

< UVYW\_`k ]fX `; UghXcnYbh`]b`6Yf\_Y`Ym  
J cf`Ygi b[ Yb`ØVYf`? f]gYb`[ Yd`Ubh`

FcVYfh`<UVYW\_`k ]fX`&\$&) `; UghXcnYbh`Ub`XYf`l 7`6Yf\_Y`Ymž  
i a `ØVYf`? f]gYb`ni ``Y`fYbž`k Å`fYbX`Yf`gY]b  
6i bXYghU[ ga UbXUhØVYfXYb\_h"



6Yf\_Y`Ymž`? U`]Zc fb]Ybž`l G5`!`FcVYfh`<UVYW\_žXYf`Y`Ya U`][ Y  
6i bXYgk ]fhgW`UZhga ]b]ghYf`i bX`dfca ]bYbhY`; fØbYb!Dc`]h]\_Yfž  
ghY`h`\_i fn`XUj cfž`; UghXcnYbh`Ub`XYf`fYbca a ]YfhYb`l b]j Yfg]hÅh  
6Yf\_Y`Ym]b`?U`]Zc fb]Yb`ni `k YfXYb```b`; YgdfÅW`Yb`a ]h`XYf`l 7  
6Yf\_Y`Ym`\Uh`Yf`VYfY]hg`b`hYfYggY`Ub`Y]bYa`9b[ U[ Ya Ybh  
g][ bU`]g]Yfhž`XUg`bi b`j cb`XYf`l b]j Yfg]hÅhg`Y]hi b[ `]bhYfb  
Ub[ Y`ØbX][ h`k i fXY``<UVYW\_`d`Ubh`Y]bY`J cf`Ygi b[ gfY]\`Yž`X]Y`g]W  
a ]h`XYa`H`Ya U`?f]gYb`VYgW`ÅZh][ Yb`k ]fXž[ Ya Y]bgUa`a ]h`XYf  
²`\_cbca ]YdfcZYggcf]b`l`f]\_Y`A U`a YbX]Yfž`X]Y`gY]h`&\$&&`A ]h[ `]YX  
]a`GUW`j YfghÅbX][ YbfUh`]gh`XYk YnYh`VYf]W`hYhj cb`X]YgYb  
9bhk ]W`i b[ Yb"

< UVYW\_g`a Ø[ `]W`Y`HÅh][ \_Y]h`Ub`XYf`l G!9`]hYi b]j Yfg]hÅh`\_ca a h`ni

Y]bYa `NY]hdi b\_hžUb`XYa`Yf`gY]bY`?Uff]YfY`bUW`XYa  
5i ggWY]XYb`Ui`g`XYf`6i`bXYgfY[ ]Yfi`b[ `bYi`Ui`gf]W`hYb`a`ØW`hY"  
9f`]gh`XYfnY]h`bcW`A`]h[ `]YX`]a`5i`gk`Åfh][`Yb`5i`ggW`i`gg`XYg  
6i`bXYghU[`gž`k`c`Yf`g]W`i`a`X]Y`6Yn]Y\i`b[`Yb`nk`]gW`Yb  
8Yi`hgW`UbX`i`bX`XYb`I`G5`\_Øa`a`Yfh"

