

@UXm'6`UW\_V]fX. '8]Y`ei YYfY`Gci`!Gh]a a Y  
VY[ Y]ghYfh'a ]h`G`Ub[ `Gd]f]hi U`g`°

9bhXYW\_Yb`G]Y`X]Y`A i g]\_`j cb`@UXm'6`UW\_V]fXž`X]Y`Ua`&\*"  
đ b]`&\$&) `]b`ž`bU`Ui Zhf]hh`i bX`]\fY`Y]bXfi W\_gj c`Yb`H\Ya Yb  
dfÅgYbh]Yfh"



ž`bUž`8Yi hgW\`UbX`!`9]b`<Yfn`j c`Yf`; YgW\]W\hYb.`@UXm  
6`UW\_V]fX`YfcVYfh`X]Y`6Ø`bYb`a ]h`]\fYf`\_fUZhj c`Yb`Gh]a a Y`i bX  
h]YZ[ fY]ZYbXYb`HYI hYb`"8]Y`i G!Ua Yf]\_Ub]gW\Y`GAb[ Yf]bž`X]Y`]b  
: Ufa ]b[ hcbž`BYk`A YI ]Wč`ž`Ui Zk i W\gž`]gh`b]W\h`bi f`U`g  
a i g]\_U`]gW\Y`GYbgUh]cb`]a`6`UW`!A i g]W; YbfY`VY`Ubbhž`gcbXYfb  
Ui W`U`g`Gh]a a Y`Y]bYf`; YbYfUh]cbž`X]Y`ZØf`: fY]\Y]hi bX  
GY`VghVYgh]a a i b[ `Y]bghY`h`"≠fY`A i g]\_ž`X]Y`gck c`\`: fYi XY`U`g  
Ui W`<YfngW\ a Yfn`Ui gghfU\`hž`gd]Y[ Y`h`]\fY`dYfgØb`]W\Yb  
9f`YVb]ggY`k ]XYf`i bX`V]YhYh`<ØfYf] ]bbYb`Y]bYb`5i gk Y[ `Ui g`XYa  
5`hU[ "

@UXm'6`UW\_V]fXž`X]Y`a ]h`VØf[ Yf`]W\Ya`BUa Yb`A Uf`YmiA i bfcY  
\Y]» hž`\Uh]g]W\`]b`XYb`YhnhYb`XfY]`ž\`fYb`]b`XYf`A i g]\_gnYbY

YhUV`Yfh" Æf'8YVØhU`Vi a` 6`UW\_`5W]X`Gci` `k i fXY`&\$&%  
j YfÒZYbh]W`hi bX`Yf`Ub[ hY`gW`bY`6Y`\_Ubbh\Y]hž]bXYa` Yg`D`Uhn  
%%XYf`XYi hgW`Yb`5`Vi a` W`Ufhg`YffY]W`hY"A ]h`Yfk`Y`Y`]gh`g]Y`a` ]h  
]\fYa` nk`Y]hYb`Ghi`X]cU`Vi a` G`Ub[ `Gd]f]hi`U`g` `Ui`Z`Hci`fž`XUg`U`g  
6Ygh`h]i b[ `]\fYg`HU`Ybhg`i bX`]\fYf`J`Y`gY]h][`\_Y]h`[ `]h`6YfY]hg`XYf  
YfghY`Gcb[ `XYg`5`Vi a` gž` @Yh`B`chfMci`f`<YUfh`6Y`Hfci`V`YXŁ`ž  
gYhh`XYb`Hcb`ZØf`Y]b`Ya`ch]cbU`Yg`9f`YVb]gž`XUg`X]Y`Ni` \ØfYf`]b  
]\fYb`6Ubb`n]Y`h`"8UVY]`\_ca`V]b]Yfh`@UXm`6`UW`\_V]fX`[ `Y`\_cbbh  
9`Ya`YbhY`Ui`g;`cgdY`ž`š`Jnn`i bX`Gci`ž`c`Zi`Yf]bb`Yfh]\fY`\_fUžj`c`Y  
Gh]a`a`Y`Ub`@Y[ `YbXYb`k`J`Y`6]`Y`<c`]XUmi`bX`B]bU`G]a`cbYž`i`bX  
Ybhk`]W`\_Y`h`Y]bYb`Gci`bXž`XYf`9f]bb`Yfi`b[ `Yb`Ub`GYj`Ybh]Yg!Gci`!  
;`fÒ»Yb`k`J`Y`A`Ufj`]b;`UmY`i`bX`7i`fh]g`A`UmZ]Y`X`k`YW`\_h"

