

# GYb]cf]b`ØVYffUgW\ h`9]bVfYW\ Yf. 8 fUa Uh]gW\ Y`GnYbY`]b`Hfc]gXcfZ`

9]bY`GYb]cf]b`ØVYffUgW\ h`9]bVfYW\ Yf`]b`]fYa`GW\`UZn]a`a`Yf  
]b`Hfc]gXcfZ``Dc`]nY]`Yfa`]hY`h`i`bX`V]hY`h`i`a  
NYi`[`Yb\]bk`Y]gY"



H]n]UbghfU» Yž`Hfc]gXcfZž`8 Yi hgW\`UbX`!`5a`8cbbYfghU[ ž`XYb  
&-`"A U]ž`[`Y`[`Yb`%)`"(`) `!`fž`\_Ua`Yg]b`Y]bYa`9]bZJa`]Yb\Ui`g`Ub  
XYf`H]n]UbghfU» Y`]b`Hfc]gXcfZ`ni`Y]bYa`YfgW\`fYW`YbXYb`J`cfZU``  
9]bY`GYb]cf]b`k`i`fXY]a`K`c\bn]a`a`Yf`Xi`fW`Y]b`Ui`hYg;`YfÄi`gW\`  
[`Yk`YW`hž`k`cfUi`Z]b`g]Y`g]W\`YbhgW\`cggž`XYf`GUW\`Y`Ui`Z`XYb`;`fi`bX  
ni`[`Y\Yb``6Y]`XYa`J`Yfgi`W\ž`X]Y`E`i`Y``Y`XYg;`YfÄi`gW\`g`ni  
]XYbh]Z]n]YfYbž`hfUZ`g]Y`Ui`Z`nk`Y]i`bVY`\_UbbhY`A`ÄbbYf]b`]fYa  
GW\`UZn]a`a`Yf``BUW\`Y]bYf`\_i`fnYb`6Y[`Y[`bi`b[`Yf[`f]ZZYb`X]Y`HÄhYf  
X]Y;`i`W\`h`Xi`fW\`X]Y`<`Ui`ghØf`]b`F]W\`hi`b[`J`Ub!;`c[`\!D`Uhm``Hfchn  
gcZcfh`Y]b[`Y`Y]hYhYf;`U\`bXi`b[`ga`U»`bU\`a`Yb`\_cbbhYb`g]Y  
i`bYf`\_Ubbh`Ybh`ca`a`Yb`i`bX`\]bhYf`]Y»`Yb`\_Y]bY`9]bVfi`W\`ggdi`fYb  
]a`K`c\`b\`Ui`g``8]Y`?`f]a`]bU`dc`]nY]i`bhYfgi`W\`h`XYfnY]h`X]Y`5fh`XYg  
9]bXf]b[`Ybg`i`bX`Y]bYb`a`Ø[`]W\Yb`8]YVghU\`ž`Äggh`Y`XcW\`XUfUi`Z

\]bk Y]gYbž'XUgg'Yg'ni '\_Y]bYa '8]YVghU\`'[ Y\_ca a Yb'ni 'gY]b  
gWXY]bh"

8]Y'VYgWf]YVYbYb'HÄhYf'k i fXYb'U'g'Yhk U'&) 'š\ fY'U'hž'W]fWU'%, \$  
Wä '[ fc» 'i bX'gW'Ub\_'VYgWf]YVYb"G]Y'hfi [ Yb'Xi b\_Y`'[ YZÄfvhY  
?'Y]Xi b["'8]Y'Dc`nY]'U'hY]bYb'5i Zfi ZUb'X]Y'6Yj Ö'\_Yfi b[  
[ YghUfhYh'i bX'V]hhYh'NYi [ Ybž'g]W' i bhYf'XYf'HY'YZcbbi a a Yf  
\$&&(%)(%! '&&%ni 'a Y'XYbž'i a 'əZcfa Uh]cbYb'ni 'XYb'HÄhYfb'ni  
']YZYfb"'8Yf'J cfZU`k ]fZh'YfbYi h'Y]b '@]W'h'Ui Z'X]Y'G]WXYf\Y]hg`U[ Y  
]b'Hfc]gXcfZ'X]Y`Ui h'9i dYfhYb'Ui Z'X]Y'ghY][ YbXYb  
9]bVfi W'gnU\`Yb'j]b'8Yi hgW'UbX'\]bk Y]gh"

## 9]bVfi W'ghU]gh]\_']b'8Yi hgW'UbX

5\_hi Y`Y'GhU]gh]\_Yb'nY][ Yb'Y]bYb'U'Ufa ]YfYbXYb'5bgh]Y[ 'XYf  
K c\bi b[ gY]bVfØWXY']b'8Yi hgW'UbX"'ə 'š\ f'&\$&' 'k i fXYb  
Vi bXYgk Y]h'++", %- '9]bVfØWXY'fY[ ]ghf]Yfhž'k Ug'Y]bYa '5bgh]Y[ 'j cb  
fi bX'%, 'DfcnYbh]a 'JYf[ 'Y]W'ni a 'J cf'U\ f'Ybhgd]W'h"'8]Yg'ZØ\fh  
ni 'Y]bYf'Xi fW'gWb]h'i]WXYb'5bnU\`j cb'&% '9]bVfØWXYb'hÄ[ 'jW  
i bX'Y]bYa 'Xi fW'gWb]h'i]WXYb'GW'UXYb'j cb'" ) \$\$'9i fc'dfc  
9]bVfi W'ž'k Ug']bg[ YgUa h'ni 'Y]bYa 'j; YgUa hgW'UXYb'j cb'" (\$  
A ]`cbYb'9i fc'ja 'š\ f'&\$&' 'ZØ\fh"'8]YgY'Ni bU\ a Y]b'XYb  
9]bVfi W'gnU\`Yb'k ]fX'\Äi Z][ 'Ui Z'X]Y'NY]h'bUW'XYf'7cfc bU!  
DUbXYa ]Y'ni fØW\_[ YZØ\fh"

