

GWX i ` \_ `cg` ]b` 6fYa Yb. `GUb]Yfi b[ gVYXUfZ  
Vf]b[ h`GWX Ø`Yf`ni a `J Yfnk Y]ZY`b` °

6fYa Yb`ghUfhYh`GUb]Yfi b[ Yb`j cb`GWX i ` \_ `cgž`XU`YXY`UWx hY  
Hc]`YhhY`gUb]Yfi b[ gVYXØfZh][ `]gh" < m[ ]YbY`i bX`GUi VYf`\_Y]h  
ghY\Yb`]a `: c`\_i`g"



6fYa Ybž`8Yi hgWX`UbX`!` 6fYa Yb`g]Y\h`Yg`XØghYf`Ui gž`k Ybb  
Yg`i a `X]Y`GUi VYf`\_Y]h`i bX`XYb`Ni ghUbX`XYf`GWX i `hc]`YhhYb`[ Y\h`  
9]bY`U`\_hi Y`Y`I bhYf`gi WX i b[ `U`h`Yf[ YVYbž`XUgg`YXY`UWx hY  
Hc]`YhhY`gUb]Yfi b[ gVYXØfZh][ `]gh" 8 Ug`]gh`Y]b`5`Ufa`nY]WX`Ybž`XUg  
b]WX`h`][ bcf]Yfh`k YfXYb`\_Ubb" 6Y`Y]bYf`I a`ZFU[ Y`j cb`FUX]c  
6fYa Yb`VYk YfhYhYb`X]Y`GWX Ø`Yf`XYb`Ni ghUbX`]\fYf`GWX i ` \_ `cg`]a  
GWX`b]h`h`a`]h`XYf`B`chY`(`ž+ž`k Ug`Y]bYf`[ `UhhYb`ZØb`Z`d`i`g`Y`b`h`g`d`f]WX`h`  
, VYf`&"&\$`\$`HY]`bY`a`Yfž`\Ui dhg`Å`WX`]WX`GWX Ø`Yf`gck ]Y`@Y\`fYf`i`bX  
9`hYfbž`VfUWx`hYb`]\fY`6Ygc`f[ b]g`ØVYf`X]Y`i b`m[ ]Yb]gWX`Yb  
Ni gh`Å`bXY`ni a`5i`gXfi`W`ž`k ]Y`X]Y`K`YgYf`?`i`f]Yf`VYf]WX`hY`h`"

8]Y`F`Y]b][ i b[ gf]WX`h`]b]Y`XYf`: fY]Yb`< UbgyghUX`h`6fYa Yb`g]Y\h`  
j`c`fž`XUgg`gUb]h`Å`fY`5b`U[ Yb`h`Å[ `]WX`[ YfY]b][ h`k YfXYb`gc`h`Y`b`"

8cW\`j]b`XYf`DfUI ]g`gW\Y]bh`XUg`b]W\h`]a a`Yf`ni`\_`UddYb`  
JUbXU`]ga i`g`i`bX`a`Ub[`Y`bXY`5i`gghUhh`i`b[`k`]Y`ZY`\`YbXY  
<UbXhfcW\_bYf`i`bX`A`Ybghfi`Uh]cbgdfcXi`\_hY`j`YfgW\`AfZYb`XUg  
DfcV`Ya`"9]b`8f]hhY`XYf`6YzfU[`hYb`]b`Y]bYf`i`a`zfU[`Y`nY][`h`g]W\`  
VYgcf[`h`ØVYf`j`UbXU`]gh]gW\Y`<UbX`i`b[`Yb`Xi`fW\`A`]hgW\`Ø`Yf`  
=a`a`Yf\`]b`\`Uh`=a`a`cV`]Yb`6fYa`Yb`f`6Ł`X]Y`J`YfUbhk`cfhi`b[`ZØf`X]Y  
FY]b][`i`b[`i`bX`=bghUbX\`U`hi`b[`XYf`Hc`]YhhYb`ž`k`À`fYbX`X]Y  
6]Xi`b[`ggYbUhc]f]b`GUgW\U`5i`Ydd`fGD8Ł`Y]bY`[`i`h`Z`b\_h]cb]YfYbXY  
Cf[`Ub]gUh]cb`XYf`;`YV`Ai`XYfY]b][`i`b[`c`Vh`

