

@Y]dn][ Yf`J Yf`U[ `GdYWhcf`6cc\_g`fÀi a h  
VY]`gWÀ ÒbghYb`6ØWÀ Yfb`UV`°

@Y]dn][ g`J Yf`U[ `GdYWhcf`6cc\_g`]gh`a ]hj` ]Yf`5i gnY]WÀ bi b[ Yb  
XYf`/ ei ch/gWÀ ÒbghYb`XYi hgWÀ Yb`6ØWÀ Yf`&\$&)/ ei ch/  
YfZc`[ fY]WÀ "8]Y`DfY]gj Yf`Y]\i b[ `ZUbX`Ua` `%"`"'> b]`]b`6Yf`]b  
ghUhh"



@Y]dn][ ž`8Yi hgWÀ `UbX`!`5a` `A cbhU[ `k i fXYb`]b`6Yf`]b`X]Y  
gWÀ ÒbghYb`XYi hgWÀ Yb`6ØWÀ Yf` `&\$&) `Ui g[ YnY]WÀ bYhž`Y]b  
9fY][ b]gž`XUg`X]Y`<YfnYb`j cb`6i WÀ`]YV\UVYfb`\Ò\Yf`gWÀ`U[ Yb  
`Àggh" @Ui h`A 8 F` \Uh`Y]bY`i bUV\Àb[ ] [ Y`> fm`Ui g`fi bX`\* \$\$  
9]bgYbXi b[ Yb`]bg[ YgUa h`&) `Di V`]\_Uh]cbYb`[ Y\_Øfh" `I bhYf`X]YgYb  
\YfUi gfU[ YbXYb`K Yf`\_Yb`g]bX`ZØbZ`H]hY`Ui g`A ]hhY`XYi hgWÀ `UbXž  
k cVY]`XYf`@Y]dn][ Yf`J Yf`U[ `GdYWhcf`6cc\_g`[ `Y]WÀ ]j ]Yf  
5i gnY]WÀ bi b[ Yb`Y]b\Y]a gYb`\_cbbhY" `9]b`k Y]hYfYg`dfÀa ]YfhYg  
K Yf`\_`\_ca` a hij`ca` `K Y]a UfYf`J Yf`U[ `A` `6cc\_g"

GdYWhcf`6cc\_g`\Uh`g]WÀ `U`g`XYf`YfZc`[ fY]WÀ ghY`J Yf`U[ `XYg  
K YhhVYk Yfv`g`YhUV`]Yfhž`VY`\_Ubbh`ZØf`Di V`]\_Uh]cbYb`ž`X]Y`Ub`XYf

GWxb]hghY`Y`j cb`?i bghz`H\Ycf]Y`i bX`8Yg][ b`Ub[ Yg]YXY`hig]bX" `9]b  
<][ \`][ \`hi bhYf`XYb`dfÅa` ]YfhYb`6ØW`Yfb`]gh`X]Y`ZØbZHY`][ Y  
9ggUmFY)\Y`j cb`5`YI UbXYf`?`i [ Yž`X]Y`g]W`a` ]h`?Øbgh`]W`Yf  
ϑhY`][ Ybn`]b`XYf`:]`a`\_i bgh`VYgW`ÅZh][ h``8UfØVYf`\]bUi g  
UbU`mg]Yfh`Ci UbU`:] ci f]bcj`]hW`g`K`Yf`\_`FU]g]b[ `h\Y`7i fhU]b`nk`Y  
gck`Yh]gW`Y`C`dYfb`\Åi`gYfž`k`Ug`X]Y`h\Ya`Uh]gW`Y`6UbXVfY]hY`XYf  
Ui`g[ YnY]W`bYhYb`K`Yf`\_Y`Y]bXfi`W`\_gj`c``nY][ h`

## J ]Y`ZU`h`XYf`? UhY [ cf]Yb

8Yf`DfY]g`Zc`\_i`gg]Yfh`g]W`b]W`h`bi`f`Ui`Z`XYb`ϑ`\U`hž`gc`bXYfb`VYhcb`h  
Ui`W`X]Y`[ YghU`hYf]gW`Yb`E`i`U`]h`Å`hYb`XYf`K`Yf`\_Y``8]Y`5i`gk`U`\`  
YfZc`[ h`]b`ZØbZ`? UhY [ cf]Yb.

- 5``[ Ya`Y]bY`@]hYfUhi`f.`K`Yf`\_Y`k`]Y` `8]Y`HfUi`Yf`XYf`  
HUb[ YbhY`i`bX`:]FU[ a`YbhY`Y]bYf`YW`hYb`\_`cbY`k`i`fXYb`  
Ui`g[ YnY]W`bYh`
- : UW`VØW`Yf.`Ni`XYb`dfÅa` ]YfhYb`H]hY`b`n`Å`\`Yb`  
`7cbghfi`Wh]j`Y`8]gcVYX]YbW`i`bX`FU]g]b[ `h\Y`7i`fhU]b` "`
- FUh[ YVYf`#GUW`VØW`Yf.`<]Yfni`i[ Y\`ØfYb`Dfchchmd`  
`%-`&`,`!`'`i`bX`?`i`hi`fhYW`b]\_`?`cW`Yb` "`
- ?`i`bgh!`i`bX`:]`chc`VØW`Yf.`J]g]V`Y`i`dcb`6fYU`\_Xck`b`  
i`bX`6i`W`Ybk`U`X`g]bX`XUfi`bhYf`
- ?]bXYf!`i`bX`:]`[ YbXVØW`Yf.`H]hY`k`]Y`A`i`g`\_Y`gU`Uh`  
i`bX`ϑW`i`bX`XYf`NUi`VYfk`ØfZY`k`i`fXYb`[ Yk`ØfX][ h`

