

< Ua Vi f[ g`78I `ZcfXYfh'a Y\ f  
I bhYfghØhni b[ `ZØf`@cb[ !7cj ]X!DUh]YbhYb°

5a `%"`\$\*"`&\$&) `ZcfXYfh`X]Y`78I `]b`< Ua Vi f[ `VYggYfY  
I bhYfghØhni b[ `ZØf`@cb[ !7cj ]X!DUh]YbhYb" `9]b  
?ca dYhYbnnYbhfi a `gc``\Y`ZYb"



< Ua Vi f[ ž`8Yi hgW\`UbX`!`b`< Ua Vi f[ `VfcXY`h`Ygž`k`Ybb`Yg`i`a`  
X]Y`I` bhYfghØhni b[ `ZØf`6YhfcZZYbY`j`cb`@cb[ !7cj ]X`i`bX`XYa`  
7\`fcb]gW\Yb`:`Uh][`i`Y`GmbXfca`fA`9#7`:`GŁ[`Y\`h`"8]Y`78I`!`:`fU\_h]cb`  
\`Uh`bi`b`Y]bYb`bYi`Yb`J`cfghc»`[`YghUfhYhž`i`a`X]Y`bchk`YbX][`Y`<`]ZY`  
ZØf`X]YgY`DUh]YbhYb`ni`j`YfVYggYfb" `@Ui`h`**B 8 F**`\]b`\_h`< Ua Vi f[ `VY`  
XYf`I` bhYfghØhni b[ `XYi`h]W\`\_\]bhYf`UbXYfYb`6i`bXYg`ÀbXYfbž`k`]Y`  
Yhk`U`GW\`Ygk`][`!`<`c`ghY]b`i`bX`B]YXYfgUW\`gYbž`\]bhYf\Yf`  
6YgcbXYfg[`YZcfXYfh`k`YfXYb`gdYn]Y``Y`5a`Vi`UbnYb`i`bX`Y]b`  
?ca`dYhYbn!`NYbhfi`a`ž`XUg`g]W\`YI`d`n]h`i`a`@cb[ !7cj ]X!DUh]YbhYb`  
i`bX`A`9#7`:`G!`9f`fUb`\_hY`\_Øa`a`Yfb`gc``"

6YfY]hg`]a`8YnYa`VYf`\UhhY`X]Y`@]b`\_Y`Y]bYb`À\b`]W\Yb`5bhfU[`ni`f`  
J`YfVYggYfi`b[ `XYf`a`YX]n]b]gW\Yb`J`Yfgcf[`i`b[ `Y]b[`YfY]W\h`"`>hnh`

Yf\_Ybbh'Ui W\X]Y'Gcn]U`VY\ÖfXY`XYb`<UbX`i b[ gVYXUfZ`i bX`d`Ubhž  
X]Y`<]ZYb`ZÖf`6YhfcZZYbY`Ui gni VUi Yb`"ä `?cU`h]cbgj YfhfU[ `j cb  
GD8`i bX` ; fØbYb`k ]fX`ni XYa`ZYgh[ Y\U`hYbž`XUgg`X]Y  
l bhYfghØhni b[ `j cb`@cb[ !7cj ]X!DUh]YbhYb`Y]bY`nYbhfU`Y`F c`Y  
gd]Y`h"

