

K ]YbYf': c fgW\ Yf'Yb hXYW\_Yb 'bYi Ufh][ Yb  
5 bgUhn' [ Y [ Yb '9d ]`Ydg]Y!5 bZÄ`Y°

8 ]Y 'A YX]n]b]gW\Y' l b]j Yfg]hÄh'K ]Yb 'YfZc fgW\h'Y]bYb 'bYi Yb  
H\YfUd]YUbgUhn' [ Y [ Yb '9d ]`Ydg]Yž'i a 'X]Y' l fgUW\Yb'j cb  
5 bZÄ`Yb'ni 'j YfghY\Yb"



K ]Ybž'² ghYffY]W\ 'l'9]b'bYi Yf'5bgUhn' ]b'XYf'9d]'Ydg]YZc fgW\ i b [ Vfb [ h'Z]gW\Yb'K ]bX' ]b'X]Y'6Y\UbX'i b [ 'X]YgYf'k Y]hj YfVfY]hYhYb 9f\_fUb\_i b [ " 'Fi bX'\* ) 'A ]` ]cbYb'A YbgW\Yb'k Y'hk Y]h'Y]XYb'Ub 9d]'Ydg]Yž'Y]bYf'? fUb\_\Y]hž'X]Y'Xi fW\ 'Y]bY'GhØfi b [ 'XYf 9ffY [ i b [ g\_cbhfc`Y' ]b'; Y\ ]fbnY`Yb'j Yfi fgUW\h'k ]fX" '8 ]Y A YX]n]b]gW\Y' l b]j Yfg]hÄh'K ]Yb '\Uh' ]b'Y]bYf'U\_hi Y`Yb'Ghi X]Y'Y]bYb a c`Y\_i `UfYb'A YW\Ub]ga i g'Yb hXYW\_hž'XYf'Y]bY'Yb hgW\Y]XYbXY Fc`Y'VY]'XYf'9bhghY\i b [ 'j cb'Yd]'Ydh]gW\Yb'5 bZÄ`Yb'gd]Y`Yb \_ÖbbhY" '8 ]YgYf'A YW\Ub]ga i gž'VY\_Ubbh'U`g' dUfcl mga U`Y 8Ydc`Uf]gUh]cbggW\ØVY `fD8 Głž'nY]W\ bYh'g]W\ 'Xi fW\ 'Y]bY [ YghY][ YfhY'Y`Y\_hf]gW\Y'5\_hj ]hÄh' ]b'XYb'BYfj YbnY`Yb'Ui g'i bX k ]fX'U`g'J cfVchY'j cb'5 bZÄ`Yb'Ub [ YgY\Yb"K ]Y'X]Y' **A YX]n]b]gW\Y l b]j Yfg]hÄh'K ]Yb'VYf]W\hYhž'VYghÄh][ h'X]Y' < mdch\YgYž'XUgg'D8G**

Ui W\`VY]`XYf`9bhghY\i b[ `XYf`9f\_fUb\_i b[ `Y]bY`nYbhfU`Y`F`c``Y  
gd]Y`Yb"

8]Y`9f\_Ybbhb]ggY`XYf`Ghi`X]Y`nY][`Ybž`XUgg`D8`G`]bgVYgcbXYfY`]a  
?cbhYI`hj`cb`<]fbgW\`ÅX][`i`b[`Yb`k`]Y`bUW\`Y]bYa`GW\`U[`UbZU``cXYf  
GW\`ÅXY`!<]fb!HfUi`a`U`Ui`ZhFYhYb`i`bX`\_i`fnZf]gh][`Y]bYb  
GW\`i`hna`YW\`Ub]ga`i`g`]a`<]ddcWJa`di`g`U`\_hj`]YfYbž`XYf`YXcW\`  
`Ub[`Zf]gh][`ni`UbZU``gUfh][`Yb`Y`Y`\_hf]gW\`Yb`9bh`UXi`b[`Yb`Z0\`fYb  
\_Ubb``6]g\`Yf`k`i`fXYb`9d]`Ydg]Y!5bZ\`Y`ØVYfk`]Y[`YbX  
gma`dhca`Uh]gW\`VY\`UbXY`hž`i`a`X]YgY`ni`i`bhYfXfØW`Yb``A`]h`XYb  
bYi`Yb`b`Zcfa`Uh]cbYb`Ui`g`XYf`Ghi`X]Yž`X]Y`]a`i`xi`fbU`cZ  
BYi`fcgW]YbW`i`j`YfØZZYbh]W\`h`k`i`fXYž`\_ØbbhY`Yg`YXcW\`a`Ø[`W\`  
gY]bž`dfÅj`Ybhj`Y`6Y\`UbX`i`b[`Yb`Z0f`gdYn]Z]gW\`Y`9d]`Ydg]YZcfa`Yb  
ni`Ybhk`]W`Y`b``@Ui`h`XYf`A`YX]n]b]gW\`Yb`i`b]j`Yfg]hÅh`K`]Yb`g]bX  
VYfY]hg`k`Y]hYfY`Ghi`X]Yb`]b`D`Ubi`b[`ž`i`a`i`[`fi`bX`Y[`YbXY`H\`YfUd]Yb  
j`cfUbni`hfY]VYb"

