



8]Y'6Ui UfVY]hYb'ghUfhYhYb'ja'5df]'&\$&( 'i bX'VYhfYZZYb'b]W'h'bi f  
X]Y'6Ui a [ UfhYbVfØW\_Yž'gcbXYfb'Ui W'X]Y'Gh'!J Y]h!; UggYž'XYb  
<]Yhn]b[ Yf'?U]'gck ]Y'X]Y'<UX]\_!'i bX'NY\YhbYf[ UggY'"8]Y'GhUXh  
gYhnh'Ui ZY]bY'Yb[ Y'?ccfX]bUh]cb'nk ]gW'Yb'XYb'K UggYf!'i bX  
'?UbU'VUi dfc'Y\_hYbž'i a'X]Y'?cghYb'b]YXf][ 'ni '\U'hYb'i bX'X]Y  
8 UgY]bgj c'fgcf[ Y'YZZ]n]Ybh'ni ' [ YghU'hYb'"8]YgYf'GmbYf[ ]YYZY\_h  
ZØ\fh'XUni ž'XUgg[ 'Y]W'Ub'a Y\fyfYb'GhY''Yb']b'XYf'GhUXh  
J YfVYggYfi b[ Yb'ghUhhZ]bXYb"

## 8 YhU]`g`ni `XYb`6Ui UfVY]hYb

6YgcbXYfYg'5i [ Yba Yf\_' [ ]h'XYf'J Yf'Y[ i b[ 'Y]bYg'<Ø`fc\fg'a ]h  
Y]bYa '8i fW'a YggYf'j cb'%ž\* 'A YhYfb'i bhYf'XYa 'K ]YbZi ggž'XUg  
a ]h'gdYn]Y''Yb'A UgW]bYb']b'XYb'6cXYb'[ YVfUW'h'k ]fX'"8 Ug'bYi Y  
Hf]b\_k UggYffc\ f'gY'Vgh'\Uh'Y]bYb'8i fW'a YggYf'j cb'Y]bYa 'A YhYf  
i bX'k ]fX']b'XYb'\_ca a YbXYb'Gca a Yfa cbUhYb']b'6Yhf]YV  
[ Ybca a Yb'"8]Y'5fVY]hYb'i a ZUggYb'ni XYa 'X]Y'8fi W\_j Yf'Y[ i b[  
j cb'&' 'GhU'\VYhcbfc\fybž'X]Y'ni gUa a Yb'%++'HcbbYb'k ]Y[ Yb"  
8 Ug': Ø[ Yb'X]YgYf'F c\fy'YfZc'[ h]a 'gc[ YbUbbhYb': `mgW!; YghY]b  
i bX']gh'Y]bY'hYW'b]gW'Y'A Y]ghYf'Y]ghi b[ ž'X]Y'X]Y  
K UggYfj Yfgcf[ i b[ 'Ui Z'Ub[ Y'G]W'h'g]W'Yfb'gc''` ðZcfa Uh]cbYb  
ni f'6Ui ghY''Y'i bX'XYb'5fVY]hYb'Z]bXYb' ðhYfYgg]YfhY'ja ' ðZc!  
7YbhYf'Ua ' ; Ui XYbnXcfZYf'; ØfhY'ž'XUg'XcbbYfghU[ g'V]g'gUa ghU[ g  
[ YØZbYh]gh"

8]Y' ðj Ygh]h]cbYb'ZØf'X]YgYg'Dfc'Y\_hž'XUg'U`g'YggYbn]Y''ZØf'X]Y  
J YfVYggYfi b[ 'XYf'Hf]b\_k UggYfj Yfgcf[ i b[ 'i bX'X]Y'J cfVYfY]hi b[  
ZØf'XYb'bYi Yb'K ]YbhU'!?UbU'' [ ]hž'VY'Ui ZYb'g]W'Ui Z'fi bX'XfY]  
A ]''cbYb'9i fc'"8]YgY'A U»bU\ a Y ]gh'HY]'Y]bYf'[ fc»ZÅW][ Yb  
GUb]Yfi b[ ž'VY]'XYf'gY]h'&\$&%]bg[ YgUa h'%\* \$'?]'ca YhYf  
F c\ f'Y]hi b[ Yb']b'K ]Yb'YfbYi Yfh'k i fXYb'"K Ug'XUg[ YbUi  
VYXYi hYh3'8]Y'GhfYW\_Y'Ybhgd]W'h'XYf'8]ghUbn'j cb'K ]Yb'bUW  
6fUh]g'Uj Ui bX'fYhci fž'k Ug'X]Y'8]ja Ybg]cb'XYf'6Ya Ø\i b[ Yb  
i bhYfghfY]W'hž'X]Y'K UggYfj Yfgcf[ i b[ 'XYf'A ]''cbYbghUXh  
bUW\U'h][ 'UVni g]W'Yfb''Gc'VYf]W'hYh'CHG"