## DYfgØb`]W`Y`i`bX`d`c`]h]gW`Y`I`a`VfØW`Y`Y

B`UW`XYf`6i`bXYghU[`gk`U\`]a`:`YVfi`Ufž`VY]`XYf`X]Y`:`fØbYb  
Gh]a`a`Ybj`Yf`i`ghY`Yf`]hY`bž`\Uh`<`UVYW`Ub[`Y`ØbX][`hž`g]W`Ui`g  
:`Ø\fi`b[`gdcgh]h]cbYb`]bbYf\U`V`XYf`DUfhY]`ni`fØW`ni`n]Y\Yb`"9f  
k`i`fXY`ni`gUa`a`Yb`a`]h`XYf`Y\Ya`U`][`Yb`5i`»`Yba`]b]ghYf]b`5bbU`YbU  
6UYfVcW`\_`Ui`g`X]YgYb`:`i`b`\_h]cbYb`Yb`h`UggYbž`Y`h`hYfYf  
J`c`f`g]h`nYb`XYf`XYf`I`B!`YbYfU`j`YfgUa`a`i`b[`i`[`Yk`c`f`XYb`]gh"  
6Yf]W`hYb`ni`Zc`[`Y`d`Ubh`<`UVYW`ž`gY]b`6i`bXYghU[`ga`UbXUh`V]g`ni`f  
dUf`Ua`Yb`hUf]gW`Yb`Gca`a`YfdUi`gY`b]YXYfni`Y[`Yb`"9g`[`]Vh`VYfY]hg  
,`VYf`Y[`i`b[`Yb`ž`XUgg`A`UmfU`J`f]YgYa`Už`Y]bY`&`\*`!`Å\`f][`Y`Dc`]h]\_Yf]b  
Ui`g`GW`Y`gk`][`!`<`c`ghY]bž`\a`bUW`Zc`[`Yb`\_ØbbhYž`k`]Y`X]Y`**b!`hj**  
VYf]W`hYh"

9]b`9b[`U[`Ya`Yb`h`U`g`:`UghXcnYb`h]b`6Yf`\_Y`Ym`\_ØbbhY`g]W`a`]h  
Y]bYa`Zc`fhVYghY\YbXYb`6i`bXYghU[`ga`UbXUh]j`YfY]bVUfYb`UggYbž  
gcZYfb`Yg`g]W`Ui`Z`Y]bY`VY[`fYbnhY`5bnU\`j`cb`J`c`f`Ygi`b[`Yb  
VYgW`f`Åb`\_h`"@Ui`h`XYa`5V[`Yc`f`X`b`Y`h`Yb[`YgYm`X`ØfZYb`5V[`Yc`f`X`b`Y`h`Y  
[`fi`b`X`g`Å`h`]W`Y]bY`VYfi`Z]W`Y`H`Å`h][`\_Y]h`b`Y`V`Y`b`]fYa`A`UbXUh  
Ui`g`ØVYb"

## 9]b`6Y]gd]Y`ZØf`d`c`]h]gW`Y`?`Uff]YfYb

<`UVYW`g`\_`ØbZ]h[`Y`F`c`Y`Y]b`6Yf`\_Y`Ym`Yf]bbYf`h`Ub`æ`gW`\_U`:`]gW`Yfž  
XYf`bUW`gY]bYf`d`c`]h]gW`Yb`?`Uff]YfY`U`g`:`Ughd`fcZY`ggc`f`Ub`XYf  
Df]bW`h`c`b`i`b]j`Yfg]h`m`h`Å`h][`k`Uf`"8]YgY`9b`hk`]W`i`b[`nY][`hž`k`]Y  
Dc`]h]\_Yf`,`VYf[`Åb[`Y`nk`]gW`Yb`ØZYb`h]W`Ya`8]Yb`gh`i`b`X  
U`\_`UXYa`]gW`Yb`9b[`U[`Ya`Yb`hg`j`c`n]Y\Yb`\_ØbbYb`"6]g`Ub[`i`ghY\`h  
Y]bY`c`Z]n]Y`Y`6Ygh`Å`h][`i`b[`XYf`i`b]j`Yfg]h`Å`h`i`b`X`Y]bY`j`c`gh`Å`b`X][`Y  
?`Å`fi`b[`j`cb`<`UVYW`g`9b[`U[`Ya`Yb`h`Ui`h`nY]h`X`Y`bcW`Ui`gž`X`c`W  
X]Y`J`c`f`VYfY]h`i`b[`Yb`g]b`X`Yf`\_Y`bb`VUf`]a`:`Ub[`Y"

8YhU]`g	
J c f Z U ``	Gcbgh][ Yg
C fh	6Yf_Y`Ymž?U`]Zc fb]YbžI G5
E i Y ``Yb	<ul style="list-style-type: none"> <li>• k k k "XYk YnYh"XY</li> <li>• k k k "b!hj "XY</li> <li>• k k k "nY]h"XY</li> </ul>

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