

@c \ b gW\ f]hh'ZØf'' "\$\$\$ '6ÄW\_Yf. 'C gh  
YffY]W\ h'HUF]Zd Uf]hÄh'ni a 'K YghYb °

; Yk Yf\_gW\ UZh'B; ; 'Yfn]Y'h'@c \ bYf\ Ò\i b[ 'ZØf'' "\$\$\$  
6YgW\ ÄZh][ hY ' ]b 'XYf'6fch]bXi ghf]Y'C ghž'5b[ 'Y]W\i b[ 'Ub  
\ ÒW\ ghY 'HUF]Zb]j YUi g'V]g'&\$&)"



6Ufb]a ž'8Yi hgW\ `UbX '! ð 'Y]bYa 'Y]bXfi W\_gj c`Yb'GW\ f]hh'\ Uh  
X]Y'; Yk Yf\_gW\ UZh'B U\fi b[ !; Ybi gg!; UghghÄhhYb'fB; ; Ł'Øb[ gh  
Y]bY'VYXYi hYbXY'@c \ bUb[ 'Y]W\i b[ 'ZØf'6YgW\ ÄZh][ hY ' ]b 'XYf  
6fch]bXi ghf]Y'C gh'Yfn]Y'h''8]Yg'VYhf]Zh'fi bX'' "\$\$\$ 'A ]hUFVY]hYf  
[ fc»Yf'6UW\_k UfYb\YfghY`Yfž'i bX'XYf'HUF]ž] YfhfU[ 'g]Y\h'Y]bY  
gW\ f]hkh Y]gY'5bdUggi b[ 'XYf'@Ò\ bY'Ub'XUg'\ ÒW\ ghY 'HUF]Zb]j YUi ' ]b  
<Ua Vi f[ 'i bX'GW\ 'Ygk ][ !<c`ghY]b'j cf''K ]Y'VUfb]a !U\_hi Y`"XY  
VYf]W\hYhž'\_ØbbYb'g]W\ 'X]Y'6YgW\ ÄZh][ hYb'UV': YVfi Uf'&\$&) 'ØVYf  
Y]bY'9bh[ Y'hYf\ Ò\i b[ 'j cb'%ž% 'ZFYi Ybž[ YZc`[ hj cb'Y]bYf  
k Y]hYfYb'GhY][ Yfi b[ 'i a ' 'i 'Ua '% ð b ] ' & \$ & ) "'8]Y'j c`ghÄbX][ Y  
5b[ 'Y]W\i b[ 'XYf'@Ò\ bY'Ub'XUg'k YghXYi hgW\ Y'B]j YUi ' ]gh'XUbb'ZØf  
XYb '% '8YnYa VYf'&\$&) [ Yd'Ubh''Gc'fYW\ bYb'X]Y'V]g\Yf][ Yb  
HUF]ž] Yf\UbX'i b[ Yb'X]YgYg' ð\ f'a ]hY]bYa '9bh[ Y'h'd'i gj cb'V]g

ni ') ž\* i ' ZØf'X]Y'6YgWÅZh][ hYb' ]b'XYf'6fch]bXi ghf]Y' C gh"

I k Y'@YXk ][ ž'XYf'J Yf\UbX'i b[ gZØ\ fYf'i bX'J cfg]hnYbXY'XYf'B; ;  
C ghž'g]Y\h'X]YgYb'5VgWÅ'i gg'U'g'Y]bYb' [ fc» Ufh][ Yb'9fZc`[ 'ZØf'X]Y  
6YgWÅZh][ hYb'Ub" '9f'VYhc bž'XUgg'Yg'g]WÅ' \]YfVY]i a 'Y]bYb  
VYXYi hYbXYb'GWf]h]b'XYf'GhÅf\_i b[ 'XYf'; Yk Yf\_gWÅUZh]b'XYb  
6Yhf]YVYb'\UbXY'h' , Vf][ Ybg'i bhYfb]a a h'X]Y'B; ; 'a ]h'X]YgYa  
Huf]ZUVgWÅ'i gg'Ui WÅ'Y]bYb'Zi f]cgYb'J c fghc» ' [ Y[ Yb  
@c\ bX]g\_f]a ]b]Yfi b[ 'nk ]gWÅYb' C gh' i bX'K YghXYi hgWÅ'UbX"

