

9]g\ cW\_Ym! Nc ZZ' ]b '6 UmYfb. '6i f[ Ui 'Vf]W\ h  
F Y[ Y`b`i bX`gc f[ h`ZØf`5i ZfY[ i b[ °

9]g\ cW\_Ym]b`A ]YgVUW\ . ?cbhfcj YfgYb`i a` ?cbh]b[ YbhghY`Yb  
]b`XYf`6UmYfb`][ Už`k`À\ fYbX`H9J`A ]YgVUW\`g]W\`Ui`Z`X]Y  
GU]gcb`&\$&) #&\*`j`cfVYfY]hYh"



6i f[ Ui ž`8Yi hgW\`UbX`!`!`b`XYf`9]g\ cW\_Ym!6UmYfb`][ U``Ai`Zh  
XYfnY]h`Yhk`Ug`Ui`g`XYa`Fi`XYf`"8Yf`9GJ`6i f[ Ui`YbhgdFUW\`b]W\ h  
XYa`VYfY]hg`U`g` ; Ybh`Ya`Yb`g`5[ fYYa`Ybh`VYnY]W\`bYhYb  
ZfY]k` ]`][ Yb`GY`VghVYgW\`f`Äb`\_i`b[ gUb[ YVchž`XUg`j`cb`Y]bYa  
; fc»hY]`XYf`@[ U`i`bhYfghØhnh`k`]fX`"B`cfa`U`Yfk`Y]gY`UVYb`X]Y  
HYUa`g`j`YfY]bVUfhž`X]Y`NU\`" ]\`fYf`?cbh]b[ Ybhgd]Y`Yf`Ui`Z`nk`Y]  
Ui`g`ÄbX]gW\Y`5`\_hYi`fY`ni`VYgW\`f`Äb`\_Yb`"8cW\`bUW\`XYa`Gca`a`Yf  
&\$&(`ž`U`g`X]Y`J`YfY]bY`5a`VYf[ ž`I`a`i`bX`6i`W\`cY`Y]bYb`Y][ YbYb  
K`Y[` ]`][ Yb`i`bX`bi`b`XfY]?cbh]b[ Ybhgd]Y`Yf`Y]bgYhnYbž`Y][ h`XYf  
: c`\_i`g`Ui`Z`XYa`9GJ`6i f[ Ui`ž`XYf]b`XYf`\_ca`a`YbXYb`GU]gcb`a` ]h  
g]YVYb`ghUhh`nk`Y]`Ui`g`ÄbX]gW\Yb`Gd]Y`Yfb`UbhfYhYb`k` ]`"8]Yg`gc f[ h  
ZØf`j`Y`5i`ZfY[ i`b[`i`bX`a`UW\`h`XYi`h]W\`ž`XUgg`b]W\`h`U`Y  
A`UbbgW\`U`ZhYb`Ub`Y]bYa`GhfUb[`n]Y\Yb`"A`Yf`\_i`f`VYf]W\`hYhž`XUgg

6i f[ Ui 'g]W\ 'Ui Z'XUg'9I !F YW\ h'VYfi Zh'k Y'W\ Yg'X]Y'ZfY]Y  
5fVY]hgd`Uhnk U\`']bbYf\U`V`XYf'9I 'i bhYfghØhnh"

H9J 'A ]YgVUW\g'J cfg]hnYbXYf'GhYZUb'A cgYf'YbHgW\]YX'g]W\ž'Y]b  
GW\fy]VYb'ni f'I bhYfghØhni b[ 'XYf'GY'VghVYgW\ fÅb\_i b[ 'Ui Z'XfY]  
?cbh]b[ YbhghY`Yb'ni 'j YfZUggYb"N]Ya `]W\ 'j ]Y`Y'?`i Vg' ' [ YbUi '%(  
j cb`%\*` ' \UVYb`X]YgYg'GW\fy]VYb`i bhYfnY]W\ bYh"@YX][ `]W\  
6i f[ Ui 'i bX'XYf'7'i V'Ui g'GW\k Y]bZ' fh'V']YVYb'Ui » Yb'j cf"6i f[ Ui  
\Uh'YXcW\ '6YXYb\_Yb' [ YÅi » Yfh'XU'XUg'8c\_i a Yb'h'a ]h'XYa '@[ c  
XYg'6UmYf]gW\Yb'9]ggdcfhJ YfVUbXYg'f69J Łj YfgY\Yb'k Uf"8Yf  
@[ U`Y]hYf': fUb\_'6i hn'VYghÅh][ hYž'XUgg'XUg'GW\fy]VYb'b]W\h'j ca  
J YfVUbX'ghUa a h'i bX'XUg'@[ c'b]W\h'j Yfk YbXYh'k YfXYb'gc`hY"  
A cgYf'nY][ hY'g]W\ 'nk Uf'Yb'hÅi gW\h'ØVYf'X]Y'I bY]b][ \_Y]h'i bhYf  
XYb'J YfY]bYbž]gh'UVYf'a ]h'XYb'%'( 'I bhYfgW\ f]ZhYb'hfchXYa  
ni Zf]YXYb"

