

G!6U\ b!6Ui UfVY]hYb. 'J Yf\_Y\ fgY]bVfØW\ Y  
]b 'GW\ ÒbYk Y]XY 'V]g'; fØbUi °

G!6U\ b '6Yf`]b`a Y`XYh`6Ui UfVY]hYb`j`ca` ("V]g`+`"†` `]"&\$&)"  
9]bgW\ fÄb\_i b[ Yb`Ui ZZØbZ`@]b]Yb`i bX`9fgUhnj Yf\_Y\ f  
Y]b[ Yf]W\ hYh"



GW\ ÒbYk Y]XYž`6Yf`]bž`8Yi hgW\ `UbX`!`≠`6Yf`]b`ghY\Yb  
: U\ f[ ÄghY`]b`XYb`\_ca`a`YbXYb`nk`Y]`K`cW\Yb`j`cf`Y]b][`Yb  
<YfUi`gZcfXYfi`b[`Yb`"8]Y`G!6U\ b`6Yf`]b`\Uh`\_Øfn`]W\`VY`\_Ubbh  
[Y[`YVYbž`XUgg`Ui`Z[`fi`bX`i`a`ZUb[`fY]W\Yf`6Ui`UfVY]hYb`Ui`ZZØbZ  
@]b]Yb`XYf`J`Yf\_Y\ f`Y]b[`YgW\ fÄb`\_h`k`]fX`"≠`NY]hfUi`a`j`cb`:`fY]hU[`ž  
XYa` ("†` `]"ž`UV`&%`.)`!`\f`V]g`A`cbhU[`ž`XYa`+`"†` `]"ž`i`a`%`.\$`!`\f  
k`]fX`Yg`ni`Y]bYf`j`c`ghÄbX][`Yb`i`bhYfVfYW\i`b[`XYg`Ni`[`j`Yf\_Y\ fg  
nk`]gW\Yb`XYb`G!6U\ b\ ÒZb`GW\ ÒbYk Y]XY`i`bX`'; fØbUi`\_ca`a`Yb`  
8Yf`; fi`bX`ZØf`X]Y`6Ui`UfVY]hYb.`9]b`bYi`Yg`Y`Y`hfc b]gW\Yg  
GhY`k`Yf`\_k`]fX`]bghU`"Yfhž`k`Ug`Y]b][`Y`5bdUggi`b[`Yb`]b`XYf  
≠ZfUghfi`\_hi`f`YfZcfXYfh"@Ui`h`**VYf`]b!`]"j`Y`XY`g]bX`X]Y`5fVY]hYb  
bchk`YbX][`ž`i`a`X]Y`G][`bU`hYW\ b]\_ni`a`cXYfb]g]YfYb"**

8]Y`VYhfcZZYbYb`@]b]Yb`g]bX`X]Y`G( ) ž`G( \*ž`G, ž`G, ) `i bX`G- "I a `X]Y  
5i gk ]f`\_i b[ Yb`ZØf`X]Y` : U\ f[ ĀghY`ni `a ]`XYfbž`k i fXY`Y]b  
9fgUhnj Yf`\_Y\ f`a ]h`6i ggYb`Y]b[ Yf]W\hYh"8]Y`6i ggY`XYf`@]b]Y`G( \*  
ZU\ fYb`nk ]gW\Yb`GW\ ÖbYk Y]XY`i bX` ; fØbUi `i bX`a UW\Yb`< U`h`Ub  
XYb`GhUh]cbYb`GhYfbXUa a ž`K U[ bYf!FĀ[ Ybm!5`YYž`Fi Xck Yf  
7\Ui ggYY`i bX`F ]W\hYfghfU» Y" : Øf`X]Y`G- [ Y`hYb`Ā\`b`]W\Y  
< U`hYghY`Ybž`a ]h`ni gĀh`n]W\Yb`Ghcdg`Ub`9k U`XghfU» Y`i bX  
5`h[ `]Yb]W`Y"9g`k ]fX`Ya dZc`Ybž`g]W\`j cfUV`ØVYf`X]Y`F ci hYb`]b  
XYf`G!6U\`b!5dd`cXYf`Ub`XYb`5i g\Āb[ Yb`Ub`XYb`6U\`b\ÖZYb`ni  
]bZcfa ]YfYb"

## 9fgUhnj Yf`\_Y\ f`i bX`H]W`Yh`Ui Z

9]b`k ]W\h[ Yf`< ]bk Y]g`ZØf`U`Yž`X]Y`X]Y`9fgUhnVi ggY`bi hnYb  
a ÖW\hYb.`8]Y` : U\ f[ ĀghY`a ØggYb`] \fY`H]W`Yhg`j cf` : U\ fhUbhf]hh  
\_Ui ZYbž`XYbb`]a `6i g`gY`Vgh`k YfXYb`\_Y]bY` : U\ fgW\Y]bY`j Yf`\_Ui Zh"  
8Ug`gc f[ h`nk Uf`ZØf`Y]bYb`fY]Vi b[ g`cgYb`5V`Ui Zž`VYXYi hYh`UVYf  
Ui Wž`XUgg`F Y]gYbXY`g]W\`fYW\hY]h[ `i a `] \fY`H]W`Yhg`\_Øa a Yfb  
gc`hYbž`i a `i bbØh[ Y`K UfhYnY]hYb`ni `j Yfa Y]XYb"

