um`7ci bhmž: `cf]XUž`I G5`!`FYg]XYbhg`cZ`6Um`7ci bhm  
fYW\j YX`U`ghYfb`k Ufb]b[ `h\]g`k YY\_. `U`k UhYf`ei U`]hm`\YU`h\  
UXj ]gcfm`\Ug`VYYb`]ggi YX`Zcf`7Uf`; fUm`DUf\_]b`DUbUa U`7]hm`UbX  
9Uf`; ]`VYfh`DUf\_]b`DUf\_Yf""H\]g`U`Yfh`WŁa Yg`cb`h\Y`\YY`g`cZ  
fci h]bY`k UhYf`hYghg`WŁbXi W\YX`Vm`h\Y: `cf]XU`8YdUfha Ybh`cZ  
< YU`h\ `fl 8C <Łž`fYj YU`]b[ `WŁbW\fb]b[ `m`\][ \`Yj Y`g`cZ  
9bhYfcWŁW\ g`VUW\Yf]U`]b`h\Y`k UhYf"

Cb`↳ bY`&\*ž&\$&) ž`h\Y`UXj ]gcfm`a UXY`\YUX`]bYg`Ug`]h`VYW\ a Y  
UddUfYbh`h\Uh`a Ubmigk ]a`a Yfg`]b`Vch`dUf\_g`k YfY`bch`Uk UfY`cZ  
h\Y`dchYbh]U`\YU`h\`f]g\_g": cf`h\cgY`k \c`a ][ \`h`bch`\_bck ž  
9bhYfcWŁW\ g`VUW\Yf]U`W\ b`VY`U`fYX`ZU[ ž`]bX]W\h]b[ `h\Y`dcgg]V`Y  
dfYgYbW\`cZ`gYk U[ Y`]b`h\Y`k UhYf"< YU`h\m`]bX]j ]Xi U`g`UfY`Uh`f]g\_

cZ'XYj Y`cd]b[ ]bZYWh]cbg'cf'fUg\Yg']Z'h\Ym'gk ]a` ]b`Wc'bhUa ]bUhYX  
k UhYfg'"H\Y`g]hi Uh]cb` ]g`YgdYW]U``m'ZfUi [ \h'Zcf'mci b[ `W\]`XfYbž'h\Y  
Y`XYf'mž'UbX'h\cgY`k ]h\`Wca dfca ]gYX`]a a i bY`gmghYa gž'k \c  
\Uj Y`VYYb`ghfcb[ `m'UXj ]gYX`U[ U]bgh'gk ]a a ]b[ `i bh]`Z fh\Yf  
bch]W"

## I bgYYb`8Ub[ Yfg

: 8C < `cZZ]W]U`g`\][ \`][ \hYX`h\Uh`UZhYf`\YUj m'fU]bZU``ž'VUWhYf]U  
`Yj Y`g`W]b`gi f[ Y`Ug`fU]bk UhYf`k Ug\Yg`]bhc`h\Y`6Um"FYW`bh'hYghg  
\Uj Y`g\ck b`Uh`YUgh'+%`cf'a cfY`i b]hg`cZ'9bhYfcWcW`g'dYf`%\$\$  
a ]``]hYfg`cZ'a Uf]bY`k UhYf`Uh`Vch\`dUf\_gž'W]hY[ cf]n]b[ `h\Y`ei U`]hm  
Ug'dccf` XYZ]b]hY`m'bch]XYU`Zcf`U`X]d" `H\Y`U`Ufa ]b[ `UgdYW`cZ  
h\]g`UXj ]gcfm]g`h\Y`UW`cZdfcdYf`Wc'a a i b]W]h]cb/bY]h\Yf`h\Y  
Y`YWhfcb]Wg][ b`Uh`7Uf`; fUm'DUf`\_`bcf'h\Y`a YhU`Z]d`g][ b`Uh`9Uf`  
; ]`VYfh'DUf`\_`k Ug`YZZYWh]j Yž'k ]h\`7Uf`; fUm'X]gd`Um]b[ `bc`UXj ]gcfm  
Uh`U``UbX`9Uf`; ]`VYfh`g\Uf]b[ ]bUW`W fUhY`]bZcfa Uh]cb"

5g`U`dfYW]i h]cbž'YI dYfhg`\Uj Y`fYWc'a a YbXYX`fYg]XYbhg`\_YYd`U  
WcgY`YmY`cb`Ub'm'cdYb`W hg`cf`k ci bXg`Zcf`g][ bg`cZ']bZYWh]cb`UbX  
hc`Wc'bg`i`h'h\Y]f'df]a Ufmid\mg]W]Ub`]Z'h\Ym'YI dYf]YbW`Ubmi]`bYgg"  
: 8C < `d`Ubg`hc`Wc'bXi Wh`Ubch\Yf`fci bX`cZ`k UhYf`hYghg`bYI h'k YY\_  
hc`XYhYfa ]bY`k \Yh\Yf`h\Y`UXj ]gcfm`W]b`VY`]ZhYX`cf`k ]``fYa U]b`]b  
YZZYWh" <ck Yj Yfž'h\YfY`]gb h`U`WYUf`h]a Y`]bY`Zcf`k \Yb`gk ]a a ]b[  
a ][ \h`VY`Wc'bg]XYfYX`gUZY`cbW`U[ U]b"

