

6UW\_Yb`a ]h: fYi XY. `? ]bXYfZYgh`ja  
? ]bXYfa i gYi a `@]W\ hYbfUXY`Ua `%"`† `]`°

5a `%"`† `]`&\$&) `Z]bXYh`ja `? ]bXYfa i gYi a `i bhYfa `8UW`Y]b  
? ]bXYfZYgh`ni a `H\Ya U`6UW\_Yb`ghUhh`GdU» ][ Y`A ]ha UW!  
5\_h]cbYb`i bX`XYf` ; c`XYbY`6UW`ÖZZY` `k UfhYb`Ui ZX]Y  
\_Y]bYb`6Ygi WXYf"



GhY]bghfU» Y`(%ž`%&' \$+`6Yf`]bž`8Yi hgW\`UbX`!`5a `&(" ' † b]  
&\$&) `dfÄgYbh]Yfh`XUg`? ]bXYfa i gYi a `i bhYfa `8UW`]b`6Yf`]b  
Y]b`gdUbbYbXYg: Yghž`XUg`[ Ubn`ja `NY]W\Yb`XYg`6UW\_Ybg`ghY\`h`  
I bhYf`XYa `A chhc` 6UW`a U`k Ug` `k ]fX`X]Y`J YfUbgH`hi b[ `j cb  
XYf` 6f][ UXY`GW\ b]W`GW\ bUW` [ YghU`hYhi`bX`V]YhYh`nU\`fY]W\Y  
i bhYf\`U`hgUa Y`5\_h]cbYb`gck ]Y`\_fYUh]j Y`6UghY`ghUh]cbYb`ZØf`X]Y  
\_Y]bYb`; ÄghY"

6YfY]hg]j cfUV`\UVYb`? ]bXYf`X]Y`A Ò[ `]W\ \_Y]hž`Ub`ZØb`Z`A ]ha UW!  
GhUh]cbYb`X]Y`K Y`h`XYg`6UW\_Ybg`gd]Y`Yf]gW\`ni `YbhXYW\_Yb`"Ni  
XYb`5\_h]j ]hÄhYb`[ Y\`ÖfYb`XUg`? bYhYb`j cb`HY][ ž`XUg`GW\ bi`ddYfb  
Ub]j YfgW\]YXYbYb`; Yk`ØfnYbž`XUg`6UW\_Yb`j cb`6fchYb`i bX`XUg

9bhgdUbbYb`]b [ Ya Øh]WYb`A Y\`gÅW\_Yb" 6Yn]f\_gghUXhfUh`HcV]Ug  
8c`UgY`k ]fX`X]Y`J YfUbghU`hi b[ `a ]h`XYf` , VYffY]Wxi b[ `XYg  
; c`XYbYb`6UW\_`ÒZZY`g `cZZ]n]Y``YfÒZZbYbž`XYf`V]g`ni a ` : Ygh`U`g  
, VYffUgWxi b[ `[ Y\Y]a `V`Y]Vh"

## 8 YhU]`g`ni f`J YfUbghU`hi b [

8]Y`J YfUbghU`hi b[ `Z]bXYh]b`XYf`5`hYb`A `nYfY]`@]WxhYbfUXYž  
GhY]bghfU»Y` ( %ž`%&` \$+`6Yf`]bž`ghUhh"8Yf`9a dZUb[ `i bX`9]b[ Ub[  
VYZ]bXYb`g]Wxi a `) ""C VYf[ YgWxcgg"8]Y`2 ZZbi b[ gnY]hYb`XYg  
?]bXYfa i gYi a g`g]bX`A cbhU[ `V]g` : fY]hU[ `j cb`%( `V]g`% , `l \f`gck ]Y  
GUa ghU[ `i bX`GcbbhU[ `j cb`%%`V]g`%+`l \f`" `bYfYgg]YfhY`\_`ObbYb  
g]Wxi bhYf`XYf`HY`YZcbbi a a Yf`f\$` \$Ł`- \$&`++!` + , , `cXYf`dYf`9!A U]  
Ub`XUg`?]bXYfa i gYi a `i bhYfa `8UW`k YbXYb"

