

< cWk Uggyf[ YZU\ f`Ub`XYf`9`VY.  
K ]hhYbVYf[ Y`VYfY]hYh'g]Wk`j`cf°

5\_hi Y`Y`i`≠Zcfa Uh]cbYb`ØVYf`< cWk Uggyfk Ufbi`b[ Yb`XYf`  
9`VY`VY]`K ]hhYbVYf[ Y`Ua`%"\$"\$+`&\$&) ž`]b`\_i`g]j`Y`  
K UggyfghUbX`i`bX`G]WkYf\Y]hga U» bU\`a`Yb`"



K ]hhYbVYf[ Yž`8Yi`hgWk`UbX`!`8]Y`9`VY`nY][ h`U\_hi`Y`Y`b`  
VYgcf[ b]gYffY[ YbXYg`J`Yf\`U`hYbž`XYbb`X]Y`K`Uggyfgh`AbXY`ghY][ Yb`  
Ub`i`bX`X]Y`< cWk Uggyfk Ufbghi`ZYb`fØW`Yb`]b`XYb`:`c`\_i`g`"`≠`  
6fUbXYbVi`f[ `VYfY]hYb`g]Wk`X]Y`6Y\`ØfXYb`Ui`Z`a`Ò[ `]Wk`Y`  
,`VYfgWk`Ya`a`i`b[ Yb`j`cfQR`%R`Q`6YgcbXYfg`VYhfc`ZYb`]gh`X]Y`  
GhUXh`K`]hhYbVYf[ Yž`X]Y`]b`XYb`Y`hnhYb`>\`fnY`b`hYb`a`Y`fa`U`g`j`cb`  
gWk`YfYb`,`VYfZi`hi`b[ Yb`\Y]a`[ Ygi`Wk`h`k`i`fXYž`Y`hk`U`&\$&\$`i`b`X`  
&\$`%`" `A`Ufh]b`:`YfWk`Ui`g`K`]hhYbVYf[ Y`f`Ah`XYb`6Øf[ Yfbž`X]Y`  
<]bk`Y]gY`XYf`6Y\`ØfXYb`Yfbgh`ni`b`Y`a`Yb`i`b`X`g]Wk`b]Wk`hi`bb`Òh][`  
]b`;`YZU\`f`ni`Vf]b[ Ybž`]bXYa`g]Y`U`g`GWk`Ui`i`gh][ Y`U[ ]YfYbQR`%R`Q`

8cW`b]Wk`h`bi`f`]b`K`]hhYbVYf[ Yž`Ui`Wk`]b`UbXYfYb`FY[ ]cbYb`  
Yb`h`Ub[ `XYf`9`VY`gd]hnh`g]Wk`X]Y`G]hi`Uh]cb`ni`" `≠`8fYgXYb`k`i`fXY`

Ua '%, "'GYdhYa VYf'&\$&( 'X)Y'K Ufbghi ZY' ' YffY]W hž'k Ug'ni  
, VYfgWk Ya a i b[ Yb' ]b'VYVUi hYb' ; YV]YhYb'ZØ\ fYb' \_UbbQR &R Q  
8c fh'k i fXY'Y]b'DY[ Y`ghUbX'j cb'\*ž\$%'A YhYfb'fY[ ]ghf]Yfh"'8cWk'Yg  
[ ]Vh'Ui Wk' <cZbi b[ . 'G]b\_YbXY'K UggYfghAbXY'Ub'UbXYfYb'DY[ Y`bž  
k ]Y'VY]gd]Y`gk Y]gY'Ub'XYf'BY]» Y' i bX'GdfYYž'g]bX'ZØ'X]Y  
\_ca a YbXYb'HU[ Y'j cf\Yf[ YgU[ h"

## < cWk UggYfk Ufbghi ZYb' [ YbUi ' ]a '6`]W\_

8]Y'K Ufbghi ZYb' ]b'6fUbXYbVi f[ 'g]bX' \_Uf'XYZ]b]Yfh'6Y]  
5`Ufa ghi ZY'%'VY[ ]bbh'XUg'K UggYf'VYfY]hg'ni 'ØVYfhfYhYbž']b  
5`Ufa ghi ZY'&'\_ca a Yb' , VYfZi hi b[ Yb'j cb'K ]YgYb' i bX' : Y`XYfb  
\]bni ž'k Å\ fYbX'5`Ufa ghi ZY' 'XYf' , VYfZi hi b[ 'j cb' ; fi bXghØW\_Yb  
[ Yk ]Xa Yh]ghQR %R Q'8]Y'\ØW ghY' Ghi ZYž'5`Ufa ghi ZY' ( ž`Åggh  
[ fØ» YfY' : `ÅWYb' i bhYf'K UggYf'ghY\Yb" 'A ]h'Y]bYa 'K UggYfghUbX  
j cb'Yhk U' ( 'A YhYfb'k ]fX'Yg'Ua 'BYXk ][ \UZyb'\_f]h]gWk ž'k Ug'ni f  
GdYffi b[ 'XYg'DUf\_d`UhnYg'ZØ\ fYb' \_Ubb"