## 9]b`a`i`g]\_U`]gW`Yf`8]U`c[ `ØVYf`ÆXYbh]h`h`i`bX 9a`ch]cbYb

Æ`G`Ub[ `Gd]f]hi`U`g` `h\Ya`Uh]g]Yfh`@UXm`6`UW`\_V]fX`b]W`h`bi`f`]\fY  
a`i`g]\_U`]gW`Yb`9]b`ZØggYž`gcbXYfb`Ui`W`]\fY`9fZU`fi`b[ `Yb`U`g  
ei`YYfY`:`fUi`i`bX`XYb`8fi`W`ž`XYb`g]Y`XUVY]j`YfgdØfhY" ÆfY  
Y]bn][`Ufh][`Yb`HYi`hY`i`bX`Y`f`]W`Y`5fhž`g]W``Ui`gni`XfØW`\_Ybž`g]bX`h]YZ  
a`]h]\fYf`W`f]gh]W`Yb`DfÀ[ `i`b[ `i`bX`XYf`Gi`W`Y`b`UW`  
GY`VghU`\_nYdhUbn`j`Yfk`cVYb`"8]Y`A`i`g]\_`k`]fX`ZØf`g]Y`ni`a`5i`gk`Y[ `ž  
i`a`]\fY`<YfUi`gZc`fXYfi`b[ `Yb`ni` `\_UbU`]g]YfYb`i`bX`[ `Y]W`nY]h][  
UbXYfYb`Ni` \ØfYf]b]bYb`Y]bY`ÆXYbh]Z]\_Uh]cbgZ`ÀW`Y`ni` `V]YhYbž`k`J`Y  
g]Y]b`XYb`Ya`ch]cbU`Yb`5ffUb[ `Ya`Ybhg`i`bX`;`YgW`]W`hYb`YfZU`fYb  
k`YfXYb"

Æ`Y]bYa`i`ÆhYfj`]Yk`Yf`\_`ÄfhY`g]Yž`XUgg`g]Y`g]W`b]W`h`bi`f`Ui`Z`š`Jnn  
cXYf`Gci`VYgW`f`Äb`\_Yb`a`ØW`hY`/j`]Y`a`Y`f`g]Y`h`g]Y`g]W`U`g  
j`]Y`gY]h][`Y`GÄb[ `Yf]bž`X]Y`U`Y`:`UW`h`Yb`]\fYf`?`i`bgh`Yf`\_i`bXYb`k`j`"  
G`Ub[ `Gd]f]hi`U`g` `]gh`XUg`9f[ `YVb]g`Y]bYf`Yb[ `Yb`Ni`gUa`a`YbUfVY]h  
a`]h]\fYa`A`Ybhcf`i`bX`DfcXi`nYbhYb`7`f]g`GYYZf]YX`"8]Y  
gY`Vgh[ `YgW`f]YVYbYb`Gcb[ `g`nY][ `Yb`b]W`h`bi`f`]\f`\_fYUh]j`Yg  
DchYbn]U`ž`gcbXYfb`Ui`W`]\fY`:`Ä`\][`\_Y]hž`Ya`ch]cbU`Y`;`YgW`]W`hYb  
ni`Yfn`Ä`Ybž`X]Y`VYfØ`fYb`i`bX`b`UW`XYb`\_]W`a`UW`Yb"

