

: Yi Yfk Y\ f!9]bgUhn`]b : fY]g]b[ . ; ]Zh][ Y  
7\`cfXÀa dZY`Xi fW\`Di hna ]hhY`[ Ya ]gW\`

⊖: fY]g]b[ `\_Ua`Yg`ni`Y]bYa` ; fc»Y]bgUhn`j cb  
FYhhi b[ g\_fÀZhYbžbUW\XYa`Y]bY` : fUi`[ YZÀ\`]W\Y  
7\`cfXÀa dZY`VY]`XYf`Di hna ]hhY`j Yfk YbXi b[ `YfnYi [ hY"

: fY]g]b[ ž8Yi hgW\`UbX`!`⊖: fY]g]b[ ž`C VYfVUmYfbž`\_Ua`Yg`Ua  
A cbhU[ ž`XYb`&+ " ' \Jbi Uf'&\$&) žni`Y]bYa` i a ZUb[ fY]W\Yb  
BchZU`Y]bgUhnž`bUW\XYa`Y]bY` ) !`À\`f][ Y : fUi`VY]a`Di hnYb`nk Y]  
j YfgW\]YXYbY`FY]b][ i b[ ga ]hhY`a ]hY]bUbXYf`j Yfa ]gW\hY`"8]Y  
FYU\_h]cb`XYf`7\Ya ]\_U`]Yb`Z0\fhY`ni f`9bhghY\i b[ [ ]Zh][ Yf  
7\`cfXÀa dZY`ž`X]Y`gck c\`X]Y : fUi`gY`Vgh`U`g`Ui W\`fY`nk Y]  
\_Y]bYb`? ]bXYf`]b`A ]hY]XYbgW\UZh`nc[ Yb`"5`Y`6YhY]] [ hYb  
j YfgdØfhYb`<i ghYb`i bX`<U`g\_fUhnYb`"6Ygc f[ h`U`Ufa ]YfhY`X]Y : fUi  
XYb`FYhhi b[ gX]Ybgh"

8]Y`Y]b[ YgYhnhYb`FYhhi b[ g\_fÀZhY`hfUZYb`]a`HfYddYb\Ui g`Ui Z  
À\b`]W\Y`Gma dhca Yž`k Ug`X]Y ; YZU\`f`XYf`G]hi Uh]cb`j YfXYi h]W\hY"  
⊖`XYf` : c`[ Y`k i fXY`Y]b` ; fc»Ui Z[ YVch]j cb`FYhhi b[ g\_fÀZhYb`i bX  
: Yi Yfk Y\ f`U`Ufa ]Yfh`⊖g[ YgUa`hi a ZUgghY`X]Y`A U»bU\`a`Y`UW\h  
HYUa`g`XYg`FYhhi b[ gX]YbghY`gž`j Yf`BchÀfnhY`ž`nk Y]`Dc`nY]ghfY]ZYb  
i bX`Yhk U`&) : Yi Yfk Y\ f`Yi hYž`i a`X]Y`@U[ Y`ni`VYk`À`h][ Yb`"8]Y  
Dc`nY]`U`h]j cf`XYf` ; YZÀ\`f]W\`\_Y]h`XYf`j Yfa ]gW\i b[ j YfgW\]YXYbYf  
FY]b][ i b[ ga ]hhY`[ Yk Ufbhž`XU`gc`W\Y`<UbX`i b[ Yb`gW\`bY`ni  
[ Ygi bX\Y]h]W\Yb` ; YZU\`fYb`Z0\`fYb`\_ØbbYb"

8]Y`F ]g]\_Yb`j cb`FY]b][ i b[ ga ]hhY`b

K ]Y`X]Y`6i bXYgnYbhfU`Y`Z0f`[ Ygi bX\Y]h]W\Y`5i Z\_`Àfi b[  
Yf`Ài hYfhž`\_ØbbYb`X]Y`a Y]ghYb`<Ui g\U`hgW\Ya ]\_U`]Yb`VY]  
gUW\ [ Ya À»Yf`5bk YbXi b[ `g]W\Yf`gY]b`"5VYf`A ]ggVfUi W\`cXYf

: Y\`Ubk YbXi b[ `\_Ubb`ni `Yfbgh\UZhYb`; Ygi bX\Y]hgf]g]\_Yb`ZØ\fYb"  
6YgcbXYfg`U[ [ fYgg]j Y`F Y]b][ i b[ ga ]hhY`žk ]Y`gc`WXYžX]Y`7\`cf  
YbhU`hYbž`\_ÖbbYb`VY]`<Ui h\_cbhU\_h`F Y]ni b[ Yb`cXYf`gc[ Uf  
J YfÄhni b[ Yb`\Yfj cffi ZYb"8]Y`J Yfk YbXi b[ `j cb  
; i a a ]\UbXgW\i \Yb`k ]fX`XU\Yf`Ya dZc\`Ybž`i a `<Ui h\_cbhU\_h`ni  
j Yfa Y]XYb"

