

H\i bXYf'ØVYffc`Yb'H]a VYfk c`j Yg.'A J D  
; ]'[ Yci g!5`YI UbXYf']b'HcdZcfa °

G\U]; ]'[ Yci g!5`YI UbXYf'ZØ\fh'X]Y`C`\_U\ca U`7]hm'H\i bXYf  
a ]h' , 'Di b\_hYb'ni 'Y]bYa '%%, !%\$' !G]Y[ 'ØVYf'X]Y`A ]bbYgchU  
H]a VYfk c`j Yg']b'XYb'B65!K YghZ]bU`g"



A ]bbYUdc`]gž'i G5'!`a 'nk Y]hYb'Gd]Y`XYf'K YghYfb'7cbZYfYbW  
: ]bU`g`\_cbbhYb'X]Y`C`\_U\ca U`7]hm'H\i bXYf'X]Y`A ]bbYgchU  
H]a VYfk c`j Yg'a ]h'%%, !%\$' `VYg]Y[ Yb'i bX'g]W`XUa ]h'Y]bY  
&!\$: Ø\fi b[ ']b'XYf'6Ygh'cZ]GYj Yb!GYf]Y`g]W`Yfb"G\U]; ]'[ Yci g!  
5`YI UbXYf'k Uf'XYf'\YfUi gfU[ YbXY`Gd]Y`Yf'XYg'Gd]Y`g'i bX`Yfn]Y`hY  
VYY]bXfi W\_YbXY' , 'Di b\_hYž'k cVY]Yf'&j cb`&%K i fZ] Yfgi W`Yb  
i bX`%` j cb`%) : fY]k i fZ] Yfgi W`Yb'hfUZ`GY]bY`VYa Yf\_Ybgk YfhY  
@Y]ghi b[ 'ZYgh][ hY`b]W`h'bi f'XYb'G]Y[ 'XYg'HYUa gž'gcbXYfb'Ui W  
gY]bY`5i gnY]W`bi b[ 'U`g'B65`A cgh'J U'i UV`Y`D`UmYfž'X]Y`Yf`Ua  
JcfUVYbX`XYg'Gd]Y`g'j cb'7ca a ]gg]cbYf'5XUa `G]j Yf'ØVYffY]W`h  
VY\_Ua ž'k ]Y`5`>UnYYfU`VYf]W`hYh"

8]Y`H\i bXYf'ZØ\fhYb'ni f'<U`VnY]h'a ]h' , ! ) \$ž'bUW`XYa ; ]'[ Yci g!

5`YI UbXYf`a ]h`Y]bYa ` ` !Di b\_hY!K i fZ`%\* `GY\_i bXYb`j cf`XYf  
<U`VnY]hdUi gY`hfUZ`8 ]Yg`k Uf`HY]`Y]bYf`YfghYb`<U`VnY]hž`]b`XYf`Yf  
]bg[ YgUa h`%- `Di b\_hY`Yfn]Y`hY`" `b`XYf`nk Y]hYb`<U`VnY]hghY`hY`X]Y  
5Vk Y`f`XYf`H\i bXYf`Y]bY`nYbhfU`Y`F c`Y`XUf`/A ]bbYgchU`j YfZY`\`hY  
g]YVYb`Ui ZY]bUbXYfZc`[ YbXY`K ØfZY`i bX`VY[ ]b[ `ZØbZ`6U`j Yf`i ghY`  
C`\_U\ca U`7]hm`ZØ\fhY`bUW`XYa`Xf]hhYb`J ]YfhY`VYfY]hg`a ]h`- ` !+%ž  
VYj cf`X]Y`H]a VYfk c`j Yg`]b`XYb`YhnhYb`A ]bi hYb`Ui ZV]g`ni`%\$  
Di b\_hY`YfUb\_Ua Ybž`YXcW`b]W`h]b`XYf`@U[ Y`k UfYbž`XYb  
F ØW\_ghUbX`Ui Zni` \c`Yb`"

## HYUa `Y]ghi b[ Yb`i bX`]bX]j ]Xi Y`Y`5i Zhf]hhY

š`Yb`K ]`]Ua g`hfi [ `a ]h`i`\* `Di b\_hYb`i bX`%\$`FYVci bXg`ni a`9fZc`[  
XYf`H\i bXYf`VY]"`7\Yh`<c`a [ fYb`ZØ[ hY`&&`Di b\_hY`\]bni ž`k Å\fybX  
@`8cfh`i bX`š`Yb`K ]`]Ua g`ZØf`]\fY`XYZYbg]j Y`@Y]ghi b[ ž`X]Y`XUg  
HYUa`]b`XYf`GYf]Y`i bhYfghØhnh`\Uhž`Ui g[ YnY]W`bYh`k i fXYb`/8cfh  
k i fXY`]b`XUg`5`!8YZYbg]j Y`:]fgh`HYUa`VYfi ZYbž`k Å\fybX`K ]`]Ua g  
]b`XUg`GYW`cbX`HYUa`\_Ua "`8]Y`H\i bXYf`\]Y`hYb`A ]bbYgchU`Ui Z  
(`%ž( i`HfYZZYfei chYž`k Ug`Y]b`YbhgW`Y]XYbXYg`9`Ya Ybh`ZØf`XYb  
G]Y[ `k Ufž`k ]Y`Ui W`XUg`: Ygh`U`hYb`Ub`XYf`ghUf`\_Yb  
8YZYbg]j `Y]ghi b[ `ØVYf`VY]XY`Gd]Y`Y`\]bk Y[ ž`k ]Y`j ca`6cghcb  
;`cVY`Yf[ Åbnh`k ]fX`"

