

; UfhYb!6`UhhgWk bY]XYfV]YbY`&\$&) .`F YhhYh  
i bgYfY`K ]`XV]YbY`XYg`>U\ fYg`

8]Y; UfhYb!6`UhhgWk bY]XYfV]YbY`]gh`K ]`XV]YbY`XYg`>U\ fYg  
&\$&) "'9fZU\ fYb`G]Y`a Y\ f`ØVYf`]\ fY`@YVYbgk Y]gY`i bX  
GWi hna U» bU\ a Yb"



F \Y]b!DZU`n!`? fY]gž`8 Yi hgWk`UbX`!`8]Y; UfhYb!  
6`UhhgWk bY]XYfV]YbY`fA Y[ UWk`Y`k ]`i [ \V]Y`Uk`k i fXY`ni f  
K ]`XV]YbY`XYg`>U\ fYg`&\$&) [ Yk`Å\`h`8]YgY`5i gnY]Wk bi b[ ž`X]Y  
j ca`?`i fUhc]i a`K ]`XV]YbY`XYg`>U\ fYg`XYg`5fVY]hg`fY]gYg  
K ]`XV]YbYb!`? UhUghYf`j Yf[ YVYb`k ]fXž`gc`Ui Z`X]Y`6YXYi hi b[  
X]YgYf`gdYn]Y`Yb`6]YbY`Ui Za Yf`gUa`a UWk`Yb`"@Ui hi`F \Y]bdZU`n  
]gh`X]Y`6`UhhgWk bY]XYfV]YbY`j Yf[ `Y]Wk`gk Y]gY`\_`Y]b`i bX`Z`h`Xi fWk  
]\ fY`cfUb[ Yb`<`UUfY`Ua`6Ui Wk`Ui Z`f`Y;`fØ`Y`a UWk`hg]Y`YXcWk  
b]Wk`h`k Yb][ Yf`k ]Wk`h][`ZØf`X]Y`B U\ fi b[ gUi ZbU\ a Y`i bX  
: cfhdZUbni b[ `]b`XYf`B Uhi`f"

6YgcbXYfg`VYa Yf`\_Yb`gk Yfh`]ghž`XUgg`X]Y`K Y]VWk`Yb`X]YgYf`5fh  
cj U`Y`6`UhhghØW`Y`UVgWk bY]XYbž`i a `]\ fY`6fi hnY`Yb`Ui gni`\_`Y]XYb"

8 UVY]j Yfk YbXYb'g]Y'6`ÄhhYf'j cb'DZUbnyb'k ]Y'K ]XfcgYb'i bX  
<U]bVi WXYb'U'g' HUdYhY "'8 Ug'B]ghYb'YfZc`[ h]b'gY'Vgh  
[ Y[ fUVYbYb'; Äb[ Yb'cXYf'a cfgWXYa 'c'nž'k cVY]'X]Y'6]YbY'Ui W  
[ YfbY'6'i a YbhÖdZY'ni f'B YghU'U[ Y'bi hnh"'8]Y'U\_h]j Yb'A cbUhY  
XYf'; UfhYb!6`UhgW bY]XYfV]YbY'YfghfYW\_Yb'g]W'j cb'9bXY'ž b]'V]g  
9bXY'5i [ i gh"

## @YVYbgfUi a 'i bX'@YVYbgk Y]gY

8]Y'; UfhYb!6`UhgW bY]XYfV]YbY'VY] cfni [ h'buhi fbU\Y'; ÄfhYbž  
K ]YgYb'gck ]Y'K Y[ !'i bX'K U'XfÄbXYf'a ]h'Y]bYf'Vi bhYb  
6`ØhYbj ]Y'ZU'h'' ð'X]YgYb'@YVYbgfÄi a Yb'Z]bXYb'X]Y'6]YbYb  
fY]W'W' B U\fi b[ "'A ÄbbWXYb'hfU[ Yb'ni f': cfhdZUbni b[ 'VY]ž  
]bXYa 'g]Y'j\fy'j YfVfY]hYfhYb'J cfXYfVY]bY'bi hnybž'i a '8i ZhgczZY  
ni 'ØVYfhfU[ Ybž'X]Y'Y]bY'F c''Y'VY]'XYf'DUUi b[ 'gd]Y'Yb"'K Y]VWXYb  
\b[ Y[ Yb'hfUbgdcfh]YfYb'Dc''Yb'j]b'j\fyf'cfUb[ YfchYb  
6Ui W\VØfghY ž'k Ug]'\fy'BU\fi b[ gUi ZbU\ a Y'i bX'6fi hdZY[ Y  
Yf'Y]W hYfh"

