

< UZYbZYgh'&\$&) ' ]b 'K ]ga Uf. '5`gdYWWhUWY  
Zcf`h\ci gUbXg`VY[ ]bg°

Cb`ð bY`%' ž&\$&) ž`h\Y` \UfVcf`ZYgh]j U`' ]b 'K ]ga Uf`VY[ ]bg  
k ]h\`a cj Ygž`XfU[ cb`VcUh`fUWg`UbX`Z]fYk cf\_g`!`U` \ ] [ \`h  
]b`Bcfh\k Ygh`A YW`YbVi f[ "



5`hYb`< UZYbž`K ]ga Ufž`8Yi hgW\`UbX`!`HcXUmž`cb`ð bY`%' ž  
&\$&) ž`h\Y` \UfVcf`XUmg` ]b 'K ]ga Uf`ghUfhYX`k ]h\`U`Wc`cfZi` `ghUfh"  
H\Y` \UfVcf`ZYgh]j U`!`cbY`cZ`h\Y`Uf[ Ygh`Zc`\_`ZYgh]j U`g` ]b`Bcfh\k Ygh  
A YW`YbVi f[ `!`k ]`UhfUWh`h\ci gUbXg`cZj ]g]hcfg` ]b`h\Y`Wca ]b[  
XUmg`k \c`k Ubh`hc`YI dYf]YbW`h\Y`A Uf]h]a Y`Uha cgd\YfY`cZ`h\Y  
< UbgyUh]WW]hmi bh]`Gi bXUm`H\Y`ZYgh]j U`k Ug`WfYa cb]ci g`m  
cdYbYX`k ]h\`U`ZYgh]j Y`VUffY`dUfUXY`UbX`ghfcb[ `gUi`hY`g\chgž  
k \]Y`h\Y`dFYg]XYbh`cZ`h\Y`W]h]nYbg`Gmj ]U`6UfhgW\`Zcf`h\Y`Z]fgh  
h]a Y`h\Y`VUffY`cZ`VYYf`cb`h\Y` \UfVcf`h]d`" ð`UXX]h]cbž`K ]ga Uffg  
XYdi hm`a Umcf`A ]W\UY`6Yf` \U\`b`UbX`X]ghf]Wh`UXa ]b]ghfUhc`f`H]bc  
GW\ca Ubb`fYWc[ b]nYX`h\Y`W`bhfU` ]a dcfhUbW`cZ`dcfh`Zcf`h\Y  
fY[ ]cbž`k \]W\` \Ug`d`UmYX`Ub` ]a dcfhUbh`fc`Y`g]bW\` \]g`Z]fgh  
XcW`a YbhUfm`a Ybh]cb` ]b`%&%%"`

·H\Y`\\UfVcf`XUmgž`k`\\W\`hU`\_Y`d`UW\`Zfca`·đ`bY`%&h\`hc`%)`h\ž`  
&\$&)`ž`c`ZYf`bi`a`Yfci`g`UhhfUW\]cbg`UbX`U`j`Uf]YhmicZYj`Ybhg`Zcf`  
mci`b[`UbX`c`X``H\Y`dfc[`fUa`·dfca`]gYg`Ub`YI`W]h]b[`GUhi`fXUmž`đ`bY`  
%(`h\ž`k`\\YfY`XfU[`cb`VcUh`fUW\g`UbX`h\Y`hfUX]h]cbU`VUffY`fY[`UhhU`  
UfY`cb`h\Y`d`Ub``K`]h\`a`i`g]WUbX`YbhYfhU]ba`Ybh`cb`h\fYY`ghU[`Ygž`  
j`]g]hcfg`W\ub`Yb`č`m`U`Wč`nm`XUm`Uh`h\Y`\\UfVcf``H\Y`V][`\\][`\\][`\\h`k`]``  
VY`U`gdYWhUW`Uf`Z]fYk`cf`\_g`cb`GUhi`fXUm`Yj`Yb]b[`Uh`%\$.`(`)`d`a`"ž`  
k`\\W\`k`]``]``i`a`]bUhY`h\Y`b][`\\hg`\_mj`]U`K`]ga`Uf``

·UhhfUW\]cbg`UbX`UW\]j`]h]Yg`

·5`gdYW]U``\\][`\\][`\\h`c`Z`h\Y`ZYgh]j`U``]g`h\Y`a`U[`b]Z]W\bh`hfUX]h]cbU`  
g\]dg`h\Uh`W\ub`VY`j`]g]hYX`]b`h\Y`c`X`\\UfVcf``5a`cb[`c`h\Yf`h\]b[`gž`  
h\Y`gYUa`Yb`UbX`k`ca`Yb`W\ub`UXa`]fY`h\Y`Zc``ck`]b[`g\]dg.`

