

: 6; !7i d ' ]b ' 6UmfYi h\ . ' 9]b ' : i » VU` `ZYgh'XYf  
9I hfU\_ `UggY 'Ua ' &%" ' ě b ] °

5a ' &%" ' ě b ] ' & \$ & ) ' Z]bXYh'XYf': 6; !7i d ' ]b ' 6UmfYi h\ 'ghUhh"  
5W\h'HYUa g ' \_Äa dZYb ' i a ' XYb ' H]hY ' " ' 8YhU]`g' i bX'Gd]Y`d`Ub  
 \ ]Yf°



6UmfYi h\ ž'8Yi hgW\ `UbX '!5a ' &%" ' ě b ] ' & \$ & ) ' k ]fX'Yg'Ui ZXYa ' : 7!  
D`Uhn` ]b ' 6UmfYi h\ 'gc'f]W\h] [ ' ni f'GUW\Y [ Y\Yb. '8Yf': 6; !7i dž  
j YfUbghU`hYh'j ca ' %": 7 ' 6UmfYi h\ ž'j Yfgdf]W\h'Y]b 'gdUbbYbXYg  
: i » VU` `ZYgh'j cb ' %' . \$ \$ ' V]g' & \$ . \$ \$ ' I \ f" ' 8 ]YgY ' J YfUbghU`hi b [ ' \ Uh  
g]W\ ' ]b ' XYb ' `YhnhYb ' nk Y] ' ě \ fYb ' ni f'VY` ]YVhYb ' D`UhhZcfa ' Z0f`c\_ U`Y  
HU`YbhY ' Ybhk ]W\_ Y`hž`U`g'g]Y'a ]h'gYW\g'A UbbgW\UZhYb ' ]bg '@VYb  
 [ Yfi ZYb ' k i fXY" ' 8Yf'%" : 7 ' 6UmfYi h\ ' \_cbbhY ' XUa U`g'XYb ' YfghYb  
H]hY ' ` \ c`Ybž'i bX'X]YgYg' ě \ f'hfYhYb ' UW\h'HYUa g'Ubž'i a ' XYb ' G]Y [ Yf  
ni ' Yfa ]hhY ' b " ' 8 ]Y ' 6Y` ]YVh\Y]h'XYg'Hi fb]Yfg'ghY] [ hž'k ]Y`  
**UbdZ]ZZ" ]bZc ' VYf]W\hYh"**

C f [ Ub]gUhc'f'8Ub]Y`DYhfcj ]W\Uh'VY]a ' `YhnhYb ' Hi fb]Yf'VYk i ggh'Ui Z  
 \ cW\ \_Ugg] [ Y ' J YfY]bga UbbgW\UZhYb ' [ YgYhnhž'i a ' XYb

<YfUi gZcfXYfi b[ Yb`XYf`DYfgcbU`bch]b`\_Y]bYfYb`7`i Vg  
Ybh[ Y[ Ybni k ]f\_Yb"@Y]XYf`a i gghY`XYf`5GJ`C VYfdFYi gWk ]hn  
gY]bY`HY]`bU\ a Y`UVgU[ YbžXU`b]W\h[ YbØ[ YbX`Gd]Y`Yf`ni f  
J YfZØ[ i b[ `ghUbXYb""8YbbcW\`gcf[ h`XYf` : 7`6UmfYi h\`XUZØfž`XUgg  
XUg`HY]`bY\ a YfZY`X`j c`ghÅbX][ `]ghi bX`Ui W\`X]Y`GdJ [ [ `6UmfYi h\  
&`\Uh]\f`≠hYfYggY`Ub`Y]bYf`HY]`bU\ a Y`VY`\_i bXYh"" , VYf`Y[ i b[ Ybž  
X]Y`HY]`bY\ a YfnU\`Ui ZnY\`b`HYUa g`ni`Yf\Ø\Ybžk i fXYb`Ui g  
NY]h[ fØbXYb`j Yfk cfZYb"

## DUW\_YbXYf`Hi fb]Yfj Yf`Ui Z

8Yf`5V`Ui ZZØf`XUg`Hi fb]Yf`j Yfgdf]W\h`nU\`fY]W\Y`gdUbbYbXY  
6Y[ Y[ bi b[ Yb""; Ygd]Y`h`k ]fX`ni bÅW\gh]b` ; fi ddYbž`VYj cf`i a  
&\$. \$\$`I \f`XUg` : ]bU`Y`nk ]gW\Yb`XYb` ; fi ddYbg]Y[ Yfb`Ui g[ YhfU[ Yb  
k ]fX""<]Yf`Y]bY` , VYfg]W\h`ØVYf`X]Y`YfghYb`6Y[ Y[ bi b[ Yb.