## 8 Yf'6`]W\_]b`X]Y'Ni \_i bZh

8 Ug`bÅW ghY` [ fc» Y`Dfc`Y`\_h`ghY`h`VYfY]hg`]b`XYb`GhUfh`ÒW`Yfb.  
 5bZUb[ `&\$&\*`VY[ ]bbh`X]Y`9fbYi`Yfi`b[ `Y]bYf`k`Y]hYfYb  
 K UggYf`Y]hi`b[ `Ui`g`XYa` `š\`f`%-`%\$`Ua` `DfY]bX`ghY[ ``5i`W` `Y]f`k`]fX  
 X]Y`GhUXh`]b`X]Y` ðZfUghfi`\_hi`f`]bj`Ygh]YfYb`ž`i`a` `X]Y  
 J Yfgcf[ i`b[ gg]W`Yf`Y]h`k`Y]hYf`ni` `Yf`Ò`Yb``8]Yg`]gh`b]W`h`bi`f`ZØf  
 X]Y`VYghY`Yb`XYb`Ghfi`\_hi`fYb`k`]W`h][`ž`gcb`XYfb`Ui`W`U`g  
 J cfVYfY]hi`b[ `Ui`Z`X]Y`gh`X`h]g`W`Y`9`b`h`k`]W`\_i`b[ `]b`XYb`b`ÅW`ghY`b  
 š\`fYb``a`a`Yf`]b`a`ÒW`hY`X]Y`GhUXh`g]W`YfghY``Yb`ž`X`Ugg`X]Y  
 K UggYfj`Yfgcf[ i`b[ `a`]h`XYa` `K`UW`ghi`a` `XYf`A`Yhf`cdc`Y`GW`f]h`h  
 `Å`h``9]b`N]Y`ž`X`Ug`Xi`f`W`X]Y`VYfY]hg``Ui`ZYb`XY`9`fb`Yi`Yfi`b[ `XYf`` `  
 <Ui`dhY]hi`b[ `B`cf`X`i`b`X`X]j`YfgYf`Ub`XYfYf`K`UggYf`Y]hi`b[ `Yb`k`Y]hYf  
 j`cf`Ub[ `Yhf]YVYb`k`]fX`ž`k`]Y`Ui`W`j`cb`XYf`K`]YbYf`DfYggY  
 `Yfj`cf[ `Yfi`ZYb`"

Ni`g`Ua`a`Yb`Z`UggY`b`X``Å`ggh`g]W`g`U[ `Yb`ž`X`Ugg`X]Y`GhUXh`k`]Yb`Xi`f`W`X  
 X]YgY`A`U»`b`U`a`Yb`b]W`h`bi`f`X]Y[ `Y[ `Yb`k`Å`fh][ `Y`G]hi`Uh]cb  
 j`YfVYggYfb`k`]`ž`gcb`XYfb`Ui`W`ZØf`X]Y`Ni`\_i`b`Zh[ i`h[ `YfØ`ghY`h`gY]b  
 a`ÒW`hY``8`Ua`]h`gcf[ `h`X]Y`GhUXh`b]W`h`bi`f`ZØf`X]Y`b`ch`k`Yb`X][ `Y  
 Hf]b`\_k`UggYfj`Yfgcf[ i`b[ `ž`gcb`XYfb`Ui`W`X`U`ZØf`ž`X`Ugg`ni`\_Ø`b`Zh][ `Y  
 ;`Yb`Yf`Uh]cb`Yb`]b`K`]Yb`a`]h`Zf]g`W`Ya` `i`b`X`\_`Uf`Ya` `K`UggYf`Ui`g`XYb  
 5`d`Yb`j`Yfgcf[ `h`k`Yf`X`Yb`\_`Ø`b`Yb`"

8 YhU]`g	
C fh	Gh"!J Y]h!; UggYž`%%' \$`K`]Yb`ž`²`ghY`ffY]W`
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "\ Yi hY"Uh</li> <li>• k k k "chg"Uh</li> <li>• dfYggY"k ]Yb"[j "Uh</li> </ul>

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