

A Y]\_c 'K UbX`'k ]fX`? ccfX]bUhc f': i » VU``.  
B Yi Yf'GWk i b[ 'ZØf'GJ 'GW U`X]b[ °

A Y]\_c 'K UbX`'k ]fX`bYi Yf': i » VU``\_ccfX]bUhc f'VY]a 'GJ  
GW U`X]b[ !<Y]b]b[ "N]Y`.'bUW \U`h][ Y`DYfgcbU`d`Ubi b[ 'i bX  
Gd]Y`YfVYhfYi i b[ "



DUggUi ž'8Yi hgW`UbX`!`8Yf'GJ 'GW U`X]b[ !<Y]b]b[ '\Uh'a ]h  
A Y]\_c 'K UbX`'Y]bYb`bYi Yb`?ccfX]bUhc f': i » VU``'j YfdZ]W hYhž'i a  
XYb`ghY][ YbXYb`5bZcfXYfi b[ Yb`]a 'VUmYf]gW Yb`5a UhYi fZ] » VU``  
[ YfYW h'ni`k YfXYb`"8]Yg`VYf]W hYh'Dbd"XY"8Yf`(' !`Å\][ Y  
K UbX`ž`XYf`\_Øfn`]W`gY]b`HfU]bYfYb[ U[ Ya Ybh`VY]a`HGJ!8`  
C VYfX]YbXcfZVYYbXYh`\Uhž`k ]fX`g]W`\_ØbZh][ 'i a`gÅa h`]W Y  
DYfgcbU`ZfU[ Yb`]a`6YfY]W`GWci h]b[ 'i bX`?UXYfd`Ubi b[  
\_Øa`a`Yfb`"8]YgY`F c`Y`n]Y`h`XUfUi`Z`UVžY]bY`bUW \U`h][ Y  
5i ZghY`i b[ `ni`ZØfXYfb`i bX`X]Y`6YhfYi i b[ `XYf`Gd]Y`Yf`ni  
]bhYbg]j ]YfYb`"

9g`]gh'a ]f`Y]bY`9\fyž`X]YgY`<YfUi`gZcfXYfi b[ `Ubni bY`a`Yb`ž  
Åi » YfhY`K UbX`'gY]bY`: fYi XY`ØVYf`X]Y`bYi Y`5i Z[ UVY`"Ni`gUa`a`Yb`

a ]h'HYUa a UbU[ Yf'Øf[ Yb': i W'g'k ]fX'Yf'X]Y'DYfgcbU'd`Ubi b[ 'XYf  
YfghYb`A UbbgWUZh'XYf'I &' 'gck ]Y'XYf'BUWk i W'ghYUa g  
i bhYfghØhYb'"GY]bY'9fZU\fi b[ Yb'Ui g'j Yf[ Ub[ YbYb'Gd]Y'nY]hYb  
g]bX'k Yfhj c``žXYbb`K UbX`Vf]b[ h'bVYb'gY]bYf'7cUWk ]b[ !  
HÅh][ \_Y]h'Ui W'Gd]Y'dfUI ]g'j cb'J YfY]bYb'k ]Y': 7'Ghi fa  
<Ui nYbVYf[ 'i bX'8ž'J cfbVUW'a ]hž'VY]'XYbYb'Yf'gck c``'Ui ZXYa  
D`Um'U'g'Ui W'Ub'XYf'GY]hYb`]b]Y'U\_h]j 'k Uf"

## K UbX`g`5i Z[ UVYb`i bX`N]Y`Y

8]Y`<Ui dhj YfUbhk cfhi b[ 'j cb`K UbX`k ]fX`X]Y'DYfgcbU'd`Ubi b[  
gY]b'"8UVY]`k ]fX'Yf'Yb[ 'a ]h'XYa 'ghY`j YfhfYhYbXYb'J c fghUbX  
A Uf\_i g'7`Ya Ybg'ni gUa a YbUfVY]hYbž'XYf'X]Y'6YXYi hi b[ 'j cb  
K UbX`g'9fZU\fi b[ 'ja 'GWci h]b[ 'i bX`]b'XYf'?UXYfd`Ubi b[ 'VYhcbh"  
9]b`YZZ\_h]j Yg'GWci h]b[ ž'k ]Y'Yg'Ui W'ja '5a UhYi f!'i bX  
BUWk i W'gZi »VU``i bUVX]b[ VUf']ghž'Yfa Ô[ 'W'h'Ygž'X]Y'HU`YbhY'ni  
]XYb]h]Zn]YfYbž'X]Y'XUg'HYUa 'j YfghÅf\_Yb'\_ÖbbYb'"K UbX`i bX'gY]b  
HYUa 'a ØggYb'fY[ Y'a Å»][ 'j]bX]j ]Xi Y`Y'Gd]Y'Yf'VYcVUW'hYb`i bX  
XYfYb'9bhk ]W\_i b[ 'Xc\_i a Ybh]YfYbž'i a 'X]Y'f]W'h][ Yb  
9bhgWY]Xi b[ Yb'ZØf'X]Y'5i ZghY``i b[ 'ni 'hfYZZYb"  
: i ggVU``hfU]b]b[ "XY`YVh`Yfj cfž'k ]Y'k ]W'h][ 'Yg']ghž'Gd]Y'Yf  
gck c``]b`K Yh\_Åa dZYb'U'g'Ui W'ja 'HfU]b]b[ 'ni 'Yj U'i ]YfYbž'i a  
Y]b`i a ZUggYbXYg'6]'X']\fYf': Å\][ \_Y]hYb'ni 'VY\_ca a Yb"