## =bj`Ygh]h]cbYb`i`bX`GUb]Yfi`b[`gVYXUfZ

K`À`fYbX`X]Y`GW\i`Yb`g]W\`bUW\`Y]bYa`Zf]gW\Yb`K`]bX`]b`XYb  
GUb]h`ÀfUb`U[`Yb`gY\`bYb`ž`VYhf`À[`h`X]Y`[`YgW\`À`hhY`;`YgUa`hgi`a`a`Y  
ZØf`X]Y`GUb]Yfi`b[`U`Yf`Hc`]YhhYb`ž`Y]bgW\`Y»`]W\`gc`W\Yf`]b  
a`]hhYfYa`Ni`ghUbX`ž`gUhhY`+`\$&`A`]]`cbYb`9i`fc`"6]g\`Yf`[`]Vh`Yg  
YXcW\`\_Y]b`gdYn]Z]gW\Yg`GUb]Yfi`b[`gVi`X[`Yh`ZØf`X]Y  
GW\i`hc`]YhhYb`"À`f`]W\`Z]Y»`Yb`Yhk`U`(-`A`]]`cbYb`9i`fc`]b`X]Y  
U`[`Ya`Y]bYb`i`bhYf\`U`hi`b[`g`!`i`bX`GUb]Yfi`b[`g\_cghYb`XYf  
GW\i`[`YV`Ai`XYž`UVYf`bi`f`gYW\`g`GW\i`Yb`dfcZ]h]YfYb`Y`hnh`j`cb  
`Ui`ZYbXYb`GUb]Yfi`b[`gUfVY]hYb`"8]YgY`A`U»`bU\`a`Yb`k`YfXYb`a`Y]gh  
]b`XYb`:`Yf]Yb`Xi`fW\`[`YZØ`fhž`i`a`XYb`GW\i`VYhf]YV`b]W\h`ni`gh`ØfYb`

8]Y`DfcV`Ya`Y`g]bX`j`]Y`Z`À`h][`.]`J`]Y`Y`XYf`GUb]h`ÀfUb`U[`Yb`ghUa`a`Yb  
bcW\`Ui`g`XYb`%-`\*`\$Yf!`J\`fYb`i`bX`XUg`ZØ`fh`XUni`ž`XUgg`GW\`Ø`Yf`c`Zh  
`]YVYf`X]Y`Hc`]YhhY`ni`<`Ui`gY`Ui`Zgi`W\Yb`ž`UbghUhh`X]Y  
i`b`m[`]Yb]gW\Yb`6YX]b[`i`b[`Yb`]b`XYf`GW\i`Y`]b`?`Ui`Zni`bY\`a`Yb`  
9`hYfb`j`cb`GW\`Ø`Yfb`Y]bYf`;`fi`bXgW\i`Y`]b`GW\`k`UW\`U`i`gYb`\`UVYb  
gc[`Uf`%`\*`"\$`\$`\$`9i`fc`Xi`fW\`Y]bYb`Gdc`bgcfYb`Ui`Z[`YgUa`a`Y`hž`i`a  
X]Y`Hc`]YhhYb`]b`]fYf`GW\i`Y`gY`Vgh`]bghUbXni`gYhnYb`ž`gc`XYf  
NYbhfU`Y`9`hYfbVY]fUh`6fYa`Yb`fN96Ł`

## 5i`gV`]W`\_`Ui`Z`X]Y`Ni`\_`i`b`Zh

8]Y`6]Xi`b[`gVY\`ØfXY`\`Uh`VYfY]hg`g][`bU`]g]Yfhž`XUgg`g]Y`g]W\`ZØf  
a`cXYfbY`i`bX`\`m[`]Yb]gW\Y`Hc`]YhhYb`f`À`i`a`Y`]b`XYb`GW\i`Yb  
Y]bgYhnYb`k`]fX`"K`À`fYbX`X]Y`:`UfVY`XYf`K`À`bXY`i`bX`X]Y`6f]gUbn  
XYg`H\`Ya`Ug`]b`nU`\`fY]W\Yb`6Y]fUhgg]hni`b[`Yb`VYgdfcW\Yb`k`YfXYb`ž`

V`Y]Vh`X]Y`<cZZbi b[ ž`XUgg`XYf`GUb]Yfi b[ gVYXUfZ]b`XYf`Ni`\_i bZh  
a Y\f`6YUW`hi b[ `i bX`j cf`U`Ya`Z]bUbn]Y`Y`A`]hY`Yf\`À`h`9g`k`ĀfY  
k ØbgW`Ybgk Yfhž`XUgg`X]Y`@YVYbgei U`]h`Āh`]a`GW`i`U`hU[ `XYf  
?]bXYf`b]W`h`a Y\f`Xi fW`gW`a`i`hn][ Y`i bX`j YfU`hY`hY`Hc]`YhhYb  
VYY]bhf`ĀW`h][ h`k`]fX"

8]Y`; Ygd fĀW`Y`ØVYf`X]Y`F`Y]b][ i b[ gf]W`h`b]Y`g]bX`]a` ; Ub[ Yž`i bX  
X]Y` : 8D`\Uh`VYfY]hg`5bZfU[ Yb`ni`f` , VYfUfVY]hi b[ `[ YghY`h"  
6]Xi b[ ggYbUhc]f]b`5i`Ydd`V`Y]Vh`icdh]a`]gh]gW`"A`Ub`\_`Ubb`bi`f  
\cZYbž`XUgg`VU`X`i`a`ZUggYbXY`A`U»bU`a`Yb`Zc`[ Ybž`X]Y`XYb  
GW`Ø`Yfb`\Y`ZYbž`Xcfh`ni`YfbYbž`k`c`g]Y`g]W`k`c`\ZØ`Yb`\_`ÖbbYb`  
Ui`W`Ui`Z`XYf`Hc]`YhhY"

8YhU]`g	
C fh	6fYa Ybž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "k YgYf!_i f]Yf"XY</li> <li>• k k k "Vi hYbi bV]bbYb"XY</li> <li>• hUn"XY</li> </ul>

6Ygi W`Yb`G]Y`i`bg`Ui`Z`X]Y!bUW`f]W`hYb"W`a