

J cfVYfY]hi b[ 'Ui Z`X]Y`bYi Y`GU]gcb. '5`Y  
HYghgd]Y`hYfa ]bY`&\$&) °

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`HYghgd]Y`hYfa ]bY`XYf`&"  
@UbXYg`][ Už]b`\_i`g] Y`GJ` ; YfUgXcfZ`GhUa a YfgXcfZ`  
J cfVYfY]hi b[ 'UV`%"'†`]'&\$&) "



GhUa a YfgXcfZž`² ghYffY]Wx`!`K ]YbYf` : i » VU`ZUbg`XØfZYb  
Ui ZUha Yb. '8]Y`Gca a Yf!J cfVYfY]hi b[ 'Ui Z`X]Y`bYi Y`GU]gcb`XYf`&"  
@UbXYg`][ U` \Uh`VY[ cbbYb`"5a` %"'"†`]'&\$&) `Z]Y`XYf`GhUfhgWxi gg  
ZØf`X]Y`J`YfY]bY`XYf`@[ Už`X]Y`g]Wx`Ui Z`X]Y`VYj`cfghY`YbXYb  
HYghgd]Y`Y`j`cfVYfY]hYb`"9]b` , VYfV`]W\_`ØVYf`X]Y`HYghgd]Y`hYfa ]bY  
nY][ hž`XUgg`Yg`ZØf`X]Y`A`UbbgWx`UZhYb`]b`XYb`\_ca`a`YbXYb`K`cWxYb  
j`]Y`ni`hi`b`[ ]Vh`"8Ug`@= 5DC FH5@[ ]Vh`Y]bYb`i`a`ZUggYbXYb  
9]bV`]W\_`]b`X]Y`UbghY`YbXYb`Gd]Y`Y"

8]Y`YfghYb`6Y[ Y[ bi b[ Yb`Z]bXYb`VYfY]hg`Ua` %"'"†`]'ghUhhž`i`bhYf  
UbXYfYa`gd]Y`h`5%%[ Y[ Yb`XYb` : 7`6`Z` : Uj`cf]hYb`"J]Y`Y`HYUa`g  
hfYhYb`Ui Z`Y]a`]gWxYa`F`UgYb`cXYf`U`g` ; Ugha`UbbgWx`UZh`Ub`"Gc  
hYghYhi`bhYf`UbXYfYa`G?`7fc!J]YbU`[ Y[ Yb`DchYbXcfZž`k`À`fYbX

8GJ : cfhi bU\$) 'Ua %- "'đ`][ Y[ Yb'G7'<Yfnc[ YbVi f[ 'UbhfYhYb  
k ]fX"

## HYghgd ]Y`Y`]b`XYf` , VYfg]W h

<]Yf`Y]b` , VYfV`]W\_ØVYf`X]Y`\_ca a YbXYb`HYghgd]Y`Y`XYf`&"  
@UbXYg`][ U.

A UbbgW UZh	8 Uhi a	; Y[ bYf	<Y]a #5i gk Åfhg
5%`' F Ud]X	%* "\$+"	: 7`6\Z"	\
C VYf`UU		: Uj cf]hYb	
5GJ`%'	%- "\$+"	GJ`K ]YbYfVYf[ U	
		%- &%	
? GJ`5b_YfVfch	%, "\$+"	5G?	U
A cbhY`@JU		A UbbYfgXcfZ	
G7`7c`i a V]U	%- "\$+"	G7`C`YfgXcfZ	U
: `cf]XgXcfZ			
G?`7fc!J ]YbbU	%- "\$+"	Dc`hYbXcfZ	U

8]Y`J cfZfYi XY`Ui ZgdUbbYbXY`DUfh]Yb`]gh[ fc» žVYgcbXYfg`VY`]XYb  
: Ubğž`X]Y`g]W`Ui Z`X]Y`F ØW`\_Y`f`]`fYf`@]YV`]b[ ga UbbgW UZhYb  
ZfYi Yb" »XYg`HYghgd]Y`V]YhYh`X]Y`A Ò[ `]W`\_Y]hž`bYi Y`Gd]Y`Yf`i bX  
GhfUhY[ ]Yb`ni`VYcVUW`hYb`i bX`X]Y`HYUa`g`Ui Z`X]Y  
VYj cfghY`YbXYb`<YfUi gZcfXYfi b[ Yb`XYf`GU]gcb`Y]bni ghY`Yb"

## 8]Y`Gca a Yfj cfVYfY]hi b[ `XYf`Hcd!

### A UbbgW UZhYb

5VYf`b]W`h`bi f`X]Y`HYUa`g`XYf`&"@UbXYg`][ U`bi hnYb`X]Y`HYghgd]Y`Y  
ni f`J cfVYfY]hi b[ "5i W`X]Y` ; fØb!K Y]» Yb`j cb`F Ud]X`K ]Yb`UVYb  
]\fY`Gca a Yfj cfVYfY]hi b[ `VYfY]hg`]\bhYf`g]W`"BUW`Y]bYf  
]bhYbg]j Yb`GU]gcb`a ]h]bg[ YgUa`h)` `DZ]W`hgd]Y`Ybž`ghUfhYhYb`X]Y  
F Ud]X`Yf`]`fY`J cfVYfY]hi b[ `Ua`&%"`i bX`&&"`đ`b]`a ]h  
gdcfhk ]ggYbgW UZh]W`Yb`HYghi b[ Yb`"8Yf`cZZ]n]Y`Y`HfU]b]b[ gghUfh  
ZUbX`XUbb`Ua`&`"đ`b]`]a`? ÒfbYf`HfU]b]b[ gnYbhf`i a`ghUhh`9]b  
VYgcbXYfYg`<][ \`][ \h`]b`]`fYa`HYghgd]Y`\_U`YbXYf`]gh`XUg

]bhYfbUh]cbU`Y`Gd]Y``[ Y[ Yb`l`b]cb`6Yf`b`Ua` `&\$" `đ `]žZØf`XUg`X]Y  
H]W\_Yh]bZcfa`Uh]cbYb`VYfY]hg`j`YfZØ[ VUf`g]bX" `@Ui`h`G?`F`Ud]X`k`]fX  
Ui`W`Y]b`@j`YghfYUa` `XYf`DUfh]Y`Ui`Z`?`fcbY`HJ`ØVYfhfU[ Yb"

5``Yg`]b`U``Ya` `ghY\Yb`XYb`K` ]YbYf` :` i` »`VU``ZUbg`Y]b][ Y`K`cWYb  
j`c``Yf`gdUbbYbXYf`Gd]Y`Y`i`bX`gdcfh]WXYf`<][ \`][ \hg`VYj`cf``A`]h  
`YXYf`6Y[ Y[ bi`b[ `ghY][ h`X]Y`J`cfZfYi`XY`Ui`ZX]Y`\_ca`a`YbXY`GU]gcbž  
X]Y`j`]Y`j`YfgdfYWXYbX`Ui`gg]Y`h`C`V`X]Y`HYUa`g`]\fY` :`cfa` `ZYgh][ Yb  
\_ÖbbYb`i`bX`a` Ò[ `]WXYgh`YfZc`[ fY]WXY`]b`X]Y`bYi`Y`GU]gcb`ghUfhYbž  
k`]fX`g]WXY`nY][ Yb"

8YhU]`g	
Cfh	GhUa`a`YfgXcfZž`2`ghYffY]WXY
Ei`Y``Yb	<ul style="list-style-type: none"><li>• k k k ``][ UdcfhU`"Uh</li><li>• k k k "g_fUd]X"Uh</li></ul>

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`a`Y]b`!k`]Yb`"bYh