

7`Ub!A ]h[ `]YX`j cf`; Yf]W\h. '6fi hU`Yf  
5 b[ f]ZZ`Ui Z`Dc`n]gh]b`gW\c W\_]Yfh'6Yf`]b`°

9]b`&%!`Ä\`f][ Yg`7`Ub!A ]h[ `]YX`ghY\`h`k Y[ Yb`5b[ f]ZZg`Ui ZY]bY  
Dc`n]gh]b`]b`6Yf`]b`j cf`; Yf]W\h`8Yf`J cfZU``YfY][ bYhY`g]W\  
bUW\`Y]bYa`i bZU``"



5a hg[ Yf]W\h`H]Yf[ UfhYbž`%\$+, ) `6Yf`]bž`8Yi hgW\`UbX`!`!`đ  
6Yf`]b`k ]fX`\`Yi hY`Y]b`&%!`Ä\`f][ Yg`A ]h[ `]YX`XYg`FYa`a`c!`7`Ubg`j`cf  
XYa`5a hg[ Yf]W\h`H]Yf[ UfhYb`j`Yf\`UbXY`h`9f`ghY\`h`ja`NYb`hfi`a  
Y]bYg`J`cfZU``gž`XYf`g]W\`]b`XYf`G`]`YghYfbUW\h`&\$&`#&\$&(`  
YfY][ bYhYž`U`g`Yg`ni`Y]bYa`i`[ Yk`U`h`Äh][ Yb`5b[ f]ZZ`Ui`ZY]bY  
Dc`n]gh]b`\_Ua`"6Y`XYa`9fY][ b]g`k`i`fXY`Y]bY`%)`!`Ä\`f][ Y  
J`Yfk`UbX`hY`XYg`5b[ Y`\_`U[ hY`b`k`Ä\`fYbX`Y]bYg`9]bgU`hYg`j`cb`Y]bYa  
Dc`n]Y`k`U[ Yb`YfZU`gghž`XYf`a`]h`G`fYbY`i`bX`6`Ui`]W\h`Z`\`f`8`Y  
đ`[ YbX`]W\Y`VY`hfU`h`i`bj`Yfa`]hY`h`X]Y`i`U\`fV`U\`b`i`bX`a`i`gghY  
UbgW\`]Y»`YbX`]bg`?`fUb`\_`Yb\`Ui`g`[ YVfUW\h`k`YfXYbž`k`]Y`fVV`&(`  
VYf]W\hY`h`"

B UW\`XYa`i`bZU``gc``XYf`5b[ Y`\_`U[ hY`X]Y`5i`hchøf`XYg

Dc`nY]k U[ Ybg`Ui Z[ Yf]ggYb`i bX`X]Y`6YUa h]b`a Y\ fZUW`]bg; Yg]W h  
[ YgW`U[ Yb`\ UVYb`"8]Y`5b`\_U[ Y`i a ZUggh`XYb`h`h]W Yb`5b[ f]Z`Ui Z  
Jc`ghfYW`i b[ gVYUa hYž`? ÒfdYfj Yf`Yhni b[ `i bX`K ]XYfghUbX`"Bi f  
Xi fW`XUg`9]b[ fY]ZYb`a Y\ fYfYf`Dc`n]ghYb`\_cbbhY`GW`]a a YfYg  
j Yf\]bXYfh`k YfXYbž`i bX`XYf`5b[ Y`\_U[ hY`ZØW`hYhY`ni b`AW`ghj`ca  
HUhc`fhž`k i fXY`UVYf`gd`hYf`]XYbh]Z]n]Yfh`"8B5!Gdi fYb`XYg`A UbbYg  
k i fXYb`Ub`XYf`GW`i hnk YghY`XYf`Dc`n]gh]b`[ YZ`bXYb`"9f`\Uh  
`YXcW`V]g`Ub[ `ni`XYb`J`c`fk`ØfZYb`[ YgW`k ]Y[ Yb`"9]b`YfghYf  
Dfc`nYggj`Yfgi`W`]a` : YVfi`Uf`&\$&) `gW`Y]hYfhY`Ui`Z[ fi`bX`gY]bYf  
9f`\_Ub`\_i`b[ ž`k ]Y`HU[ Yggd]Y[ Y`]\]bni`[ YZØ[ h`\Uh`