8Yf`J cfZU``]b`: fY]g]b[ `k ]fZh`Y]b`@]W\h`Ui ZX]Y`; YZU\fYbž`X]Y`Xi fW  
i bgUW[ Ya Ä»Yb`I a [ Ub[ `a ]h`7\Ya ]\_U`]Yb`YbhghY\Yb`\_ÖbbYb"9g  
k ]fX`fY[ Y`a Ä»][ `j cf`XYf`J Yfk YbXi b[ `a Y\`fYfYf`F Y]b][ i b[ ga ]hhY`  
[ `Y]W\hY]h][ `] Yk Ufbhž`XU`X]Y`?ca V]bUh]cb`ni `[ YZÄ\`f`]W\Yb  
F YU\_h]cbYb`ZØ\fYb`\_Ubb"7\`cf[ Ugž`XUg`VY]`XYf`J Yfa ]gW\i b[ `a ]h  
gUi fYb`F Y]b][ Yfb`YbhghY\hž`\_Ubb`]bgVYgcbXYfY`X]Y`5hYa k Y[ Y  
gW\k Yf`gW\ÄX][ Yb`i bX`ni `Yfbgh\UZhYb`[ Ygi bX\Y]h]W\Yb  
6YY]bhfÄW\h][ i b[ Yb`ZØ\fYb"

## J c f g]W\ h g a U» b U \ a Y b ` i b X ` 5 i Z \_ ` Ä f i b [

8]Y`Dc`nY]`i bX`X]Y`: Yi Yfk Y\`f`VYhcbYb`X]Y`K ]W\h][ `\_Y]h`j cb  
5i Z\_`Äfi b[ `i bX`J c f g]W\h`a `I a [ Ub[ `a ]h`F Y]b][ i b[ ga ]hhY`b"  
=bgVYgcbXYfY`?]bXYf`g]bX`ZØf`J Yf[ ]Zhi b[ Yb`Xi fW  
F Y]b][ i b[ ga ]hhY`VYgcbXYfg[ YZÄ\`fXYh"8]Y`**B c f X V U m Y f b**  
VYf]W\hYhž`XUgg`<Ui g\U`hY`Ui Z`X]Y`F ]g]\_Yb`Ybhgd`fYW\YbXYf  
W\Ya ]gW\Yf`DfcXi \_hY`\]b[ Yk ]YgYb`k YfXYb`gc``hYbž`i a `Ä\b`]W\Y  
J cfZÄ`Y`]b`XYf`Ni \_i bZh`ni `j Yfa Y]XYb" < ]bk Y]gY`ni f`g]W\YfYb  
J Yfk YbXi b[ `g]bX`]b`XYf`F Y[ Y`Ui Z`XYb`J YfdUW\_i b[ Yb`XYf  
DfcXi \_hY`ni `Z]bXYb"

Ni gUa a YbZUggYbX`]gh`XYf`J cfZU``]b`: fY]g]b[ `Y]b`Y]bXf]b[ `]W\Yf  
5ddY``ni f`J c f g]W\h`VY]a `I a [ Ub[ `a ]h`F Y]b][ i b[ ga ]hhY`b"8]Y  
6Y\`ÖfXYb`fUhYb`XUni ž`ghYhg`X]Y`5bk Y]gi b[ Yb`ni `VYUW\hYb`i bX  
j YfgW\]YXYbY`DfcXi \_hY`b]W\h`c\bY`j cf\Yf][ Y`=Zcfa Uh]cb  
Ui ZY]bUbXYf`UVni gh]a a Yb"5i Z`X]YgY`K Y]gY`\_ÖbbYb`[ YZÄ\`f`]W\Y  
G]hi Uh]cbYb`i bX`[ Ygi bX\Y]h]W\Y`G\ÄXYb`k Y]hYgh[ Y\YbX  
j Yfa ]YXYb`k YfXYb"

8YhU]`g	
J c fZU``	BchZU``
I fgUWXY	J Yfa ]gWxi b[ `j`cb`FY]b][ i b[ ga ]hhY`b
C fh	: fY]g]b[ ž`8Yi hgW`UbX
J Yf`YhnhY	'
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb_Yb"XY</li> <li>• k k k "bcfXVUmYfb"XY</li> <li>• [ Ygi bX"Vi bX"XY</li> </ul>

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