## 8 YhU]`g'ni a 'HUF]Zj YfhfU[

8 Yf'HUF]Zj YfhfU[ '\_ca a h'b]WÅ'hj cb'i b[ YZÅ\ fž'gcbXYfb'k i fXY' ]b  
[ Ya Y]bgUa Yf'5bghfYb[ i b[ 'a ]h'XYa 'J YfVUbX'8Yi hgWÅYf  
; fc» VÅW\_YfY]Yb'Ui g[ Y\UbXY'h"9]b'gc`WÅYg'J cf[ Y\Yb'\_ÖbbhY  
Ui WÅ' A cXY`WÅUfU\_hYf'ZØf'UbXYfYž`Ui ZYbXY'HUF]Zj Yf\UbX'i b[ Yb  
]b'k YghXYi hgWÅYb'F Y[ ]cbYb'\UVYb" 'a 'C\_hcVYf'&\$&\* ]gh'ni XYa  
Y]bY'k Y]hYfY'@c\ bYf\Ø\i b[ 'i a 'ž( i 'j cf[ YgY\Ybž'k Ug'X]Y  
J Yf\UbX'i b[ gZØ\ fi b[ 'k Y]hYf'ghÅf'h"8 Ug'N]Y` ]gh'\_Uf.'8]Y'B; ;  
a ÖWÅ hY'VfY]hY'Vi bXYgk Y]hY'; YgdfÅWÅY'ØVYf'Ni gWÅ'À [ Yž  
GcbXYfi f'Ui VY'i bX'UbXYfY'HUF]ZY'Ya YbhY'Y]b'Y]hYbž'i a 'X]Y  
5fVY]hgVYX]b[ i b[ Yb' ]b'XYf'6fUbWÅY'k Y]hYf'ni 'j YfVYggYfbž'k ]Y  
g]WÅ'Ui WÅ'Ui g'XYb' ðZcfa Uh]cbYb'j cb'X [ V"XY'Yf[ ]Vh"

< ]bhYf[ fi bX'X]YgYf'9bhk ]W\_ i b[ Yb' ]ghž'XUgg'X]Y'6fch]bXi ghf]Y' C gh  
ghUf\_ j cb' l bhYfbY\ a Yb'k ]Y'XYf'<Uffm'6fch; a V<ž'XYa ' [ fÖ» hYb  
XYi hgWÅYb'6UW\_k UfYb\YfghY`Yfž'gck ]Y'XYf'@]Y\_Yb!; fi ddY  
Xca ]b]Yfh'k ]fXž'X]Y'ni f'hgWÅYWÅ]gWÅYb'5 [ fcZYfh!; fi ddY' [ Y\Öfh"  
8]Y'5i gk ]f\_i b[ Yb'XYf'HUF]Zj Yf\UbX'i b[ Yb'k YfXYb'XU\Yf'b]WÅh  
bi f'XYb'6YgWÅZh][ hYb'XYf' [ fc» Yb'D'UmYf' ]b'XYf'6fUbWÅY  
ni [ i hY\_ca a Ybž'gcbXYfb'Ui WÅ'\_Y]bYfYb'6Yhf]YVYbž'k ]Y'ni a  
6Y]gd]Y`XYf'K ]hYbVYf[ Yf'6ÅW\_YfY]ž'X]Y'a ]h'Yhk U' ( \$\$  
6YgWÅZh][ hYb'VYbZU`g'i bhYf'XYb'HUF]Zj YfhfU[ 'ZU`Yb"

## 8 Yf'GhUbX'XYf'HUF]ZV]bXi b[

8]Y'Øb[ ghYb'9bhk ]W\_ i b[ Yb' ]b'XYf'6fch]bXi ghf]Y'k YfZYb'Ui WÅ'Y]b  
@]WÅh'Ui Z'X]Y'U` [ Ya Y]bY'G]hi Uh]cb'XYf'HUF]ZV]bXi b[ ' ]b

