

# 7Ua d]b[ 'a ]h'<i bX. ' <i a cfj c`Y'DUbbYb i bX'gdUbbYbXY'9f`YVb]ggY°

9f`YVYb'G]Y'7Ua d]b[ 'a ]h'<i bX'j'b'BcfXXYi hgW`UbX.  
gdcbhUbY'5VYbhYi Yfž'<YfUi gZcfXYfi b[ Yb'i bX'\i a cfj c`Y  
; YgW]W`hYb'j cb'7Ua dYfb"



BcfXXYi hgW`UbXž'8Yi hgW`UbX'!K Yf'a ]h'gY]bYa ' <i bX  
i bhYfk Y[ g]ghž'XYf'[ Yb]Y»h'X]Y': fY]\Y]hi bX'I bUV\Äb[ ][\_Y]hž'X]Y  
XUg'7Ua d]b[ 'a 'K c\ba cV]'a ]h'g]W`Vf]b[ h''9]bY'7Ua dYf]b'hY]'hY  
Ui Z: UWVcc\_žk ]Y'g]Y'bUW`hg'k Y[ Yb'Y]bYg'i bUb[ YbY\ a Yb  
; Yfi W`g'k UW`k i fXY''HUghYb'ja '8i b\_Y'bž'i a 'XYf'I fgUW`Y'Ui Z  
XYb'; fi bX'ni '[ Y\Yb' 'XUg[ Y\Öfh'ni 'XYb'<YfUi gZcfXYfi b[ Ybž'X]Y  
<i bXYVYg]hnYf'VY]a '7Ua d]b[ 'Yfk UfhYb''?i fn'VYj cf'g]Y'j b']\fY  
GW`i \Y'gW`ØdZYb'k c`hYž'gh]Y»'g]Y'Ui ZX]Y'Ua ØgUbhY'9bh'Ø'i b[  
Y]bYg'\_Y]bYb'A ]gg[ YgW]W`g']\fYg'J ]YfVY]bYfgž'k Ug'ZØf'j ]Y'Y'j b  
XYf'?ca a YbhUfgdU'hY'\Yfn'W`Y'@UW`Yf'\Yfj cff]YZ''8Yf'5VYbX  
YbXYhY'YXcW`b]W`h'bi f'a ]h'; Y`ÄW`hYfž'XYbb'UbXYfY  
<i bXYVYg]hnYf'8cbU'X'i bX'H]bU'\_ca a Ybh]YfhYb'YVYbZU`g']\fY  
Y][ YbYb'9f`YVb]ggYž'XUfi bhYf'XYf'J cfZU`ž'U'g']\f'<i bX

Xi fW ZU`YbX`Ui Z`XYb` : U\fyfg]hn`\_`YhhYfhY" HUHgÅW`]W`g]bX`gc`W`Y  
; YgW]W`hYb`Ui g`XYa` 7Ua`d]b[ U`hU[ `[ YbUi`XUgž`k Ug`j`]Y`Y  
<i bXYVYg]hnYf`a` ]hY]bUbXYf`hY]`Ybž`k` ]Y`a`c]b"XY`VYf]W`hYh"

8 Ug`7Ua`d]b[ `a` ]h`<i bX` ]gh`Y]b`HfYbXž`XYf`VY]`j` ]Y`Yb`F`Y]gYbXYb  
\cW` ]a` ?i fg`ghY`h`i bX`ni bY`a` YbX`VY`]YVh`k` ]fX" `a` `X`f`&\$&  
VY`Y[ h`XYf`7Ua`d]b[ i`f`Ui`V` ]b`XYf`<Y]a` Uh`cXYf` ]a` `bU`Yb`5i`g`UbX  
Y]bY`gY`f`[ fc» Y`F`c`Yž` ]bgVYgcbXYfY`gY]h`X]Y`DUbXYa` ]Y`XUni  
[ YZ`\fh`\Uhž`XUgg`j` ]Y`Y`A`YbgW`Yb`a` Y`f`NY]h` ]b`XYf`BUhi`f`  
j`YfVf]b[ Yb`a` ÒW`hYb" `@Ui`h`i`bXY!fY]gYb!a` Y`f`[ ]Vh`Yg  
gdUbbYbXY`9]bV` ]W`\_Y`j` cb`Z`b`Z`6`c`[ [ Yfbž`X]Y` ]\fY`dYfg`Òb` ]W`Yb  
9fZU`fi`b[ Yb`VY]a` 7Ua`d]b[ `a` ]h`]\fYa` `<i bX`gW` ]XYfb" `5b[ Y` ]\_U  
i bX` ]\f`@UVfUXcf!A` ]i` 7c`ZZY`g]bX`fY[ Y`a` Å» ] [ `a` ]h`XYa  
7Ua`dYfj`Ub`Ui`Z`5W`gY" `8]Y`VY]XYb`VYY]bXfi`W`\_Yb`a` ]h`]\fYf`  
J`cfVYfY]hi`b[ `i`bX`XYf`W`Ufa`UbhYb` : Å\ ] [ \_Y]hž`g]W` ]b`XYf`BUhi`f`  
k`c`\`ni`Z`\`Yb"

