

8Ya c`]b`6Ua VYf[ .`J c`\_gVYk Y[ i b[  
Zc fXYfh`5Z8!J YfVch`Ua `%%" `A U]°

5a `%%" `A U] &\$&) `Z]bXYh`b`6Ua VYf[ `Y]bY`8Ya c`Z0f`Y]b  
DUfhY]j YfVch`XYf`5Z8`ghUhh`i bhYfgh0hnh`j cb`Dc`]h]\_Yfb`i bX  
60f[ Yf]b]h]Uh]j Yb"



6Ua VYf[ ž`8Yi hgW`UbX`!`5a`GcbbhU[ ž`XYb`%%" `A U] &\$&) ž`k ]fX  
]b`6Ua VYf[ `Y]bY`8Ya cbghfUh]cb`Z0f`Y]b`DUfhY]j YfVch`XYf`5Z8  
ghUhh]bXYb`"8]Y`C f[ Ub]gUhc`fYb`ž`i bhYf`]`bYb`J YfhfYhYf`XYg  
60bXb]ggYg`6i bhYg`6Ua VYf[ ž`Zc fXYfb`Y]b`n0[ ][ Yg`J YfZU`fYbg  
bUW`XYf`9]bghi ž`b[ `XYf`5Z8`U`g`g]W`Yf`fYW`hgYI hfYa ]gh]gW`Xi fW  
XUg`6i bXYgUa h`Z0f`J YfZUggi b[ ggW`i hn`f6Z] Ł`"GW`Ygk ][ !<c`ghY]bg  
A ]b]ghYfd`fÅg]XYbh`8Ub]Y`"; 0bh`h`Yf`f78I Ł`i bX`6UmYfbg  
A ]b]ghYfd`fÅg]XYbh`A Uf`\_i g`G0XYf`f7GI Ł`i bhYfgh0hnhYb`X]YgY  
: cfXYfi b[ `bUW`Y]bYa`J YfVch"

8]Y`8Ya c`k ]fX`i a`%+`i` \f`Ua`"; UVY`a Ubb`VY[ ]bbYb`"8UVY]  
k YfXYb`5\_hYi fY`k ]Y`5bXfYUg`K Y]W`\_j ca`6i bX`XYf`8Yi hgW`Yb  
?Uh`c`]gW`Yb`š [ YbX`i bX`A ]hfU`G`Uf]Z]ž`X]Y`J c`fg]hnYbXY`XYg

A ][ fUbhYbVY]fUhg'6Ua VYf[ ž'Yfk UfhYh"6Y]XY'gdFYWYb'g]W  
XYi h]W [ Y[ Yb'X]Y'5Z8'Ui g'i bX'k UfbYb'j cf'XYb'dchYbn]Y''Yb  
; YZU\ fYb'Z0f'XYb'[ YgY''gW UZh]WYb'Ni gUa a Yb\U'h'i bX'X]Y  
; fi bXk YfhY'XYf'8Ya c\_fUh]Y''<i VYfhi g'GWU''Yf'j cb'XYf  
Yj Ub[ Y']gWYb'?'fWY'\_f]h]g]YfhY'X]Y'j cb'XYf'5Z8'j YfVfY]hYhYb  
5bg]W hYb'U'g'b]W h'a ]h'XYb'; fi bX[ YXUb\_Yb'XYg'; fi bX[ YgYhnYg  
j YfY]bVUF''5b'U'G]a cb'j ca'60bXb]g' 6i bhYg'6Ua VYf[  
VYnY]W bYh'X]Y'DUfhY'U'g'XYa c\_fUh]Y[ YZ\ fXYbX'i bX'ZcfXYfhž  
XUgg'XYf' GWUZgdY'n'XYf'5Z8'UV[ Ync[ Yb'k YfXYb'a 0ggY''

## Dc`h]gW Y'F YU\_h]cbYb'i bX'A Y]bi b[ Yb

8]Y'8]g\_i gg]cb'i a'Y]b'a 0[ `]WYg'J YfVch'XYf'5Z8'k ]fX'j cb  
j YfgW]YXYbYb'dc`h]gWYb'5\_hYi fYb' ]bhYbg]j '[ YZ0\fh"K Å\ fYbX  
X]Y'I b]cb'Ui ZY]bY'[ f0bX`]WY'Df0Zi b[ 'VYghY\hž'nY][ Yb'; f0bY'i bX  
@]b\_Y'g]W'Ui Z[ YgW'cggYb'Z0f'A U» bU\ a Yb'[ Y[ Yb'X]Y'DUfhY]ž'X]Y  
g]Y'U'g'fYW hYI hfYa 'Y]bghi ZYb"GD8!7\YZ@Ufg?'`b[ VY]''\Uh  
YVYbZU`g'dc`h]gWY'GWf]hY'[ Y[ Yb'X]Y'5Z8'i bhYfgh0hnh" B UbWm  
: UYgYfž'YVYbZU`g'j cb'XYf'GD8žYa dZ]Y\`h'Y]bY'j cfg]W h][ Y  
Df0Zi b[ 'Y]bYg'J YfVchgj YfZU\ fYbg''