## 8]Y`A`U[ `]Y`Y]bYg`@]j`Y!9f`YVb]ggYg

@UXmi6`UW\_V]fX`]gh`b]W`h`bi`f`]a` `Ghi`X]c`VYY]bXfi`W`YbXž`gcbXYfb  
 nY][`h`Ui`W` `Ui`Z`XYf`6Ø`bYž`k`]Y`\_fUZh`c``i`bX`]bhYbg]j` `]`fY`A`i`g]\_`  
 k`]f`\_h``G]Y` \`Uh]`f`8`YVØh`U`Vi`a` `VY]a` `A`cbhfYi`I` `Jnn`:`Ygh]j`U`  
 dfÅgYbh]Yfhž`k`Ug`ZØf`j`]Y`Y`]\`fYf`:`Ubg`Y]b`i`bj`Yf[`Ygg`]W`Yg`9f`YVb]g  
 k`Uf`` `fY`@]j`Y!DYfZcfa`UbW`g`V]YhYb`Y]bY`[`Ubn`Y][`YbY`8]a`Ybg]cbž  
 ]b`XYf`X]Y`Ni` \`ØfYf`a` ]hYf`YVYb`\_`ØbbYbž`k`]Y`g]Y`a` ]h`]\`fYf`ghUf`\_Yb  
 Gh]a`a`Y`9a`ch]cbYb`hfUbgdcfh]Yfh`8]Y`?`cbnYfhY`g]bX`Y]bY  
 9]b`UXi`b[`ž`X]Y`<`Y`\_h]\_`XYg`5``hU[`g` \`]bhYf`g]W`ni` ``UggYb`i`bX`g]W`  
 j`cb`XYf`A`i`g]\_`hfY]VYb`ni` ``UggYb`"

A`h`]\`fYf`<`U`hi`b[`ž`]\`fY`A`i`g]\_`U`g`F`Ui`a` `ni`f`GY`VghYbhZ`U`hi`b[`ni  
 bi`hnYbž`i`bX`]\`fYb`Y`f`]W`Yb`HYI`hYbž`X]Y`gck`c``:`fYi`XY`U`g`Ui`W`  
 <`YfngW`a`Yfn`h`Ya`Uh]g]YfYbž`V`Y]Vh`@UXmi6`UW\_V]fX`Y]bY  
 Ui`»`Yf[`Yk`Ø`b`]W`Y`?`ØbghYf]bž`X]Y`bYi`Y`a`di`gY`]b`XYf`  
 A`i`g]\_`gnYbY`gYhnh`` `fY`Y]bXfi`W`\_`gj`c``Y`?`ca`V]bUh]cb`Ui`g  
 j`YfgW`]YXYbYb`A`i`g]\_`gh`]Yb`i`bX`Ya`ch]cbU`Ya` `GhcfmY``]b[` `a`UW`h  
 g]Y`ni` `Y]bYf`Gh]a`a`Yž`X]Y`[`Y` \`Øfh`k`YfXYb`gc``hY`"

:`Øf`U``Y` `bhYfYgg]YfhYb.`A`Y`f`ØVYf`@UXmi6`UW\_V]fX`i`bX`]\`f`  
 U`\_hi`Y``Yg`5`Vi`a` `G`Ub[`Gd]f]hi`U`g` `[`]Vh`Yg`VY]`A`i`g]\_`FYj`]Yk`gž  
 k`Å`fYbX`5F8`5i`X]ch`Y`\_`gdUbbYbXY` `bg][` \`hg`ni`f`?`ØbghYf]b  
 V]YhYh``: `Øf`a`Y`f`c`\_`U`Y`?`cbnYfh<`][` \`][` \`hg`XUfZ`Ui`W`A`8F`b]W`h  
 ZY` \`Yb`"

8YhU]`g	
Cfh	»bUž8Yi`hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "a Xf"XY</li> <li>• k k k "a i g]_fYj ]Yk g"XY</li> <li>• k k k "UfXUi X]ch`Y`_`XY</li> </ul>

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