

DfU\_h]\_i a gdfÀa ]Y. 'Gc 'ghUfhYh'7\Uf`c hhY  
]\fYb`HfUi a `]a `< UbXk Yf\_°

7\Uf`c hhY `?i bYfh'gdf]W h'ØVYf`]\fY`9fZU\fi b[ Yb`]b`XYf  
< UbXk Yf\_gUi gV]`Xi b[ `]b`GUW`gYb!5b\U`h'i bX`X]Y  
DfU\_h]\_i a gdfÀa ]Y`XYg`@UbXYg"



K ]hhYbVYf[ ž`8Yi hgW`UbX`!`đ`XYb`YhnhYb`đ\`fYb`\`Uh'g]W`XUg  
DfU\_h]\_i a ggmghYa `]b`XYb`< UbXk Yf\_gVYhf]YVYb`i bX`XYf  
@UbXk ]fhgW`UZh'ghUf`\_`YhUV`]Yfh"9]b`6Y]gd]Y`'\`]YfZØf`]gh'7\Uf`c hhY  
?i bYfhž`X]Y`ZUgh]\`f`YfghYg`5i gV]`Xi b[ g`U`f`]b`Y]bYa `K ]hhYbVYf[ Yf  
< UbXk Yf\_gVYhf]YV`UV[ YgW`cggYb`\`Uh"GW`cb`U`g`GW`Ø`Yf]b`k Uf  
Yg]\`f`HfUi a ž]a `< UbXk Yf\_`h`h]h[ `ni`gY]b" `À`fY`F`Y]gY`Xcfh\]b  
VY[ Ubb`a ]h`Y]bYa `: Yf]YbdfU\_h]\_i a ž`XUg`j ca `@UbX`a ]h`Y]bYf`  
**DfU\_h]\_i a gdfÀa ]Y**`i bhYfgh`Ø`hnh`k`i`fXY" `A ]h`X]YgYf`DfÀa ]Y`gc`Yb  
GW`Ø`Yf`X]Y`A`Ø[ `]W`\_Y]h`Yf`\`U`h`Yb`ž]b`j`YfgW`]YXYbY`6Yhf]YVY  
\]bY]bni`gW`bi`ddYfb`i`bX`a`Ø[ `]W`Y`5i`gV]`Xi`b[`gVYfi`ZY`ni  
Yf\_i`bXYb"

8]Y`:`ØfXYfi`b[ `]gh`UhfU\_h]j`.`BYVYb`XYf`DfÀa ]Y`[ ]Vh`Yg`ZØf`X]Y

DfU\_h]\_UbhYb`ni XYa`%&\$`9i fc`dfc`K cWXY``5i gV]`XYf`7\`f]gh]Ub  
; fUi` \Uh]`b`gY]bYa`6Yhf]YV`gY]h`XfY]`š\`fYb`[ i hY`9fZU\`fi b[ Yb`a` ]h  
X]YgYa`A cXY``[ YgUa` a`Y`h`GY]b`6Yhf]YV` \Uh`g]W`Ui`W` ]b`X]YgYa  
š\`f`k` ]YXYf`ZØf`Y]bYb`DfU\_h]\_UbhYb`Yb`hgW` ]YXYb`ž`k` Ug`g]W`U`g  
j`c`fhY]` \UZh`ZØf`X]Y`5i gV]`Xi b[ `Yfk` ]YgYb` \UH` `9g` ]gh`gdUbbYbX`ni  
gY`Yb`ž`k` ]Y`i` bhYfgW` ]YX` ]W`X]Y`A`ch]j` Uh]cbgb]j` YUi` g`i` bgYfYf  
5i`gni`V]`XYbXYb`g]bX`ž`VYf]W`hYh`; fUi` "

## DfU\_h]\_U`i` b`hYf`XYa` `GW`i` hn`XYg š` [ YbXUfVY]hggW`i` hn[ YgYhnYg

8cW`k` ]Y`g]Y`h`Yg`fYW`h]W`Ui` g3`š` [ YbX`]W`Y`ž`X]Y`Y]b`DfU\_h]\_i` a  
UVgc`j` ]YfYb`ž`g]bX`Xi` fW`XUg`š` [ YbXUfVY]hggW`i` hn[ YgYhn  
fš`fV`GW`; k`[ i`h`[ YgW`Ø`h`h`8` ]YgYg`; YgYhn`fY[ Y`h`X]Y  
6YgW`À`Zh][ i`b`[ j`cb`š` [ YbX`]W`Yb`i` bhYf`%` `š\`fYb`i` bX`ghY``h  
g]W`Yf`ž`XUgg`g]Y` ]b`Y]bYa` `g]W`YfYb`i` a`ZY`X`UfVY]hYb``; YbUi` Yf  
[ YgU[ hž`š` [ YbX`]W`Y`XØfZYb`bi` f`Y]W`hY`H`À`h][ \_Y]hYb`Ui` gØVYb`ž`X]Y  
]\`fYa` `5`hYf`Yb`hgd`fYW`Yb`ž`i` bX`a` ØggYb`Ui` gY]W`YbX`ØVYf  
a`Ø[ `]W`Y`; Ygi`bX`Y]hg!`i` bX`i` bZU``[ YZU`fYb`Ui` Z[ Y`\_`À`fh`k` YfXYb`"