## 8 ]Y' < YfUi gZc fXYfi b[ Yb'XYg'H9J 'A ]YgVUW\

=a ' ; Y[ YbgUhn'ni 'X]YgYf'?cbhfcj YfgY'\Uh'XYf'H9J 'A ]YgVUW\  
Y]b][ Y': cfhgW\ f]hY'Yfn]Y'hž']bgVYgcbXYfY ']b'XYb`YhnhYb`>\fYb"  
8Yf'J YfY]bž'XYf'a ]h'Yf\YV`]W\Yb'GW\k ]Yf][ \_Y]hYb'k ]Y'j cfnY]h][ Yb  
GW\`Y]» i b[ Yb'XYg'9]gghUX]cbg'i bX'UVfi dhYa 'Gd]Y`YbXY'ni  
\_Åa dZYb'\UhYž'XUfZ'g]W\`ZfYi Ybž'XUgg']a 'ž b]'&\$&%X]Y  
YbYf[ Yh]gW\Y'?ca d`YhHgUb]Yfi b[ 'XYg'GhUX]cbg'YfZc`[ fY]W\  
UV[ YgW\`cggYb'k i fXY" , VYf`\* \$"\$\$\$'9i fc'k i fXYb']bj Ygh]Yfh'ž'i a  
X]Y'<U`YbVY`Yi W\hi b[ 'Ui Z'@98!HYW\ b]\_i a ni ghY`Yb'i bX'X]Y  
<Y]ni b[ gUb`U[ Yb'gck ]Y'GUb]hÅfUb`U[ Yb'ni 'a cXYfb]g]YfYb"8Yf  
Ghfca j YfVfUi W\`\_cbbhY'XUXi fW\`i a `\*\$'DfcnYbh'[ YgYb\_h'k YfXYbž  
k Ug'Y]bY'Å\ f]W\Y'7C &!9bh'Ughi b[ 'j cb'ØVYf'%) \$'HcbbYb  
VYXYi hYh"Fi bX'i a 'X]YgYb'I a VUi 'k i fXY'j ]Y'I bhYfghØhni b[ 'j cb  
9\fybUa h]W\Ybž'HfU]bYfbž'A ]hUfVY]hYfb'i bX'Gdcbgcf'Y]b[ Y\c`h"  
**8 Ug'; Y`VY'6`Uhh`\YVh`Yfj cfž'k ]Y'k ]W\h][ 'X]YgY**  
; Ya Y]bgW\UZhgUfVY]h]b'NY]hYb'XYg'@cW\_Xck bg'k Uf'i bX'k ]Y'gY\ f  
XYf'H9J'ni f': ØfXYfi b[ 'j cb'HYUa [ Y]gh'i bX'gcn]U`Yb'K YfhYb']b  
XYf'ž [ YbXUfVY]hVY]hfÅ[ h"

## 8 ]g\_i gg]cb'ØVYf'X]Y'Gd]Y`YfnU\`fY[ h'Ui Z

6Y]Y]bYf`J YfgUa a `i b[ `XYf`9]g\cW\_Ym!6UmYfb`][ ]ghYb`]a `A U][ UV  
 Yg`VYfY]hg`ghUf\_Y`8]g\_i gg]cbYb`ØVYf`a Ø[ `]WXY`YbXYfi b[ Yb`XYf  
 FY[ Y`i b[ Yb`ni f`Gd]Y`YfnU\`Ui g`UbXYfYb`9I !@AbXYfb``8Yf`9GJ  
 6i f[ Ui `Uh`b`X]YgYa `FU\`a Yb`ZØf`l bfi `Y`[ Ygcf[ hž`XU`Yf`k ]Y  
 Yfk `À\b`h`X]Y`GY`Vghj YfdZ]W`hi b[ gYf`\_`Àfi b[ `VYnØ[ `]W`XYf`9I !  
 Gd]Y`Yf`UV`Y`b`h``9I !fYW`h`]W`]gh`X]Y`G]hi Uh]cb`\_`Uf.`9g`YI ]gh]YfYb  
 \_Y]bY`6YgW`f`Àb`\_i b[ Yb`ZØf`Gd]Y`Yf`Ui g`UbXYfYb`9I !@AbXYfbž`k Ug  
 Xi fW`Y]b`i fhY]`XYg`C`VYf`UbXYg[ Yf]W`hg`<Ua a `VY`\_f`ÀZh][ h`k ]fX`  
 8]YgYg`i fhY]`nY][ hž`XUgg`Y]bY`ZfY]k ]`][ Y`GY`VghVYgW`f`Àb`\_i b[ `XYf  
 J YfY]bY`i bni `Àgg][ `k `ÀfY``5i [ gVi f[ Yf`5``[ Ya Y]bY`VYf]W`hYh  
 ØVYf`X]Y`ff]hUh]cbYbž`X]Y`XUg`H`Ya U`Ub`XYb`J YfY]bYb  
 \Yfj cf[ Yfi ZYb`Uh`

9]bY`gdUbbYbXY`GU]gcb`ghY`h`U`gc`VYj cfž`a ]hj ]Y`Yb  
 <YfUi gZcfXYfi b[ Yb`ZØf`U`Y`6YhY]][ hYb``8]Y  
 9]g\cW\_Ym[ Ya Y]bgW`UZh]gh`Ui Z[ Yfi ZYbž`ni gUa a Ybni `U`hYb`i bX  
 @Øgi b[ Yb`ni `Z]bXYbž`X]Y`b]W`h`bi f`X]Y`K YhVYk YfVgZ`À\][ \_Y]h  
 ZØfXYfbž`gcbXYfb`Ui W`XYb` : U]fd`Um!; YXUb`\_Yb`]b`XYb  
 J cfXYf[ fi bX`fØ`\_Yb``Bi f`gc`\_Ubb`XYf`9]g\cW\_Ymgdcfh`]b`6UmYfb  
 k Y]hYf\]b`V`Ø`Yb`

8YhU]`g	
C fh	6i f[ Ui ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Yf`_i f"XY</li> <li>• k k k "XUg[ Y`VYV`Uhh"XY</li> <li>• k k k "Ui [ gVi f[ Yf!U``[ Ya Y]bY"XY</li> </ul>

6Ygi W`XYb`G]Y`i bg`Ui Z.`bU[ !VUmYfb"XY