BcfXf\Y]b!K YghZU'Ybž'k c'Hfc]gXcfZ`Y[ hž'k Y]gh'YVYbZU`g'Y]bYb  
g][ b]Z]\_UbhYb'5bgh]Y[ 'j cb'%) 'i 'VY]'K c\bi b[ gY]bVfØWXYb'Ui Z'  
əhYfYggUbhYfk Y]gY'V'Y]Vh'ZUgh'X]Y' < Ä`ZhY'XYf'9]bVfi W'gj Yfgi WXY  
f(+i 'Ł'YfZc`[ `cg"'9g']gh'Ui ZÄ`][ ž'XUgg'; fc» ghÄXhY'\Ö\YfY  
9]bVfi W'gnU\`Yb'j YfnY]W'bYb'U'g'`ÄbX`WXY'; YV]YhYž'a ]h'Y]bYf  
9]bVfi W'gfU]h'j cb'-, '9]bVfØWXYb'dfc'%'\$'\$'\$'\$'9]bk c\ bYf'j b  
ghÄXh]gWXYb'FY[ ]cbYbž'j Yf[ 'j]WXYb'a ]h'\*%'9]bVfØWXYb'j b  
'ÄbX`WXYb'; YV]YhYb"

DfÄj Yb]h]c b gghfUhY[ ]Yb' i b X

G]WXYf\Y]hga U» bU\ a Yb

9l dYfhYb'fUHb'ni f'j YfghÅf\_hYb'5bk YbXi b[ 'j cb'a YWUbgWYb  
 G]WYfi b[ ga U»bU\ a Ybž'i a 'XYb'9][ Ybhi a ggW'i hn'ni 'Yf\ Ò\Yb"  
 ðgVYgcbXYfY'gc`hYb'A U»bU\ a Yb'Ub'\Åi Z][ Yb'5b[ f]ZZdi b\_hYb  
 k ]Y'6U`\_cb! 'i bX'HYffUggYbhØfYb'gck ]Y': YbghYfb'Yf[ f]ZYb  
 k YfXYb""8]Y'Dc`nY]'V]YhYhgck c\`VUi `]WY'U'g'Ui W'hYWb]gWY  
 G]WYf\Y]hgVYfUhi b[ Yb'Ubž'XYfYb'N]Y`Yg']ghž'6Øf[ Yf'ØVYf  
 YZZY\_hj] Y'G]WYf\Y]hg`Øgi b[ Yb'ni 'j]bZcfa ]YfYb'i bX'XYfYb  
 DfÅj Ybh]cbggfUhy[ ]Yb'ni 'j YfVYggYfb""9]b'j]bhY[ f]YfhYf'5bgUhn'Ui g  
 j YfgW]YXYbYb'G]WYf\Y]hga U»bU\ a Yb'k ]fX'Ya dZc\`Ybž'i a 'XUg  
 F]g]\_c'Y]bYg'9]bVfi W'g'ni 'a ]b]a ]YfYb"

9]b'k Y]hYfYf'J cfZU``]b'Hfc]gXcfZl6Yf[ \Y]a ž'XYf'nY][ hž'XUgg'X]Y  
 Gcf[ Y'i a '9]bVfØWY'VYfYW'h][ h']ghž'YfY][ bYhY'g]W'j]b'XYf'B UW h  
 ni a '&%'5i [ i gh'&\$&' ž'U'g ]b'Y]bY'; UghghÅhY'Y]b[ YVfcWYb  
 k i fXY""8]Y'8]YVY'ghU\`Yb'K UfYb'ja 'j ]YfghY``][ Yb'K Yfhž'k cXi fW  
 X]Y`c\_U'Y'Dc`nY]'k Y]hYf\]b'X]Y'8f]b[ `]W\_Y]h'X]YgYg'H\Ya Ug`Ui h  
**DfYggYdcfhU`**'i bhYfghfY]WYb'a i gghY""8]YgY'J cfZÅ`Y  
 j YfXYi h]WYb'X]Y'Bchk YbX][ \_Y]h'ZØf'Y]bY'ghÅbX][ Y'K UW'gUa \_Y]h  
 i bX'dfÅj Ybh]j Y'A U»bU\ a Ybž'i a 'XUg'G]WYf\Y]hg[ YZØ\``]b'XYf  
 FY[ ]cb'ni 'ghÅf\_Yb"

8YhU]`g	
C fh	H]n]UbghfU» Yž'Hfc]gXcfZž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_ghU"XY</li> <li>• k k k "dfYggYdcfhU""XY</li> <li>• \ca Y!]bg]XYf"XY</li> </ul>

6Ygi WYb'G]Y'i bg'Ui Z.'b!U[ "bYh