8]Y`Yf`Ui` VhYb`5fVY]hgnY]hYb`g]bX`\_`Uf`ZYgh[ Y`Y[ h`š` [ YbX`]W`Y`UV  
%)`š\`fYb`XØfZYb`a`U]`ja`U``(\$`Ghi`bXYb`]b`XYf`K`cW`Y`UfVY]hYb  
i`bX`b]W`h`À`b[ Yf`U`g` ,`Ghi`bXYb`Ua`HU[ `` ,`VYfghi`bXYb`g]bX`ZØf  
A`]bXYf`À`\`f][ Y`i`bhYfgU[ hž`i`bX`Yg`[ ]Vh`gdYn]Y``Y`FY[ Y`i`b[ Yb`ZØf  
F`i` \YdUi`gYb` `` \$`A`]bi`hYb`VY]`a`Y`\`f`U`g`(`ž`)`Ghi`bXYb`5fVY]hgnY]h  
i`bX`\*\$`\$`A`]bi`hYb`VY]`a`Y`\`f`U`g`\*`Ghi`bXYb``: Øf` ,`VYfghi`bXYb`[ ]Vh`Yg  
ghfYb[ Y`FY[ Y`b`ž`X]Y`Y]bY` ,`VYfUfVY]hi`b[ j`Yfa`Y]XYb`gc``Yb`i`bX  
g]W`YfghY``Yb`ž`XUgg`X]Y`↑`b[ Yb`A`YbgW`Yb`b]W`h`ØVYfZc`fXYfh  
k`YfXYb`"

## DfU\_h]\_i`a` `U`g`Gdfi`b[ VfYhh`ni`f`5i`gV]`Xi`b[

7\`Uf`c`hhY`i`bX`]\`fY`?`c``Y[ .]bbYb`dfcZ]h]YfYb`b]W`h`bi`f`Z]bUbn]Y``  
j`cb`XYf`DfU\_h]\_i`a`gdf`À`a` ]Y``8i`fW`dfU\_h]gW`Y`9fZU\`fi`b[ Yb  
\_ØbbYb`g]Y`]`fY` :`Yfh][ \_Y]hYb`Yb`hk` ]W`Y`b`i`bX`]`fY` :`À`\][ \_Y]hYb`]a  
<UbXk`Yf\_gVYfY]W`j`YfVYggYfYb``Gc`W`Y``š]h]Uh]j`Yb`g]bX`b]W`h`bi`f`  
k` ]W`h][ `ZØf`X]Y`GW`Ø`Yf]bbYb`i`bX`GW`Ø`Yf`ž`gcbXYfb`Ui`W`ZØf`X]Y

6Yhf]YVYž'X]Y'gc`B UWk i W'g[ Yk ]bbYb`\_ÖbbYb"8]Y'?ca V]bUh]cb  
 Ui g': ÖfXYfi b[ `i bX`fYW'h]WYa `GWi hn'a UW'h'XUg'DfU\_h]\_i a `ni  
 Y]bYa `YW'hYb`Gdfi b[ VfYhh]b`X]Y`VYfi Z]WY`Ni \_i bZh"

≠g[ YgUa h'nY][ h'g]Wž'XUgg`Xi fW'gc`WY`A U» bU\`a Yb`X]Y  
 5hhfU\_h]j ]hÄh'ZÖf`↑ b[ Y`A YbgWYb`]a `< UbXk Yf`\_ghY][ h`K Ybb  
 a Y\`f`GWØ`Yf`X]Y`A Ö[ `]W`\_Y]h`Yf\`U`hYbž`dfU\_h]gWY`9fZU\`fi b[ Yb  
 ni `gUa a Y`bž`\_Ubb`XUg`Ub[ Zf]gh][ `ni f`G]WYfi b[ `XYg  
 : UW`\_fÄZhYVYXUfZg`VY]hfU[ Yb"

8YhU]`g	
C fh	K ]hhYbVYf[ 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 "\k _!gi YXh\i Yf]b[ Yb"XY</li> <li>• k k k "dfU_h]_i a gghY`Yb"XY</li> </ul>

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