- %' .\$\$`æ\`"6UmfYi h\` `9]bhf""6UmfYi h\  
• %' .') `Gdcfhf]b[ `6Umf"" `GUUg`6UmfYi h\  
• %(.%\$`%"` : 7`6UmfYi h\` `I G7`6UmfYi h\  
• %(.()) `8cbbXcfZl9W\_"` : GJ`6UmfYi h\  
• %) .&\$`æ\`"6UmfYi h\` `Gdcfhf]b[ `6Umf"  
• %) .) ) `GUUg`6UmfYi h\` `9]bhf""6UmfYi h\  
• %\* .' \$`%"` : 7`6UmfYi h\` `8cbbXcfZl9W\_"  
• %+. \$) ` : GJ`6UmfYi h\` `I G7`6UmfYi h\  
• %+. ( \$`9]bhf""6UmfYi h\` `Gdcfhf]b[ `6Umf"  
• %, .%) `GUUg`6UmfYi h\` `æ\`"6UmfYi h\  
• %, .) \$`I G7`6UmfYi h\` `8cbbXcfZl9W\_"  
• %- .&) ` : GJ`6UmfYi h\` `%"` : 7`6UmfYi h\

9]b`VYgcbXYfYg`<][ \`][ \h`XYg`Hi fb]Yfg`]gh`X]Y`Ni gUa` a YbUfVY]h  
a ]h`XYf` : ]fa U`Ŕ\_cžX]Y`b]W\h`bi f`bYi Y` : i » VU``gW\i \Y`hYghYhž  
gcbXYfb`XYb`Gd]Y`Yfb`Ui W\`X]Y`A Ø[ `]W\`\_Y]h`V]YhYhž`X]YgY`]b`Y]bYa  
YW\hYb`Hi fb]Yfi a ZY`X`Ui gni dfcV]YfYb"

## 9]b`6`]W\_`ØVYf`XYb`HY``YffUbX

K Å\fybX`]b`6UmfYi h\`X]Y`Gd]Y`Y`Ua` `&%"`ž b]`ghUhhZ]bXYbž`V]YhYh  
XYf` : i » VU``]a` `Ŕ\`f`&\$&) `Ui W\`]a` `]bHYfbUh]cbU`Yb`FU\ a Yb

gdUbbYbXY`A Ò[ `]Wk\_Y]hYb" `@Ui h`mci b[ hU`Ybhg[ fci d"Wka `g]bX  
 nU\`fY]Wk\_Y`]bhYfbUh]cbU`Y`đ [ YbXhi fb]YfY`Ub[ YgYhnhž`X]Y`HYUa g  
 X]Y`7\`UbW` [ YVYbž`g]Wk`Ui Z`\Ò\YfYa `B]j YUi `ni `VYk Y]gYb" `Jcb  
 VY[ Y\`fhYb`C`fhYb`k ]Y`XYa`GhfUbX`j`cb`6UfW`cbU`V]g`\]b`ni`XYb  
 \]ghcf]gWk\_Yb`D`ÀhnYb`F`ca`g` `X]Y`J]Y`ZU`h`XYf`Hi`fb]YfY`ZÒfXYfh  
 b]Wk`h`bi`f`XYb`HYUa [ Y]ghž`gcbXYfb`Ui`Wk`]bhYfbUh]cbU`Y`?`cbhU`hY"

8]Y`J]YfUbghU`hi`b[ Yb`g]bX`b]Wk`h`bi`f`XUni`XUž`i`a`gdcfh]Wk\_Y  
 9fZc` [ Y`ni`ZY]Yfb" `< ]Yf`\_ÒbbYb` : fYi`bXgWk`UžhYb`YbhghY`Ybž  
 k`À\`fYbX`g]Wk`HY`]bY`a`Yf`i`bX` : Ub`g`Ui`ghUi`gWk\_Yb" `8]YgY`9]Ybhg  
 V]YhYb`Y]bY`dfcZYgg]cbY`Y`I`a [ YVi`b[ `ZÒf`X]Y`HYUa`gž`a`]h`[ i`h  
 j`cfVYfY]hYhYb`K`YhhVYk`YfVYb`i`bX`gdUbbYbXYb`9bXfi`bXYb"

≠g[ YgUa`hj`Yfgdf]Wk`h`XYf`A`Ufh]b!`7i`d`]b`6UmfYi`h\`Y]b  
 Ui`ZfY[ YbXYg`HfYZZYb`ZÒf` : i`»`VU`VY[ Y]ghYfhY`i`bX`Y]bY  
 \Yfj`cffU[ YbXY`A`Ò[ `]Wk\_Y]h`ZÒf`Gd]Y`Yfž`g]Wk`]b`Y]bYa`K`YhhVYk`YfV  
 ni`a`YggYb" `GWk`Ui`Yb`G]Y`U`gc`j`cfVY]`i`bX`i`bhYfghØhnYb`G]Y`X]Y  
 A`UbbgWk`UžhYbž`X]Y`]f`6YghYg` [ YVYb`k`YfXYb`°

K`Y]hYfY`≠Zcfa`Uh]cbYb`ni` : i`»`VU`hi`fb]YfYb`Z]bXYb`G]Y`Ui`Wk`Ui`Z  
 VU`ZfYi`bXY"Wka`"

8YhU]`g	
C`fh	6UmfYi`h\`ž`8Yi`hgWk`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k`k`k`"UbdZ]ZZ"bZc</li> <li>• k`k`k`"VU`ZfYi`bXY"Wka</li> <li>• mci`b[`hU`Ybhg[`fci`d"Wka</li> </ul>

6Ygi`Wk\_Yb`G]Y`i`bg`Ui`Z`b!U[`"XY