8 Yi hgWk`UbX"@Ui h`VdV"XY`gUb\_`XYf`5VXYW\_i b[ g[ fUX`j`cb  
 HUF]Z`YfhfA[ Yb`]a` `U\`f`&\$%,`Ui Z) (i` žk Ug`]a` `J Yf[ `Y]Wk`ni` `\* +i  
 ]a` `U\`f`&\$\$\$`Y]bY`VYgcf[ b]gYffY[ YbXY`9bhk`]W\_`i` b[ `XUfghY`h"  
 6YgcbXYfg`]a` `C ghYb`8 Yi hgWk`UbXg`Y[ h`X]Y`HUF]ZV]bXi b[ `a` ]h  
 () i` `i` bhYf`XYa` `K` Yghb`] YUi` `j` cb` `) \*i` ` "C Vk` c\`X]Y  
 6i` bXYgfYdi` V`\_]`a` `]bhYfbUh]cbU`Yb` `J` Yf[ `Y]Wk`Y]bY`fY`Uh]j` `b]YXf][ Y  
 GhfY]\_ZfYi` X][ \_Y]h`Ui` Zk` Y]ghž`g]bX`X]Y` :` c`fhgWk`f]hhY`ž`X]Y`Xi` fWk  
 [ Yk` Yf\_gWk`UZh]Wk`Y` `J` Yf\`UbX`i` b[ Yb`k` ]Y` ]b`XYf`6fch]bXi` ghf]Y`C`gh  
 Yfn]Y`hk` YfXYbž`Y]b`k` ]Wk`h][ Yg`G][ bU`ZØf`X]Y` [ YgUa` hY`6fUbWk`Y"

Gca` ]h`nY][ h`g]Wk`ž`XUgg`Y]b` [ i` hYg`<`AbXWk`Yb` `]b`XYb  
 HUF]Z`Yf\`UbX`i` b[ Yb`b]Wk`h`bi` f`Y]bY`@Ø\`bY`UbdUgghž`gcbXYfb`Ui` Wk  
 X]Y`K` YfhgWk`À`mi` b[ `XYf`A` ]hUfVY]hYf`ghY][ Yfhi` bX`Y]b` `\_UfYg  
 NY]Wk`Yb`ZØf`ZU]fY`5fVY]hgVYX]b[ i` b[ Yb`gYhnh`" `đ`XYb`\_ca` a` YbXYb  
 A`cbUhYb`XØfZYb`k` ]f` [ YgdUbb`h`gY]bž`k` ]Y`g]Wk`X]Y`VYfY]hg  
 UbVYfUi` a` hYb` `J` Yf\`UbX`i` b[ Yb`i` bX`X]Y`XUa` ]h`j` YfVi` bXYbYb  
 HUF]ZYf\`Ø\`i` b[ Yb`Yb`hk` ]W\_`Y`b`k` YfXYb`" `8]Y`6fch]bXi` ghf]Y`C`gh`\`Uh  
 a` ]h`X]YgYa` `HUF]ZUVgWk`i` gg`Y]bYb`VYXYi` hYbXYb`GWk`f]hh]b`X]Y  
 f]Wk`h][ Y`F]Wk`hi` b[ ` [ Ya` UWk`hž`Ui` Z`XYb`j` ]Y`Y`UbXYfY`6fUbWk`Yb  
 Ui` Zgdf]b[ Yb`gc`hYb`ž`i` a` `X]Y`@Ø\`bY`ZU]f`ni` ` [ YghU`hYb`i` bX`X]Y  
 6YgWk`À`Zh][ Yb`ni` `i` bhYfghØ`hnYb"

8 YhU]`g	
C fh	6 Ufb]a` ž`8 Yi hgWk`UbX
E i`Y`Yb	<ul style="list-style-type: none"> <li>• VUfb]a` !U`_hi` Y``"XY</li> <li>• k k k "X[ V"XY</li> <li>• k k k "VdV"XY</li> </ul>

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