BVYb`XYa ` \Yi h[ Yb`9] Ybh`k ]fX`Ua `%"`š` `]`&\$&) `i a `%"`.\$\$`l \f  
Y]b`ni gÅm`]WYg`?]bXYfZYgh`ni f`5i gghY`i b[ gYfÒZZbi b[ `ja  
?]bXYfa i gYi a `ghUhhZ]bXYb"8]Y`bYi Y`A ]ha UW`Ui gghY`i b[ `a ]h  
XYa `H]hY` 6UW\_`a U`k Ug` `]gh`VYfY]hg`gY]h`XYa `&%`"š` b[ ]YÒZZbYh  
i bX`f]WxhYh`g]Wxi Ub` : Ua ]]Yb`i bX`?]bXYf`ja `5`hYf`j cb`j ]Yf`V]g  
nk Ò`Z`š` \fYb"8Yf`9]bhf]hh`ni `X]YgYa `VYgcbXYfYb`9fY][ b]g`]gh`ZfY]"

## J ]Y`ZÅ`h][ Y`A ]ha UW`Ub [ YV`chY

5a ` 6UW\_`a U`k Ug`!HU[ `XØfZYb`g]Wxi X]Y`6Ygi WYf`Ui Z`Y]b  
UVk YW`g`i b[ gfY]WYg`Dfc[ fUa a `ZFYi Yb"8Uni `[ Y\`ØfYb`i bhYf  
UbXYfYa `H\YUhYf!`i bX`A i g]\_Ui ZZØ`fi b[ Yb`j cb`XYf`6f][ UXY  
GW`b]W\_`GW`bUW\_` ž`k Y]hYfY`6UghY`!5`\_h]cbYb`gck ]Y`\_bi gdf][ Y  
; Ui a YbZFYi XYb"8]Y`ZØbZ`A ]ha UW`!GhU]cbYb`V]YhYb`XYb`↑ b[ Yb  
HY]`bY`a Yfb`X]Y` ; Y`Y[ Yb`Y]hž`Ni hUhYb`ni `Z]bXYb`i bX  
UVni k ]Y[ Ybž` ; Yk ØfnY`ni `Yf`\_i bXYbž`HY][ `ni `bYhYbž`6fchY`ni  
VUW\_Yb`i bX`Y]bZUW`ni `YbhgdUbbYb"

8Ug`?]bXYfa i gYi a `i bhYfa `8UW`]gh`Y]b` \Yfj`c`ffU[ YbXYf`C`fh`ZØf  
: Ua ]]Ybž`i a `[ Ya Y]bgUa `bYi Y`8]b[ Y`ni `YbhXYW\_Yb" `b`6Yf`]b  
[ ]Vh`Yg`nU` \fY]Wxi Y`\_]bXYfZFYi bX`]Wxi Y`A i gYYbž`X]Y`g]Wxi ]XYU`ZØf  
5i gZØ[ Y`a ]h`?]bXYfb`Y][ bYbž`XUfi bhYf`XUg`8Yi hgW`X  
**HYW`b]\_a i gYi a ž`XUg`@UVmf]bh` `?]bXYfa i gYi a `i bX`XUg**

A i gYi a 'ZØf'BUhi f\_i bXYž'X]Y`Yf`YVb]gfY]WXY`5b[ YVchY`ZØf`\_`Y]bY  
9bhXYW\_Yf`VYfY]hghY``Yb"

⊖g[ YgUa hij Yfgdf]W\h'X]Y`J YfUbgU`hi b[ `]a `?]bXYfa i gYi a  
i bhYfa `8UW\`Y]b`i bj Yf[ Ygg`]W\Yg`9f`YVb]g`ZØf` : Ua `])Yb`i bX  
?]bXYf`i bX`]gh`Y]b`k i bXYfVUfYf`5b`Uggž`X]Y` : fYi XY`Ua `6UW\_Yb  
i bX`Ub`\_fYUh]j Yb`5\_h]j ]hÅhYb`ni `hY]`Yb"

8YhU]`g	
C fh	GhY]bghfU» Y` ( %ž`%&` \$+`6Yf`]bž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "VYf`]b"XY</li><li>• VYf`]ba ]h_]bX"XY</li><li>• k k k "ghUXh`UbXhci f"XY</li></ul>

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