9]b`6`]W`\_`\`]bhYf`X]Y`?`i`\_]ggYb`XYf`:`c`fgW\`i`b[

8]Y`5fVY]hg[`fi`ddY`9d]`Ydg]Yž`[`Y`Y]hYh`j`cb`DfcZ``8f``a`YX``>`F`Åa`]ž  
VYgW\`ÅZh][`h`g]W\`a`]h`XYf`J`YfVYggYfi`b[`j`cb`8]U[`bcgh]\_ž`H\`YfUd]Y  
i`bX`Dfc[`bcgYY]bgW\`Åni`b[`j`cb`9d]`Ydg]Yb``b`XYf`:`c`fgW\`i`b[  
`Y][`h`XYf`:`c`\_i`g`bYVYb`D8`G`Ui`W\`Ui`ZXYf`gYa`]c`c[`]gW\`Yb`5bU`mgY  
i`bX`XYf`9`Y`\_hfcYbnYd\`U`c[`fUZ]Y`fØ9;`Łž`i`a`gc`X]Y  
i`bhYfgW\`]YX`]W\`Yb`5bZU``ghmdYb`VYggYf`ni`i`\_`Ugg]Zn]YfYb`i`bX`ni  
j`YfghY\`Yb``8]Yg`]gh`YbhgW\`Y]XYbX`Z0f`X]Y`8]U[`bcgY`i`bX`X]Y  
@c`\_U`]g]Yfi`b[`j`cb`5bZU``gi`fgdfi`b[`gncbYb`VY]Zc`\_U`Yb`9d]`Ydg]Yb"

9]b`k`Y]hYfYf`8`fUb[`ni`f`b`bcj`Uh]cb`nY][`h`g]W\`]b`XYf`J`Yfk`YbXi`b[  
bYi`YghYf`HYW\`bc`c[`]Ybž`k`]Y``8]J`YfZU\`fYb`i`bX`?`A`Yh\`cXYb`ni`f  
5bU`mgY`j`cb`5bZ\`Yb``8]YgY`5bgÅhnYž`gc`X]Y`@A`I`'?`]b]\_i`a`ž  
hfU[`Yb`XUni`VY]ž`X]Y`5i`gk`]f`\_i`b[`Yb`j`cb`9d]`Ydg]Y`Ui`ZX]Y  
@VYVbgei`U`]hÅh`XYf`DUh]YbhYb`ni`j`YfghY\`Yb`i`bX`ni`j`YfVYggYfb``  
8]Y`?`ca`V]bUh]cb`Ui`g`a`cXYfbghYf`HYW\`bc`c[`]Y`i`bX`Zi`bX]YfhYf  
;`fi`bX`U[`YbZc`fgW\`i`b[`V]`XYhY]bY`j`]Y`j`YfgdfYW\`YbXY`6`Ug]g`Z0f  
ni`\_ØbZh][`Y`9bhk`]W`\_i`b[`Yb`]b`XYf`H\`YfUd]Y`X]YgYf`W\`fcb]gW\`Yb  
bYi`fc`c[`]gW\`Yb`9f\_fUb\_i`b[`"

8]Y`k Y]hYfY': cfgW\i b[ `k ]fX`XU\Yf`YbhgW\Y]XYbX`gY]bži a `b]W\h  
 bi f`X]Y`Gma dhca Y`j cb`9d]`Ydg]Y`ni `VY\UbXY`bž`gcbXYfb`Ui W`X]Y  
 l fgUW\Yb`bUW\`U`h][ `ni `VY\_`Aa`dZYb" `8 Ug`@]W\h`Ua `9bXY`XYg  
 Hi bbY`g`ZØf`j ]Y`Y`6YhfcZZYbY`\_ÖbbhY`Xi fW`X]YgY`bYi Yb  
 k ]ggYbgW\UZh`]W\Yb`9f`\_Ybbhb]ggY`[ fY]ZUfYf`k YfXYb"

8YhU]`g	
C fh	K ]Ybž`2 ghYffY]W\
E i Y`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Y]bVYn]f_"Uh</li> <li>• k k k "a YXi b]k ]Yb"UWUh</li> <li>• k k k "`a i !_`]b]_i a "XY</li> </ul>

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