## 6UWhYf]U`6UW\_ghc'fm

6i h'k \m'h\Y`Wc'bW`fb`cj Yf`9bhYfcWcW`g3`h'g`U`hmdY`cZ'VUWhYf]U  
hmd]W]U``m'Zci bX`]b`h\Y`]b'hYgh]bYg`cZ`\i a Ub'g`UbX`Ub]a U`gž'UbX`]hg  
dfYgYbW`gi [ [ Yghg'dchYbh]U`ZYW]`dc``i h]cb""H\]g`W]b`Uf]gY`Zfca  
ghcfa k UhYf`fi bcZZ'dYhgž'k ]`X`]ZYž'cf`Yj Yb`\i a Ub`gYk U[ Y"  
: `cf]XUž'h\fci [ \`]hg`ghUhYk ]XY`k UhYf`ei U`]hm'a cb]hc]f]b[ `dfc[ fUa ž  
ZfYei Yb'h'm'hYghg`VYUW`Yg`Zcf`gi W\`Wc'bhUa ]bUbhg`Xi Y`hc`h\Y  
dchYbh]U``\YU`h\`f]g\_g`UggcW]UhYX`k ]h\`\][ \`Wc'bW`bhfUh]cbg`cZ  
h\YgY`VUWhYf]U" ð ZUWhž'Ub`UXj ]gcfm]g`]ggi YX`]Z'9bhYfcWcW`g  
YI W`YXg`+\$`Wc`cbm'Zcfa ]b[ `i b]hg`dYf`%\$\$`a ]``]hYfg`]b`hk c  
Wc'bgYW`h]j Y`gUa d`Ygž'Ug]g`h\Y`W]gY`\YfY"

5WŁcfX]b[ 'hc':`cf]XU`<YU`h\žk UhYf'ei U`]hm]g'fci h]bY`m  
a cb]hc fYX`UWfcgg'h\Y`ghUhY`hc`\\Y`d`dfchYWh`Vch\`fYg]XYb hg`UbX  
j ]g]hcf g"H\Y`a cb]hcf]b[ `gmghYa`\\Ug`Yj`c`j`YX`cj`Yf`h\Y`mYUfgž`k ]h\  
a cfY`WŁi bh]Yg`ċ]b]b[ `h\Y`YZcfh`hc`\_YYd`:`cf]XU`g`VYUWXYg`gUZ`"  
H\Y`ZcW`g`cb`9bhYfcWŁWŁ`g`VY[ Ub`]b`%-`-`,`k ]h\`↑ gh`U`\\UbXZ`b`cZ  
WŁi bh]Ygž[ fck ]b[ `hc`h\]fhmh\ fci [ \`ghUhY`Y[ ]g`Uh]cb`Vm&\$\$\$"

H\Y`VfcUXYf`WŁbhYI h'fYj`YU`g`↑ gh`\\ck`Wf]h]WU`h`h]g`hc`ghUm  
]bZcfa`YX`UVci`h`VYUW`k`UhYf'ei U`]hm`H\Y`: 8C<`fY[ i`Uf`midcghg  
fYgi`hg`cb`WŁi`bhm dU[ Ygž`U`ck ]b[ `Zcf`U`ei ]W`WXYW`VYZcfY  
d`Ubb]b[ `U`hf]d`hc`h\Y`VYUW`" `đ`fY[ ]cbg`\_]Y`6Um`7ci`bhmž`k`\\YfY  
gc`a`Ubm`Z]bX`ċm]b`h\Y`k`UhYfž`h\YgY`i`dXUhYg`UfY`YggYbh]U`Zcf  
Ybgi`f]b[ `gUZ`Yhm`UbX`d`fYj`Ybh]b[ `\\YU`h\`]ggi`Yg`h\Uh`WU`b`ghYa`Zfca  
]hg`dc`i`h]cb"

đ`WŁbWi`g]cbž`k`\\Y`h\Y`VYUWXYg`a`Um`WU`ci`h`hc`i`gž]hg`j`]hU`hc  
\\YX`h\YgY`\\YU`h\`UXj ]gcf]Yg`UbX`fYa`U]b`]bZcfa`YX`UVci`h`h\Y  
k`UhYf`k`Y`YbhYf`Bc`cbY`k`Ubhg`U`Z]b`XUm`Uh`h\Y`dUf`\_`hc`hi`fb`]bh  
U`\\YU`h\`gWUfYž`gc`Yhg`\_YYd`ci`f`Uk`UfYbYgg`\\[ \`UbX`ci`f`gk ]a`g  
gUZ`"

8YhU]`g	
Cfh	DUf_Yfž`6Um`7ci`bhmž`:`cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"><li>• k k k "k`^["WŁa</li><li>• VUm"Z`cf]XU`YU`h\`["cj</li><li>• k k k "Z`cf]XU`YU`h\`["cj</li></ul>

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