8]Y'DY[ Y`a Yggi b[ Yb'YfZc`[ Yb'Y`Y\_hfcb]gWk' ]b'Y]bYa 'DY[ Y`\Ui gž  
k Y`WkYg'X]Y'U\_hi Y`Yb'K UggYfghAbXY'gdY]WkYfh"'6Y]'<cWk UggYf  
\_ØbbYb'YbhgdFYWkYbXY'K Ufbi b[ Yb'ØVYf'FUX]cž: YfbgY\Ybž  
@Ui hgdFYWkYfk U[ Yb' i bX'gcn]U'Y'A YX]Yb'gWk bY`'j YfVfY]hYh  
k YfXYbQR %R Q'8UVY]'k ]fX'XYf'?f]gYbghUV']a a Yf'U\_h]j ž' i a  
9j U\_i ]Yfi b[ ga U» bU\ a Yb'ni '\_ccfX]b]YfYb' 'Y]b'ZYghYf  
DY[ Y`ghUbX'ni a '5i g`ØgYb'gc`WkYf'A U» bU\ a Yb' ]gh'XUVY]'b]Wk h  
ZYgh[ Y`Y[ h"

## < cWk UggYf'Ui Wk' ]b'UbXYfYb'F Y[ ]cbYb

9]b'6`]W\_ØVYf'X]Y'@UbXYg[ fYbnYb'niY][ hž'XUgg'X]Y  
<cWk UggYf[ YZU\ f'b]Wk h'bi f'8Yi hgWk`UbX'VYhf]Zh'`  
BUWkVUF`AbXYfb'k ]Y'Dc`Ybž'HgWkYWk ]Yb' i bX'^2 ghYffY]Wk'g]bX  
VYfY]hg'[ fc» Y' ; YV]YhY'ØVYfZi hYhž'k Ug'ni 'a Y\ f'U'g'&\$'HcXYgZÅ`Yb  
[ YZØ\ fh'\UhQR &R Q'5i Wk' ]b'^2 ghYffY]Wk'k i fXY'Y]b  
5i gbU\ a Yni ghUbX'Ui g[ Yfi ZYbž' i bX'ØVYf'%, \$\$' ; YV`Ai XY  
a i gghYb' [ Yf`Ai a h'k YfXYb"'8]Y'<`]Zgcf[ Ub]gUh]cbYbž'XUfi bhYf'XUg  
8Yi hgWkY'FchY'?fYi nž'd`UbYb' i bhYfghØhni b[ 'i bX'<`]ZghfUbgdcfhY  
]b'X]Y'VYhfcZZYbYb' ; YV]YhY"

K ]W\h][ ' ]gh'Ygž'X]Y'K YhhYf'U[ Y'i bX'X]Y'K UggYfghÅbXY' ]a '5i [ Y'ni  
 VY\U'hYb" 'D'UhhZcfa Yb'k ]Y'I bX]bY'V]YhYb'k Yfhj c''Y' ðZcfa Uh]cbYb  
 ØVYf'\mXfc'c [ ]gW\Y'9I hfYa YfY][ b]ggY'i bX'Yfa Ò[ ' ]W\Yb'Y]bYb  
 gW\by''Yb'Ni [ Ub[ 'ni 'U\_hi Y''Y'K UggYfa Yggi b[ Yb'i bX  
 \]ghc f]gW\Yb'J Yf[ 'Y]W\gk YfhYbØR' R Q'8 ]YgY'5fh'XYf  
 ðZcfa Uh]cbYb '\]Zhž'VYggYf'Ui Z<cW\k UggYfYfY][ b]ggY'fYU[ ]YfYb  
 ni '\_ÒbbYb'i bX'X]Y'f]W\h][ Yb'A U» bU\ a Yb'fYW\hY]h][ 'Y]bni 'Y]hYb"

8]Y'@U[ Y' ]gh'Ub[ YgdUbbhž'XcW\ [ Ya Y]bgUa Y'5bghfYb[ i b[ Yb'j cb  
 6Y\ÒfXYb'i bX'6Øf[ Yfb'\_ÒbbYb'XUni 'VY]hfU[ Ybž'GW\ÅXYb'ni  
 a ]b]a ]YfYb" '9g'V'Y]Vh'ni '\cZYbž'XUgg'X]Y'K UggYfghÅbXY'VU'X  
 k ]YXYf'g]b\_Yb'i bX'X]Y'9'VY'g]W\ 'k ]YXYf'VYfi \][ h"

a Un!cb`]bY'VYf]W\hYhž'XUgg'  
 b!hj `]bZcfa ]Yfh'ØVYf'<cW\k UggYf']b'8fYgXYb'  
 I bX]bY'V]YhYh'U\_hi Y''Y' ðZcfa Uh]cbYb'ni '\mXfc'c [ ]gW\Yb  
 9I hfYa YfY][ b]ggYb'

8YhU]`g	
Cfh	K ]hhYbVYf[ Yž'8Yi hgW\`UbX
Ei Y''Yb	<ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• k k k "b!hj "XY</li> <li>• i bX]bY"VUZ[ "XY</li> </ul>

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