5VYf`XUg`g]bX`b]W\h`X]Y`Y]bn[ Yb`9]bgW\ fĀb`\_i b[ Ybž`X]Y`]b`XYb  
\_ca a YbXYb`K cW\Yb`Ui ZX]Y`G!6U\`b!Bi hnYf`ni \_ca a Yb"5i W\  
Ui ZUbXYfYb`@]b]Yb`[ ]Vh`Yg`6Ui ghY`Yb`i bX`J YfĀbXYfi b[ Yb`]a  
: U\ fd`Ubž`k ]Y`Ui Z`XYf`GhfYW`Y`nk ]gW\Yb`HY`hck`GhUXh`i bX  
@Ub`\_k ]hnž`X]Y`j ca `( "V]g`+"`ž` `]i bX`XUbb`YfbYi h`j ca``%"`V]g`%( "  
ž` `]i bhYfVfcW\Yb`gY]b`k ]fX" < ]Yf`j Yf`\_Y\ fYb`YVYbZU`g  
9fgUhnVi ggYž`k Ug`X]Y`YbXYfi b[ Yb`ZØf`X]Y`F Y]gYbXYb  
\_ca d`]n]YfhYf`a UW\h"5i W\`X]Y`bĀW\h]W\Y`9]bgW\ fĀb`\_i b[  
nk ]gW\Yb`BcfXVU\`b\cZ`i bX`K U]Xa Ubbg`i gh`Ua` `+`#` "ž` `] ]gh`Y]b  
6Y]gd]Y`ZØf`X]Y`i a ZUb[ fY]W\Yb`6Ui a U» bU\`a Ybž`k ]Y`X]Y`g!  
**VU\`b"VYf`]b`VYf]W\hYh"**

## A Y\ f`6Ui ghY`Yb`i bX`Āb[ YfY`5fVY]hYb

8]Y`5fVY]hYb`Ui Z6Yf`]bg`G!6U\`b!BYhn`bY\`a Yb`\_Y]b`9bXY"6YfY]hg  
gY]h`XYa``%"`5df]`&\$&` `k ]fX`nk ]gW\Yb`CghVU\`b\cZ`i bX  
5`YI UbXYfd`Uhn`Ui Z`XYb` ; `Y]gYb`[ YUfVY]hYh"i fgdfØb[ `]W\`gc`hYb  
X]Y`5fVY]hYb`Ua` `&&"5df]`UV[ YgW\`cggYb`gY]bž`XcW`g]Y`k i fXYb

Ui Z[ fi bX`bUWVYghY`hYf`A UHYf]U`Yb`Ui Z`XYb`&("5df)`j Yf`Ab[ Yfh"  
 6YhfcZZYb`g]bX`\]Yf`X]Y`@]b]Yb`G' žG) žG+`i bX`G- žX]Y`\Yfn`]W  
 XUfi a `[ YVYhYb`k YfXYbž`U`hYfbUh]j Y`HfUbgdcfha Ò[ `]W`\_Y]hYb`]b  
 6YhfUW`h`ni `n]Y`Yb`"K Å\fybX`XYf`6Ui UfVY]hYb`\_ÒbbYb  
 FY[ ]cbU`nØ[ Y`i bX`X]Y`I !6U`b!@]b]Y`I ) `Y]bY`I a ZU`fi b[ `XYf  
 [ YgdYffhYb`GhfY`\_Yb`V]YhYbž`k Ug`X]Y`G]hi Uh]cb`ni a ]bXYgh`Yhk Ug  
 Yf`Y]W`hYfhž`k ]Y`XYf`6Yf`]bYf`?i f]Yf`\]bk Y]gh"

8]Y`fY]gYbXYb`6Yf`]bYf`i bX`\fy` ; ÅghY`a ØggYb`XU`Yf`Ui Z`Yhk Ug  
 ; YXi `X`i bX`[ i hY`D`Ubi b[ `gYhnYbž`i a `hfchn`U`Yf`A U»bU`a Yb  
 g]W`Yf`i bX`VYei Ya `j cb`5`bUW`6`ni `[ Y`Ub[ Yb`"A ]h`XYb  
 nU`\fY]W`Yb`5`hYfbUh]j Yb`XØfžhY`Yg`YXcW`[ Y`]b[ Ybž`XYb`6Yf`]bYf  
 BU`j Yf`\_Y`f`Ui W`k Å\fybX`X]YgYf`I a VUi a U»bU`a Yb`YfZc`[ fY]W  
 Ui ZfYW`hni Yf`U`hYb"

8YhU]`g	
C fh	GW`ÒbYk Y]XYž`6Yf`]bž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b!`]j Y`XY</li> <li>• gVU`b"VYf`]b</li> <li>• k k k "VYf`]bYf!`_i f]Yf`XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U[ "bYh