- ·:Yi`YfgW\]ZZ`9`VY`%
- ·8fY]Za`Ugh!HcddgU]`g[`UcbYf`5`VUhfcg
- ·;`UZZY`!GW\cbYf`5hU`UbhU
- ·DcY`Yf`?`c[`[`Y`
- ·Dc`]W\`9]ZZY]`A`g`<`cVYb

·č`h`k`]``VY`gdcfhm`cb`Gi`bXUm`Zfca`·`%%`U"a`"·Uh`h\Y`·C`dh]!DUb]W`  
F`UW\`ž`cf[`Ub]nYX`Vm`h\Y`MUW\hWi`V`K`]ga`Uf`%,`-`+`UbX`h\Y`gU]`]b[`  
mci`h\`"5`j`Uf]YX`dfc[`fUa`·]g`c`ZYfYX`Zcf`h\Y`·]hh`Y`ZYgh]j`U`j`]g]hcfg`  
UbX`h\Y`ZUa`]`]Yg`h\Uh`\\Uj`Y`gca`Yh\]b[`fYUXm`Zcf`Yj`Yfm`hUghY``

·U`fYU`Zc`\_`ZYgh]j`U`·

·gi`W\`Ug`O`j`YbhYfY]gY"XYQf\hhdg.##Yj`YbhYfY]gY"XY#Yj`Ybh`a`U[`Un]b`#ZY`  
ghY!i`bX!ZYgh]j`U`#X]Y!%&![`fcYgghYb!j`c`\_gZYghY!XYi`hgW\`UbXŁ`  
fYdcfhgž`Zc`\_`ZYgh]j`U`g`UfY`W\UfUW\Yf]nYX`Vm`U`j`Uf]YhmicZ`  
Ua`i`gYa`Ybhg`UbX`Y]gi`fY`UW\]j`]h]Ygž`cZhYb`gi`dd`Ya`YbhYX`Vm`  
g\cj`Y`ghU`g`UbX`hf]dg``H\Y`K`]ga`Uf`<`UZybZYgh]g`bch`cb`m`U`d`UW\`  
cZ`d`YUgi`fYž`Vi`h`U`gc`U`a`YYh]b[`dc]bh`k`\\YfY`h\Y`Wč`a`a`i`b]hm`UbX`  
W`hi`fY`c`Z`h\Y`fY[`]cb`UfY`W\`YVfUhYX``7ca`dUfYX`hc`c`h\Yf`a`U`cf`  
Zc`\_`ZYgh]j`U`gž`gi`W\`Ug`h\Y`C`\_hcVYfZYgh]b`A`i`b]W\`cf`h\Y`6fYa`Yb`  
:fY]ja`Uf`\_hž`K`]ga`Uf`c`ZYfg`U`Wč`nmž`ZUa`]`m`Uha`cgd`\\YfY``

'b'h\]g'gYbgYž'h\Y'cf[ Ub]nYfg'WcfX]U``m]bj ]hY'h\Y'Ybh]fY'fY[ ]cb'hc  
 hU\_Y'dUfh]b'h\Y'\UfVcf'XUmg'UbX'Yb'cm'h\Y'ZYgh]j Y'gYUgcb  
 hc[ Yh\Yf": i fh\Yf']bZcfa Uh]cb'WUbb'U'gc'VY'Zci bX'cb'h\Y'cZZ]W]U`  
 k YVg]hY'cZ'h\Y'dcfh'ZYgh]j U``\UfVcf!ZYgh!k ]ga Uf"XYQ  
 f\hhdg.##\UZYb!ZYgh!k ]ga Uf"XY#"

'k ]h\ 'U'Wc`cfZi ``a ]l 'cZ'hfUX]h]cb'UbX'a cXYfb'UhhfUWh]cbg!'h\Y  
 K ]ga Uf'< UZYbZYgh'Wci 'X'VY'h\Y'dYfZYWh'd'UW'hc'gci bX'h\Y  
 gi a a Yf'UbX'Yl dYf]YbW'U'd]YW'cZ'a Uf]h]a Y'\]ghcfmi d'WcgY"

| 8YhU]`g   |  |
|-----------|--|
| Cfh       | 5`hYb'< UZYbž'K ]ga Ufž'8Yi hgW\`UbX   |
| E i Y``Yb | <ul style="list-style-type: none"> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• \ UZYb!ZYgh!k ]ga Uf"XY</li> <li>• Yj YbhfY]gY"XY</li> </ul> |

6Ygi W\Yb'G]Y'i bg'Ui Z.'bU[ !\Ua Vi f[ "XY