6YgcbXYfg`VYa`Yf`\_Yb`gk`Yfh`]gh`gY]h`%-`&`X]Y`J]Y`ZU`hž`X]Y`XYf`  
K`YhhVYk`YfV`XYf`XYi`hgW`Yb`6i`W`dfcXi`\_h]cb`nY][ h``8]Y`Gh]Zhi`b`[  
6i`W`\_i`bgh`\YVh`\Yfj`cfž`XUgg`X]Y`5i`gk`U`\`b]W`h`bi`f`Y]b`  
GW`Ui`ZYbghYf`\_Øbgh`Yf]gW`Yf`6i`W`[ YghU`hi`b[ `]ghž`gc`bXYfb`Ui`W`  
X]Y`6fY]hY`i`bX`H]YZ`XYf`nY]h[ YbØgg]gW`Yb`@]hYfUhi`f`  
k]XYfgd]Y[ Y`h``8]Y`E`i`U`]h`Å`h`i`bX`XYf`\_fYUh]j`Y`l`a`[ Ub[ `a`]h`XYa`  
A`YX]i`a`6i`W`g]bX`XUVY]Yb`hgW`Y]XYbXY`?`f]hYf]Yb`

## 6i W [ YghU`hi`b [ `]a`:]`c`\_i`g

8]Y`6YXYi`hi`b[ `]cb`Y`gh`Yh]\_`i`bX`5i`h\Ybh]n]h`Å`h`k`i`fXY`Ui`W`j`cb`  
ž`fma`]h[ `]YXYfb`k`]Y`H]a`c`FY[ Yf`i`bX`l`f]\_Y`K`c``YbVYf[

\Yfj cf[ Y\cVYb" GW\Ob\Y]h'U`Y]b'fY]W\h'b]W\h'Ui g ž'VYhcbh  
 FY[ Yfž' a Ub'a i gg'Ui W\X]Y'9W\h\Y]h'i bX'X]Y'6Yn]Y\i b[ 'XYg  
 8Yg][ bg'ni a 'b\U'h'VYUW\hYb "'8]Y'ž fmUfVY]hž'VYgW\fY]Vh  
 K c`YbVYf[ ž']gh'Y]bY'VYfY]W\YfbXY'9fZU\fi b[ ž'X]Y'FUi a 'Z0f  
 5i ghUi gW'i bX'bYi Y'DYfgdY\_h]j Yb'V]YhYh"8Yf' DfY]g'XYf'Gh]Zhi b[  
 6i W\_i bgh ž'XYf'VY]X'Yf'DfY]gj Yf'Y]\i b[ 'Ua '\*"'GYdhYa VYf'&\$&(  
 ]a 'A i gYi a '5b[ Yk UbXhY'?i bgh]b': fUb\_Zi fhj Yf`Y\Yb'k ]fXž']gh  
 a ]h%\$"\$\$\$'9i fc'Xch]Yfhž'k Ug'XUg' b'YfYggY'Ub'[ i hYb'60W\Yfb  
 k Y]hYf'ghY][ Yfb'X0fZhY"

b'Y]bYf'K Y'hž]b'XYf'X][ ]hU`Y'A YX]Yb'cZh'Xca ]b]YfYbž'gYhnh'X]YgYf  
 K YhhVYk YfV'Y]b'ghUf\_Yg'NY]W\Yb'Z0f'X]Y'K YfhgW\Åhni b[ 'j cb  
 6i W\_i bgh'i bX'!\YfghY`i b[ 'i bX'Z0fXYfh'XUg'6Yk i gghgY]b'Z0f'X]Y  
 [ YghU'hYf]gW\Yb'9'Ya YbhYž'X]Y'60W\Yf'ni 'Y]bYa 'VYgcbXYfYb  
 9f'YVb]g'a UW\Yb"K ]Y'k ]W\h][ 'X]YgYf'5gdY\_h]ghž'nY][ Yb'Ui W\X]Y  
 j ]Y'Yb'hc`Yb'9]bgYbXi b[ Ybž'X]Y'ž fma ]h[ 'YX'<Uff]'?i \b  
 VY[ Y]ghYfh'f0W\_a Y`XYh"

8YhU]`g	
C fh	@Y]dn][ ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Xf"XY</li> <li>• k k k "gh]Zhi b[ !Vi W_i bgh"XY</li> <li>• k k k "VcYfgYbV`Uhh"bYh</li> </ul>

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