## 7`Ub!`? f]a ]bU`]h`h`]a` : c`\_i`g`

8Yf`J`c`fZU`]]gh`HY]`Y]bYf`[ fØ» YfYb`8]g`\_i`gg]cb`ØVYf`7`Ub!  
?f]a ]bU`]h`h`]b`8Yi`hgW`UbXž`X]Y`c`Zi`U`g` ZUa` ]]YbVUg]YfhY  
?f]a ]bU`]h`h`]Y]b[ Yc`fX`bYh`k ]fX`i`bX`a` ]h`Yh`b]gW`UV[ YgW`c`hYhY`b  
Gi`V`\_i`hi`fYb`Uggcn]]Yfh`k ]fX`"8]YgY` : cfa` ]`cb`?f]a ]bU`]h`h`]gh  
[ Ydf`Ä[ hj`cb`Y]bYa`Yb[ Yb`BYh`nk`Yf`\_j`Yfk`UbX`hYf`DYfg`cbYbž`X]Y`]b  
j`YfgW`]YXYbYb`@`bXYfb`U`\_h]`\_g]bX`i`bX`i`bhYf`8fi`W`\_ghY`Ybž`g]W  
\_f]a ]bY`Yb`5`\_h]`]h`h`Yb`Ubni`gW`]Y» Ybž`Yf`\_`Äfh`A`U`a`ci`X`]fUVUž  
XYf`g]W`gY]h`&\$%)`a`]h`UfUV]gW`Ybž`hØf`\_]gW`Yb`i`bX`\_i`fX]gW`Yb  
;`fc» ZUa` ]]Yb`VYgW`ÄZh][`h`"C`V`k`c`\`j`]Y`Y`A`]h[ `]YXYf`X]YgYf`7`Ubg  
\_Y]bY`?f]a ]bU`]h`h`k`ØbgW`Ybž`gY`Yb`g]Y`g]W`c`Zi]b`Y]bYf  
a`]gg`]W`Yb`@U[ Yž`k ]Y`8`K`Yf`Äi`hYfh`

8]Y`Dc`nY]`]gh`g]W`XYf`<YfUi`gZc`fXYfi`b[ Yb`VYk`i`ggh`"Gc`k`YfXYb  
fY[ Y`a`Ä»][`Y`DYfg`cbYb!`i`bX` ;`Yk`YfVY`\_cb`hfc`Yb`gck`]Y`F`Unn]Yb`]b  
G\]g\U!6Ufg`i`bX`6UfVYf!G`c`d`g`Xi`fW`[ YZØ`fh`"8]YgY  
J`c`f[ Y`Y`b`g`k`Y]gY`k`]fX`U`g`Dc`]h]\_`XYf`%\$\$\$`B`UXY`gh]W`Y  
VYnY]W`bYh`"GhUh]gh]gW`[ YgY`Yb`]Y[ h`XYf`5b`hY]`a`i`ha`U»`]W`j`cb  
7`Ubg`VY[ Ub[ YbYf`8Y`]hY`]b`6Yf`]bž`B`c`fX`f`Y]b!K`YghZU`Yb`i`bX  
B]YXYfgUW`gYb`nk`]gW`Yb`\$`%+`i`bX`\$`+`\*`Dfc`nYb`h`U`Yf`Gh`fU`Zh`U`hY`b`  
8]Y`A`U»`bU`a`Yb`VY[ fØ`bXYb`g]W`hY]`k`Y]gY`Ui`W`Ui`g`XYa  
gi`V`Y`\_h]j`Yb`G]W`Yf`Y]hgYa`dZ]bXYb`XYf`6Yj`Ø`\_Yfi`b[ " `?f]h]\_Yf  
k`]Y`X]Y`?f]a ]bc`c[ ]b`8Ub]Y`U`<`i`bc`X`Äi`»Yfb`YXcW`6YXYb`\_Ybž  
XUgg`X]Y`Gh`fU`hY[ ]Yb`j`cb`Dc`]h]\_`i`bX`Dc`nY]`fYW`h`]W  
dfc`V`Ya`Uh]gW`i`bX`]bYZZY`\_h]j`\_gY]b`\_Ø`b`hY`bž`k`Ug`XYb`?`Ua`dZ  
[ Y[ Yb`X]Y`7`Ub!`?f]a ]bU`]h`h`b]W`h`j`YfY]bZUW`h`

8]Y`Yi h][ Y`J Yf\UbX`i b[ `k ]fX`a ]h`GdUbbi b[ `Yfk UfhYhž`gck c\`  
 Ui Z[ fi bX`XYf`6f]gUbn`XYg`5b`\_U[ Ydi b\_hg`U`g`Ui W`a `?cbhYI h`XYf  
 Ub\U`hYbXYb`8YVUhY`i a `7`Ub!`?f]a ]bU`]h`h`b`8Yi hgW`UbX`"8Yf  
 : U``]gh`Y]b`k Y]hYfYg`6Y]gd]Y``XUZØfž`k ]Y`g]W`\_f]a ]bY``Y`Ghfi \_hi fYb  
 ]b`XYf`; YgY``gW`UZ`h`Ui gk ]f`\_Yb`i bX`k ]Y`X]Y`đ gh]n`a ]h`XYfUfh][ Yb  
 <YfUi gZcfXYfi b[ Yb`i a [ Y`h"

8YhU]`g	
C fh	5a hg[ Yf]W`h`H]Yf[ UfhYbž`%\$+, ) `6Yf`]bž 8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "fVV&amp;( "XY</li> <li>• k k k "hU[ Yggd]Y[ Y``XY</li> <li>• k k k "Xk "Wċa</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U[ "bYh