

HYh\Yf`7\U`Yb[ Yg`7]fWY`5a ]Xgh`b hYbgY  
GhUV`YWŁ]b`G\ck Xck b`

HYh\Yf`UbX`7]fWY`j ]Y`Zcf`Xca ]bUbW`]b`h\Y`ghUV`YWŁ]b  
a Uf\_Yh`Ua ]X`ĐCg`UbX`fY[ i`Uhc fmd`fYggi fYgž`g\Ud]b[ `h\Y  
Ži hi fY`cZ`X][ ]hU`UggYhg"



@i [ Ub c ž`Gk ]hnYf`UbX`!`b`h\Y`Vi`gh]b[ `k c f`X`cZ  
WfmdhcW ffYbW]Ygž`h\Y`f]j U`fm`VYhk YYb`HYh\Yf`UbX`7]fWY`]g  
\YUh]b[ `i`d`\_]Y`bYj Yf`VYZcfY"DUC`c`5fXc]bcž`79C`cZ`HYh\Yfž  
fYWb`h`m][ b]hYX`h\Y`WŁbj YfgUh]cb`Vmiei Ygh]cb]b[ `7]fWY`g  
Z]bUbW]U``\YU`h``6UW\_]b`5df]`&\$&( ž`\Y`cdYb`m`WU]a YX`h\Uh  
7]fWY`k Ug` bch`dfcZ]hUV`Y`UbX`X]ga ]ggYX`h\Y]f`Z]bUbW]U`fYdcfhg"  
K ]h\`7]fWY`g`ĐC`a U\_]b[ `k Uj Yg`cb`K U``GhfYYh` ]hg`g\UfYg  
g\_mfcW\_Yh]b[ `hc`cj Yf`~ %\$`\$`UbX`U`a Uf\_Yh`WUd`gcUf]b[ `dUgh`~ %-  
V]`]cb` h\]g`WUg\`]g`a c fY`h\Ub`↑ gh`VUb`hYf`/]h\][ \`][ \hg`h\Y  
WŁa dYh]h]j Y`bUhi fY`cZ`h\Y`ghUV`YWŁ]b`a Uf\_Yh"

8Ygd]hY`h\Y`gi WWgg`cZ`7]fWY`g`ĐC`ž`5fXc]bc`Yl dfYggYX  
g\_Ydh]W]ga`fY[ UfX]b[ `h\Y]f`ghfUhY[ mžgi [ [ Ygh]b[ `h\Uh`U][ b]b[

k ]h\`K U``GhfYYh'a ][ \h'cb`m'm]Y`X`g\cfh\hYfa `[ U]bg": cf`HYh\Yfž  
h\Y`ghU\_Yg`UfY`\][ \Yfž`YgdYWU`m'k ]h\`U`a Uf\_Yh`WUd`YI W`YX]b[  
`%)`'`V]``cb`WŁa dUfYX`hc`7]fWY g`I G87`Uh`\*`%V]``cb``H\]g  
f]j U`fm]gb h'a YfY`m]XYc`c[ ]WU`/`]h`YbWUdgi`UhYg`U`Uf[ Yf`VUhh`Y  
VYhk YYb`h\Y`Yh\cg`cZ`XYW`bhfU`nYX`Z]bUbW` W\Ua d]cbYX`Vm  
HYh\Yf` UbX`h\Y`fY[ i`UhYXž`WŁa d`]Ubh`UddfcUW\`h\Uh`7]fWY  
UXj cWUhYg"