K ]XV]YbYb'k ]Y'X]Y'; UfhYb!6`UhgW bY]XYfV]YbY'g]bX  
YbhgWY]XYbX'ZØf'X]Y'6YghÄi Vi b[ 'j cb'6`ØhYbdZUbnyb'i bX  
gd]Y'Yb'Y]bY'k ]W'h][ Y'F c''Y'j]b''UbXk ]fhgW UZh]WXYb'^2 \_cgmghYa Yb"  
K ]Y'8ca UYbY'8U\`Ya 'Uba Yf\_hž'g]bX'K ]XV]YbYb'ZØf'Yhk U', , i  
U''Yf'6`ØhYbdZUbnyb'i bX'+) i 'U''Yf''UbXk ]fhgW UZh]WXYb  
Bi hndZUbnyb'j cb'6YXYi hi b[ "'8YbbcW'g]bX'j]b'8Yi hgW'UbX'fi bX  
\*\$ \$'K ]XV]YbYbUfhYb'Xc\_i a Ybh]Yfhž'j cb'XYbYb'X]Y'a Y]ghYb  
gc`]hÄf''YVYb"

## 6YXfc\i b[ Yb'i bX'GWXi hna U» bU\ a Yb

8]Y'6YghÄbXY'XYf'K ]XV]YbYb'g]bX'gY]h'ž\fyb'ja 'F ØW\_[ Ub[  
VY[ f]ZYb''i fgUWXYb'\]YfZØf'g]bX'i bhYf'UbXYfYa 'X]Y  
ðhYbg]j ]Yfi b[ 'XYf'@UbXk ]fhgW UZh'XYf'J Yf'i gh'j cb'6`Ø\ZÄWXYb  
gck ]Y'XYf'9]bgUhn'j cb'DYgh]n]XYb'' ð'ghÄXh]gWXYb'; YV]YhYb'ghY''Yb  
J Yfg]Y[ Y'i b[ Yb'i bX'b]W'h'V]YbYbZFYi bX'WXY'DZUbnyb'ni gÄm`]WXY  
<YfUi gZc'fXYfi b[ Yb'XUf"'K ]XV]YbYb'g]bX'[ YgYhn`]W' [ YgW Øhnhž  
'YXcW'VYbÖh][ Yb'g]Y'Xf]b[ YbX'GWXi hna U» bU\ a Yb'i bX  
I bhYfghØmi b[ ž'i a 'j]\fy'Dcdi `Uh]cbYb'k ]YXYf\Yfni ghY''Yb"

9]b`Y]bZUWYf`5bgUhn`ni f: ÖfXYfi b[ `XYf; UfhYb!  
 6`UhhgW`bY]XYfV]YbY`i bX`UbXYfYf`K ]`XV]YbYb`]gh`XYf`J Yfn]W`h`Ui Z  
 ]bhYbg]j Y; UfhYbdZY[ Y"6]YbYb!B UW f]W`hYb`Ya dZ]Y\`h`XUg  
 5b`Y[ Yb`j cb`6`Ø\ghfY]ZYb`a ]h`Y]a ]gW`Yb`K ]`XdZUbnyb`i bX`XUg  
 6YfY]hghY`Yb`j cb`B]gh\`ZYb"8 UfØVYf`\]bUi g`\_ÖbbYb`bUhØf`]W`Y  
 B]ghd`ÀhnYž`k ]Y`gUbX][ Y`i bX`j Y[ YhUh]cbgZfY]Y`6YfY]W`Yž  
 K ]`XV]YbYb`Y]bYb`g]W`YfYb`F ØW`ni [ gc fh`V]YhYb"

8]YgY`5i gnY]W`bi b[ `XYf; UfhYb!6`UhhgW`bY]XYfV]YbY`j YfXYi h`]W`h  
 X]Y`Ui ZYbXYb`6Ya Ø\i b[ Ybž`XUg`6Yk`i gghgY]b`ZØf`X]Y`6YXYi hi b[  
 j cb`K ]`XV]YbYb`ni `gW`ÅfZYb`i bX`XYb`GW`i hn`]fYf`@YVYbgfÀi a Y  
 j cfUbni hfY]VYb" ÆfY`Fc`Y`]b`XYf`BUhi f`]ghi bj Yfn]W`hVUf`i bX  
 YfZcfXYfhi bgYfY`5i Za Yf\_gUa \_Y]hi bX`i bhYfghØmi b[ "

8YhU]`g	
J cfZU``	Gcbgh][ Yg
C fh	F \Y]b!DZU`n!?fY]gž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "f\Y]bdZU`n"XY</li> <li>• V]YbYb!bUW f]W`hYb"XY</li> <li>• k k k "Xca UYbY!XU\`Ya "XY</li> </ul>

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