A Y]\_c`K UbX`d`Ubhž'gY]bY': i »VU``dUi gY'ni 'VYYbXYb`i bX'g]W'j c``  
i bX'[ Ubn'Ui ZX]YgY'k ]W'h][ Y'F c``Y'ni '\_cbnYbhf]YfYb'"GY]bY  
5i Z[ UVY`k ]fX'Yg'gY]bž'X]Y'?UXYfYbhk ]W\_i b[ 'b]W'h'bi f'\_i fnZf]gh][ ž  
gcbXYfb'Ui W'Ui Z`Ub[ Zf]gh][ Y'5i gf]W'hi b[ '\]b'Ubni dUggYb'"8UVY]  
]gh'Yg'j cb'[ fc»Yf'6YXYi hi b[ ž'XUgg'X]Y'BUWk i W'ghU`YbhY'a ]h  
j YfUbhk cfhi b[ gj c``Ya 'GWci h]b[ '[ YZØfXYfhk YfXYb"

## Ghfi \_hi f`XYf`GWX U`X]b[ Yf`ž b]cfYb

DUFU``Y``ni `K UbX`g`9]bghY``i b[ '\Uh'XYf'GJ 'GWX U`X]b[ !<Y]b]b[  
Ui W'bYi Y'HfU]bYf'i bX'?ccfX]bUhcYb'ZØf'X]Y'ž b]cfYb  
j cf[ YghY``h'"?cbfUX'6Y\]b[ Yf'k ]fX'VY]gd]Y`gk Y]gY`X]Y  
I %\*!: ØfXYf'[ U'VY]'XYb'6!ž b]cfYb'\_ccfX]b]YfYbž'k Å\YbX`X]Y  
I %' i bhYf'XYf'@Y]hi b[ 'j cb'HfU]bYf'8Ub]Y`N``bYf'i bX'gY]bYa

5gg]ghYbhYb': `cf]Ub`@cfYbn`ghY\h"5i W\X]Y'I %%k ]fX'j cb': `cf]Ub  
GhYWXYf'i bX'7\]f]gh]Ub`GØ» `VYhfYi h"

- 5!> b]cfYb. `HfU]bYf'>`]Ub`<cVY`gVYf[ Yf
- 6!> b]cfYb. `HfU]bYf`F c`UbX`5gWXYbVYf[ Yfž'5gg]ghYbhYb  
A cf]hn`6Ui YfbZY]bX'i bX`5`fUa`6Ø[ bYfž`HYUa a UbU[ Yf  
7\]f]gh]Ub`6fUbX`
- 7!> b]cfYb. `HfU]bYf'7\]f]gh]Ub': fUb\_
- 8!> b]cfYb. `HfU]bYf'8Ub]Y`N]`bYfž'5gg]ghYbh': `cf]Ub  
@cfYbn
- ?`Y]bZY`X`fI %%i bX`Øb[ YfŁ. `HfU]bYf': `cf]Ub`GhYWXYf  
i bX'7\]f]gh]Ub`GØ»

: Øf`XYb`GJ`GW\U`X]b[ !<Y]b]b[ `ghY`h`X]Y`đhY[ fUh]cb'j cb`K UbX`  
i bX`X]Y`bYi Y`Ghfi \_hi f`XYf'> [ YbXa UbbgW\UZhYb`Y]bYb  
VYXYi hYbXYb`GW\ f]h]b`F ]W\hi b[ `Y]bYf`ghUf\_Yb`Ni \_i bZh`ja  
VUmYf]gWXYb': i » VU`XUf`8]Y`J YfUbhk cfh]WXYb`g]bX`ØVYfnYi [ h  
XUj cbž`XUgg`X]YgY`A U» bU\ a Yb`XUni `VY]hfU[ Yb`k YfXYbž`XYb  
J YfY]b`bUW\U`h][ `k Y]hYfni Ybhk ]W\_Y`b`i bX`HU`YbhY`[ Yn]Y`hni  
ZØfXYfb`8Ua ]h`k ]fX`XYf'; fi bXghY]b`ZØf`Y]bY`j ]Y`j YfgdfYWXYbXY  
gdcfh]WXY`?Uff]YfY`j ]Y`Yf`↑ b[ Yf`Gd]Y`Yf`[ Y`Y[ h"

8YhU]`g	
C fh	DUggUi ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "dbd"XY</li> <li>• k k k "Zi dU"bYh</li> <li>• k k k "Zi ggVU`hfU]b]b[ "XY</li> </ul>

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