## H\Y`F Y[ i`Uhcfm`@UbXgWUdY

6ch\`WŁa dUb]Yg`UfY`ZUW]b[ `U`g\]Zh]b[ `fY[ i`Uhcfm`UbXgWUdY`h\Uh  
WŁi`X`XfUa Uh]WU`m]bZi YbW`h\Y]f`Zi hi fYg`F YW`bh`X]gW gg]cbg  
Ua cb[ ``Uk`a U\_Yfg`\Uj Y`V]fh\YX`h\fYY`bchUV`Y`V]``g`U]a YX`Uh  
fY[ i`Uh]b[ `ghUV`YWŁ]bg.`h\Y`GYbUhY`g`; 9B÷ G`5Wž`h\Y`<ci gY`g  
GH56@9`5Wž`UbX`Ubch\Yf`gdYUf\YUXYX`Vm`A UI`]bY`K UhYfg`UbX  
DUhf]W\_`A WŁYbfm`÷Z`h\YgY`V]``g`dUggž`h\Ym'k ci`X`]a dcgY`ghf]b[ Ybh  
fYei`]fYa Ybhg`Zcf`fYgYfj Y`\c`X]b[ g`UbX`XYhU]`YX`Ui X]hg`cb  
ghUV`YWŁ]b`]ggi Yfg"

÷`Ubh]W]dUh]cb`cZ`h\YgY`W\Ub[ Ygž`HYh\Yf`]g`YI d`cf]b[ `h\Y`WfYUh]cb  
cZ`U`bYk`hc`\_Yb`XYg][ bYX`hc`WŁa d`m'k ]h\`Zcfh\WŁa`]b[ `I`"G"  
fY[ i`Uh]cbg`cb`ghUV`YWŁ]b`]ggi UbW`"A YUbK`\]Yž`UbU`mghg`\Uj Y  
bchYX`h\Y`dcgg]V]`]hm`h\Uh`HYh\Yf`a ][ \h`bYXY`hc`UX↑gh]hg  
fYgYfj Yg`hc`U`][ b`k`]h\`h\YgY`dchYbh]U`bYk```Uk`g`"H\]g`i bWfhu]bhm  
WfYUhYg`U`dchYbh`VUW\_Xfcd`Zcf`h\Y`WŁa dYh]h]cb`VYhk YYb`HYh\Yf  
UbX`7]fWYž`k`c`gY`X]ZZYfYbh`j`]g]cbg`Zcf`h\Y`Zi hi fY`cZ`ghUV`YWŁ]bg  
UfY`VYWŁa`]b[ `Yj Yf`a cfY`dfcbci bWfX"

## A Uf\_Yh`8mbUa ]Wg`UbX`7ca dYh]h]j Y GhfUhY[ ]Yg

H\Y`WŁa dYh]h]j Y`h]XY`]g`U`gc`g\]Zh]b[ `Ug`HYh\Yf`UbX`7]fWY  
a UbYi`j Yf`Zcf`Xca`]bUbW`"; ]UbWUf`c`8Yj Ug]b]ž`k`c`fYW`bh`m  
ghYddYX`Xck b`Ug`HYh\Yf`g`7: C`hc`hU\_Y`cb`h\Y`fc`Y`cZ`W\U]fa Ubž  
ghUhYX`h\Uh`7]fWY`k`]``bch`k`]b`]Z`HYh\Yf`]g`U`]j Y" `H\]g`ghUhYa Ybh  
YbWUdgi`UhYg`h\Y`Z]YfW`f]j U`fm`h\Uh`WŁi`X`YUX`hc`g][ b]Z]WUbh  
W\Ub[ Yg]b`h\Y`ghUV`YWŁ]b`a Uf\_Yh"

K \]Y`HYh\Yf`\Ug`[ghcf]WU``mZcW gYX`cb`U`ZfYYk \YY`]b[  
UddfcUW\`hc`Wfmdhcž`7]fWY`g`Wca`a`]ha`Ybhihc`fY[ i`Uhcfm  
Wca`d`]UbW\`Ug`dU]X`cZZ`Yj`]XYbh`]b`]hg`bYk`Uddfcj`U`g`]b`a`Uf\_Yhg  
`]\_Y`>UdUb`UbX`8i`VU]""7]fWY`Yj`Yb`gYW`fYX`h\Y`Z]fgh`9`YWfcb]W  
DUma`Ybhi`>ghfi`a`Ybhg`9I`W\Ub[`Y`GYfj`]W\`Dfcj`]XYf`dYfa`]h`]b  
>UdUbž`k`\]W\`]g`U`g][`b]Z]WUbhVccgh`Zcf`]hg`dFYgYbW\`]b`5g]U"