≠bYba ]b]ghYf'<Yffa Ubb'Ui g'6UmYfb'\Å'h'X]Y'U\_hi Y''Yb  
5i ZcfXYfi b[ Yb'Z0f'j YfZf0\h'i bX'VYhcbh'X]Y'Bch'k YbX][ \_Y]hž'XUg  
; i hUW hYb'XYg'J YfZUggi b[ ggW'i hnYg'Y]b[ Y\YbX'ni 'UbU'mg]YfYb"  
8Yf'J YfZUggi b[ ggW'i hn'\Uh'YXcW'VYfY]hg'X]Y'5Z8'U'g  
fYW hYI hfYa 'Y]b[ Yghi Zhž'k Ug'X]Y'8]g\_i gg]cb'i a'Y]b'J YfVch  
ni gÅh'n]W'Ub\Y]nh"; `Y]W nY]h][ '\Uh'X]Y'5Z8'Y]bY'?`U[ Y'[ Y[ Yb'X]Y  
<cW ghi Ži b[ 'Y]b[ YfY]W h'i bX'a 0W hY'X]Y'9]bghi Ži b[ '[ Yf]W h]W  
i bhYfV]bXYb''

## < ]bhYf[ fi bX'ni 'YI hfYa ]gh]gW Yb

## 9]bghY``i b[ Yb

8Yf'?cbhYI h'XYf'8]g\_i gg]cb' ]gh'j cb'l bg]W Yf\Y]h'i bX  
'?f]gYbg]hI Uh]cbYb'[ YdfÅ[ h"@Ui h'Y]bYa '5fh]\_Y''j cb'5'j Yg'Yh'U''`a  
æi fbU`cZ'GcW]U`UbX'Dc`h]WU`DgmW'c`c[ m'g]bX'XYfUfh][ Y  
l a ghÅbXY'Yb[ 'j YfVi bXYb'a ]h'XYf'9bhghY\i b[ 'bUh]cbU`]gh]gW Yf

i bX`Ubh]!a a ][ fUbh]gWkYf`9]bghY`i b[ Yb" `DgmWk`c`c [ ]gWkY  
: cfgWk i b[ žY]bgWk`Y»`]Wk`XYf`5fVY]hYb`j cb`<c [ [ `i bX`UbXYfYbž  
nY][ hž`XUgg`l bg]WkYf`Y]h`cZh`ni `Y]bYa `5bgh]Y[ `Yl hfYa ]gh]gWk!  
fYWk hYf`<U`hi b[ Yb`Z0`fh" `b`NY]hYb`k ]fhgWk UZh]WkYf`cXYf`gc n]U`Yf  
?f]gYb`bY][ Yb`A YbgWkYb`XUni ž`g]Wk`Yl hfYa Yf`dc`]h]gWkYb  
5bg]Wk hYb`ni ni k YbXYbž`k Ug`XUg`DchYbn]U`Z0f`F UX]\_U`]g]Yfi b[  
Yf`0`h"

⊖`XYf`XYi hgWkYb` ; YgY`gWk UZh]gh`X]Y`8 ]g\_i gg]cb`i a `XYb  
9l hfYa ]ga i g`i bX`]bgVYgcbXYfY`XYb`F YWk hgYl hfYa ]ga i g`Xi fWk  
X]Y`j c fUb gWk fY]hYbXY`F UX]\_U`]g]Yfi b[ `]b`XYb`YmhYb`d\`fYb  
dfÅgYbhYf`XYbb`Y" `9]bY`l a ZfU[ Yž`X]Y`]b`j YfgWk ]YXYbYb`Ghi`X]Yb  
Xi fWk [ YZ0`fh`k i fXYž`VY`Y[ h`XYb`5bgh]Y[ `j cb`Yl hfYa ]gh]gWkYb  
, VYfnYi [ i b[ Ybž]bgVYgcbXYfY`i bhYf`XYa `9]bZi gg`j YfVfY]hYhYf  
l bg]WkYf`Y]hYb"

8]YgY`9bhk ]W`i b[ Yb`k YfXYb`Ui Wk`j cb`XYf`6i bXYgnYbhfU`Y`Z0f  
dc`]h]gWkY`6]Xi b[ `]b`Y]bYa `8cgg]Yf`ni a `H\Ya U  
F YWk hgYl hfYa ]ga i g`Yf0`fhYfh" `8]Y`8f]b[ `]Wk`\_Y]h`Z0f`Y]b  
DUfhY]j YfVch`XYf`5Z8`k ]fX`gca ]h`gck c`U`i g`dc`]h]gWkYb`U`g`Ui Wk  
Ui g`[ YgY`gWk UZh]WkYb`5gdY`\_hYb`YfUi g`]a a Yf`\_`UfYf"

8]Y`VYj c fghY`YbXY`8Ya`cbghfUh]cb`]b`6Ua`VYf[ `gWkY]bh`Y]b  
NY]WkYb`Z0f`X]Y`k UWk`gYbXY`6Ygc f[ b]g`0VYf`X]Y`F c`Y`XYf`5Z8`]b  
XYf`XYi hgWkYb`Dc`]h]\_`i bX` ; YgY`gWk UZh`ni`gY]b`Y]bY`6Ygc f[ b]gž  
X]Y`]b`j YfgWk ]YXYbYb`dc`]h]gWkYb`@U[ Yfb`[ YhY]`h`k ]fX"

: 0f`k Y]hYfY`⊖Zcfa`Uh]cbYb`ghY`Yb`X]Y`U`\_hi`Y`ghYb`5fh]\_Y`Ui`Z  
**⊖b: fUb`\_Yb`ž`HU[ YggWk`Ui`i`bX`VdV`ni`f`J`YfZ0[ i b[ "**

8YhU]`g	
J c fZU`	8Ya`cbghfUh]cb
C fh	6Ua`VYf[ ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb`_Yb"XY</li> <li>• k k k "hU[ YggWk`Ui`"XY</li> <li>• k k k "VdV"XY</li> </ul>

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