## 7Ua`d]b[ !HfYbX`a` ]h`<i bX`

9]b`6` ]W`\_`Ui`Z`X]Y`GhUh]gh]\_Yb`nY][ hž`XUgg`8Yi`hgW`\_`UbX`Y]bY`XYf`  
Z`\fYbXYb`BUh]cbYb`Z`f`7Ua`d]b[ d`ÀhnY` ]ghž`X]Y` ]i`bXYZfYi`bX` ]W`  
g]bX" `b`g[ YgUa`h`[ ]Vh`Yg]a` `@UbX` ) , `7Ua`d]b[ d`ÀhnY`Z`f`F`Y]gYbXY`  
a` ]h`]\fYb`<i bXYbž`k`Ug`j` ]Y`Y`gdUbbYbXY`A` Ò[ ` ]W`\_Y]hYb`Yf`ÒZbYh"  
Hfchn`XYf`[ fc» Yb`5bnU`\`Ub`D`ÀhnYb`VY`Y[ Yb`8`ÅbYa`Uf`\_ž`?fcUh]Yb`  
i`bX`2`ghYffY]W`\_Y]bYb`j`cfXYfYb`D`Uhn` ]a` `Yi`fcd`Å]gW`Yb`J`Yf[ `Y]W`ž`  
k`Ug`X]Y`dfcnYbhi`U`Y`J`YfhY]i`b[ `j`cb`i`bXYZfYi`bX` ]W`Yb`  
7Ua`d]b[ d`ÀhnYb`VYhf]Zh" `b`8`ÅbYa`Uf`\_`[ ]Vh`Yg`VY]gd]Y`gk`Y]gY" ` )`  
7Ua`d]b[ d`ÀhnYž`j`cb`XYbYb`Yhk`U`\*`i` `Z`f`XUg`F`Y]gYb`a` ]h`<i bX`  
[ YY][ bYh`g]bXž`k` ]Y`D]B`7`5`A`D`UbU`mg]Yfh`\Uh"

8]Y`6Y[ Y]ghYfi`b[ `Z`f`g`7Ua`d]b[ `a` ]h`<i bXYb`nY][ h`g]W`\_`b]W`h`bi`f`  
Ub`XYb`NU`\`Ybž`gcbXYfb`Ui`W`\_Xi`fW`\_X]Y`dcg]h]j`Yb`6Yf]W`hY`j`cb`  
F`Y]gYbXYb" `G]j`UbUž`X]Y`a` ]h`]\fYa` `GW`\_Z`Yf`i`bX!`X`[ X`i`bX!A` ]i`  
X`j` ]Ui`Z`7Ua`d]b[ d`ÀhnYb`Fi` \Y`i`bX`BUhi`f`[ Yb]Y» hž`\Uh`g]W`  
VYghYbg`a` ]h`XYb`<YfUi`gZ`cfXYfi`b[ Yb`XYg`7Ua`d]b[ g`j`YfhfUi`h`  
[ Ya`UW`h`5i`W`\_X]Y`J`cf`]YVYb`UbXYfYf`<i bXY`U`hYfž`k` ]Y`A`UXX]Yž`  
X]Y`VYbZU`g`a` ]h`]\fYa` `K`Y]» Ya` `GW`\_k`Y]nYf`GW`\_Z`Yf`i`bX`6UfbYm`  
X]Y`BUhi`f`Yf`\_i`bXYhž`nY][ Ybž`XUgg`7Ua`d]b[ `a` ]h`<i bX`\`Åi`Z[

5bdUggi b[ Yb`YfZcfXYf`]W`a UW`h`C V`gdYn]Y`Y  
 5i gghUhi b[ g[ Y[ YbghAbXY`cXYf`VYj cfni [ hY`fi \][ Y`D`ÀhnY` `YXYf  
 Z]bXYh`ZØf`g]W`gY`Vgh`X]Y`]XYU`Y`@Øgi b[ "

9]b`7Ua`d]b[ Ui`gZi [ `Ubb`U`gc`Y]b`k U\`fYg`5VYbhYi Yf`gY]bž  
 ]bgVYgcbXYfY`k Ybb`a Ub`ni gUa`a Yb`a ]h`gY]bYa`j ]YfVY]b][ Yb  
 : fYi bX`X]Y`BUhi f`Yf`\_i bXYh`8]Y`9fZU\`fi b[ Ybž`X]Y`X]Y  
 j YfgW`]YXYbYb`<i bXYVYg]hnYf`hY]`Ybž`a UW`Yb`XYi h`]W`ž`XUgg`XUg  
 FY]gYb`a ]h`<i bX`gck`c\`i gh][ `U`g`Ui W` \YfUi gZcfXYfbX`gY]b  
 \_Ubb``A ]h`Yhk Ug`D`Ubi b[ `i bX`XYa`f]W`h][ Yb`9ei ]da Ybh`k ]fX`XUg  
 7Ua`d]b[ `ni f`: Ua` ]Y!GdU»a` ]gg]cb`°

8YhU]`g	
Cfh	BcfXXYi hgW`UbXž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a c]b"XY</li> <li>• \i bXY!fY]gYb!a Y\`f"WŁa</li> <li>• Vi g]bYgg"d]bWUa`d"WŁa</li> </ul>

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