>b`WcbhfUghž`HYh\Yf`\Ug`ZUW\X`]hg`ck`b`gYh`cZ`W\U``Yb[`Ygž`]bWi`X]b[  
fYW\bh`fYghf]W]cbg`cb`]hg`I`G8H`YbUV`YX`Vm`YI`W\Ub[`Yg`]\_Y  
6]bUbW\`]b`h\Y`9i`fcdYUb`9Wcbca`]W5fYU""5g`Wca`d`]UbW  
Wcbh]bi`Yg`hc`d`Um`U`Wfi`W]U`fc`Y`]b`i`gYf`UW\gg`hc`ghUV`YWc]bgž  
Ybh\i`g]Ughg`UfY`]bWfYUg]b[`m`cc\_]b[`hck`UfX`7]fWY`g`I`G87`Ug`U  
a`cfY`fY`]UV`Y`U`hYfbUh]j`Y"

## H\Y`: i hi fY`cZ`GhUV`YWc]bg

H\Y`hYbg]cb`VYhk`YYb`HYh\Yf`UbX`7]fWY`]g`]\_Y`m`hc`g\UdY`h\Y  
Zi`hi`fY``UbXgWUdY`cZ`ghUV`YWc]bg""5g`>fYa`m5``U]fYž`7]fWY`g`79Cž  
dc]bhYX`mia`Ybh]cbYXž`X][`]hU``W`ffYbWm`fYdfYgYbhg`U`hYW\bc`c[`m  
gi`dYfdck`Yf`Xc``Ufž`WUffm]b[`]g][`b]Z]WUbh]a`d`]WUh]cbg`Zcf`Vch`h\Y  
YWcbca`]WgmghYa`\_]b`h\Y`I`"G""UbX`Zcf`ga`U``Vi`g]bYggYg`gY\_Y\_]b[  
`ck`Yf`Wcghg`UggcW]UhYX`k`]h\`hfUbGUVh]cb`ZYyg"

K`]h\`Vch\`Wca`dUb]Yg`bck`Uh`U`WfcggfcUXgž`h\Y`Wca`dYh]h]cb  
VYhk`YYb`h\Ya`\_]g`bch`f`gh`UVci`h`a`Uf\_Yhg\UfY"">g`UVci`h`h\Y`j`Yfm  
YggYbW\`cZ`k`\Uh`ghUV`YWc]bg`WUb`VYWca`Y`]b`h\Y`Yj`c`]b[  
Z]bUbW]U`YWcgmghYa`"">fY[ i`Uhcfg`gi`W\YX`]b``]a`]h]b[`HYh\Yfž  
7]fWY`g`I`G87`a`Um`Ya`Yf[`Y`Ug`U`YUXYfž`di`g\]b[`Zcf`VfcUXYf  
UW\dhUbW\`UbX`]bhY[`fUh]cb`cZ`X][`]hU``W`ffYbW]Yg`]bh`c`Yj`YfmXUm  
Z]bUbW\"

5g`h\Y`Xi`gh`gYhh`Yg`cb`h\]g`cb[`c]b[`VUh`h`Y`UbX`fY[ i`Uhcfm  
`UbXgWUdYg`Wcbh]bi`Y`hc`g\]žž`cbY`h\]b[`]g`WYUf.`h\Y`ci`hWca`Y`k`]`  
\Uj`Y``Ugh]b[`]a`d`]WUh]cbg`Zcf`h\Y`ghUV`YWc]b`a`Uf\_Yh`UbX`h\Y  
Zi`hi`fY`cZ`X][`]hU``UggYhg"

8YhU]`g	
Cfh	@ [ Ubcž`Gk ]hnYf`UbX
E i Y``Yb	<ul style="list-style-type: none"><li>• XYWfmdh"WŁ</li><li>• k k k "WŁ]bXYg_"WŁa</li><li>• ghUV`YWŁ]b]bg]XYf"WŁa</li></ul>

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