## K Ug`]gh`A 9#7: G`i bX`@cb[ !7cj ]X3

6Y]A 9#7: G`\UbXY`h`Yg`g]W\`i a`Y]bY`W\fc b]gW\Y`9f`fUb`\_i b[ ž`X]Y  
Xi fW\`YI hfYa`Y`9fgW\ÖdZi b[ ` [ Y\_YbbnY]W\`bYh`]ghž`X]Y`bUW\`  
a`]b]a`U`Yf`\_ÖfdYf`]W\Yf`cXYf`[ Y]gh[ [Yf`5`\_hj ]hÅ`h`Ui Zhf]h"8]YgY  
æZcfa`Uh]cbYb`ghUa`a`Yb`Ui`g`Y]bYa`Dcg]h]cbgdUd]Yf`XYf` ; fØbYbž  
k`Y`W\Yg`i`a`ZUggYbXY`9f`\_Ybbhb]ggY`ØVYf`X]Y`9f`fUb`\_i b[ `i`bX  
XYfYb`6Y\UbX`i b[ `ni`gUa`a`YbZUggh"Gma`dhca`Y`\_ÖbbYb`bUW\  
j`YfgW\]YXYbYb`æZY`\_h]cbg`fUb`\_Y]hYb`k` ]Y`7cj ]X`cXYf`Ui`W\`c`bY  
VY`\_UbbhY`l`fgUW\Yb`Ui`ZhYhYb`"9g`[ ]Vh`XUVY`\_Y]bY`U`[ Ya`Y]b  
bUW\`k`Y]gVUfYb`6]ca`Uf`\_Yf`ZÖf`A 9#7: Gž`k`Ug`X]Y`8]U[ b`cgYghY`i`b[  
Yf\YV`]W\`YfgW\`k`Yfh` ; fØbY`<`Ua`Vi`f[ `VYf]W\`hYhni`XYa`ž`XUgg`X]Y  
DfÅj`U`Ybn`XYf`?fUb`\_Y]h]c`f`XYf`DUbXYa` ]Y`VY`Yhk`U`\$ž%)`i`V]g  
\$ž`i`U[ `i`bX`bUW\`XYf`DUbXYa` ]Y`Y]bY`J`YfXcdd`i`b[ `Yfk`UfhYh  
k`]fX"

## : ]bUbn]Y`Y`6Y`Ughi b[ Yb

9]b`6Yf]W\`h`XYf`A 9#7: G`F`YgYUfW\` : ci bXUh]cb`nY][ hž`XUgg`9bXY  
&\$&( `]b`8Yi`hgW\`UbX`a`Y`f`U`g`%ž) `A` ]`cbYb`A`YbgW\Yb`a` ]h  
A 9#7: G`cXYf`@cb[ `7cj ]X`YVYb`k`YfXYb`"8]Y`Å`f`]W\Yb`?cghYbž  
X]Y`Xi`fW\`VY]XY`9f`fUb`\_i b[ Yb`Yb`hghY\Ybž`VY`Ui`ZYb`g]W\`Ui`Z  
YfgW\`fYW`\_YbXY`\*`ž%A` ]`UfXYb`9i`fcž`k`Ug`Yhk`U`%ž) `i`XYg  
XYi`hgW\Yb`6fi`hnc]b`UbXgdfcXi`\_hg`Yb`hgd]f]W\`h"8]Y` ; YbYgi`b[`gfUhY  
]gh[ Yf]b[ ž`YX][ `]W\`Yhk`U`) `i`XYf`6YhfcZZYbYb`Yf`Ub[ Yb`dfc`æ\`f  
Y]bY`j`c`ghÅbX][ Y` ; YbYgi`b[ ž`j ]Y`Y`VYb`Øh][ Yb`Ub[ Zf]gh][ Y  
DZY[ Y": Uh][ Uh]c`VYf]W\`hYh]c`b`XYb`[ fUj ]YfYbXYb  
k`]fhgW\UZh]W\Yb`i`bX`gcn]U`Yb` : c`[ Yb`X]YgYf`VY]XYb`[ fc»ZÅW\][  
j`YfVfY]hYhYbž`YXcW\`cZhi`bVYUW\`hYhYb`J`c`\_g`fUb`\_Y]hYb"

Ni`gUa`a`YbZUggYbX`Åggh`g]W\`gU[ Ybž`XUgg`X]Y`G]hi`Uh]cb`ZÖf`@cb[ !  
7cj ]X`i`bX`A 9#7: G!DUh]YbhYb`]b`<Ua`Vi`f[ `bcW\`j`YfVYggYfh

k YfXYb`a i gg"9g`VYXUfZ`Xf]b [ YbX`gdYn]U`]g]YfhYf`5b`Ui ZghY``Ybž  
 X]Y`b]W`h`bi f`a YX]n]b]gW`Yž`gc`bXYfb`Ui W`gc`n]U`fYW`h`]W`Y  
 I bhYfghØhni b [ `V]YhYb"8Yf`6YXUfZ]gh`XUž`i bX`X]Y`NY]h`ni `UbXY`b  
 ]gh`Yhnh`XUa ]h`6YhfcZZYbY`X]Y`<]ZY`Yf`U`hYbž`X]Y`g]Y`gc`Xf]b [ YbX  
 VYbØh][ Yb"

8YhU]`g	
C fh	< Ua Vi f[ ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• VYgW`i gg"[ fi YbY!\Ua Vi f[ "XY</li> <li>• k k k "ZUh][ Uh]c"XY</li> </ul>

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