5i ZXYf`UbXYfYb`GY]hY`k Uf`5bh`cbm`9Xk UfXg`XYf`VYghY`GW`fYf`ZØf  
X]Y`H]a VYfk c`j Yg`a ]h`i` &`Di b\_hYbž`cVk c`\`Yf`bi f`%&`j cb`&`\*  
K ØfZYb`hfUZi bX`]b`XYb`YbhgW`Y]XYbXYb`A ca`YbhYb`XYg`Gd]Y`g  
b]W`h`X]Y`VYb`Øh][ hY`i` bhYfghØhni b[ `j`cb`gY]bYb`A ]hgd]Y`Yfb`Yf\]Y`h`  
š`]i g`FUbX`Y`VY]gd]Y`gk Y]gY`\UhhY`Y]bYb`Yb`h`Åi gW`YbXYb`5VYbX  
a ]h`bi f`gYW`g`Di b\_hYb`i bX`gd]Y`hY`]a`YhnhYb`J ]YfhY`b]W`h`a`Y`f`  
5i W`B]W`Y]`5`YI UbXYf!K U`\_Yf`i bX`BUn`F Y]X`hfi [ Yb`a ]h`%+`Vnk`  
%\$`Di b\_hYb`gck ]Y`,`FYVci bXg`ni f`; YgUa hY]ghi b[ `A ]bbYgchUg  
VY]"

## J cfVYfY]hi b[ `Ui Z`Gd]Y`"

A ]h`X]YgYa`G]Y[ `[ Y`Yb`X]Y`H\i bXYf`cdh]a ]gh]gW`]b`XUg  
VYj cfghY`YbXY`Xf]hhY`Gd]Y`XYf`GYf]Yž`XUg`Ua`GUa`ghU[ `]b  
A ]bbYUdc`]g`ghUhhZ]bXYb`k ]fX`"H]a VYfk c`j Yg!7cUW`7`f]g`:]bW`

nY][ hY`g]W\`XYbbcW\`ni j Yfg]W\`h]W\`i bX`j Yfk ]Yg`Ui Z`X]Y`ghUf`\_Y  
 <Y]a V]`Ubn`XYg`HYUa g`j cb`(!%]b`XYb`D`UmcZg"8]Yg`\_`ObbhY  
 YbhgW\`Y]XYbX`ZØf`XYb`5i g[ Ub[ `XYg`Gd]Y`g`gY]bž`]bgVYgcbXYfY  
 Ub[ Yg]W\`hg`XYf`j YfVYggYfhYb`@]ghi b[ Ybž`X]Y`X]Y`H]a VYfk c`j Yg`]b  
 ]\fYf`<Y]a gd]Y`gh`hY`nY][ Yb`\_cbbhYb"

; ][ Yci g!5`YI UbXYf`k Uf`]b`X]YgYf`GU]gcb`b]W\`h`bi f`Y]b  
 GW\`ØggY`gd]Y`Yf`ZØf`X]Y`H\i bXYfž`gcbXYfb`ghY``hY`YVYbZU``g`gY]bY  
 8ca ]bUbn`]b`XYf`@[ U`i bhYf`6Yk Y]g" ðg[ YgUa h`Yfn]Y`hY`Yf`]b`XYf  
 fY[ i `ÀfYb`GU]gcb`Xi fW\`gW\`b]hh]W\`' &ž+`Di b\_hYž`\*ž( `5gg]ghg`i bX  
 %ž+`GhYU`g`dfc`Gd]Y``A ]h`X]YgYf`@]ghi b[ `Yfk ]Yg`Yf`g]W\`U`g`Y]bYf  
 XYf`VYghYb`Gd]Y`Yf`i bX`k i fXY`XYf`Xf]hhY`Gd]Y`Yf`]b`XYf  
 ; YgW\`]W\`hY`XYf`H\i bXYfž`XYa `X]Y`A J D!5i gnY]W\`bi b[ `j Yf`]Y\`Yb  
 k i fXYž`bUW\`XYa `ni j cf`?Yj ]b`8i fUbhi bX`Fi ggY``K YghVfcc`\_  
 X]YgYb`H]hY``[ Yk ]bbYb`\_cbbhYbž`gc`X]Y` ðZcfa Uh]cbYb`j cb`

B 65 "WŁa "

8YhU]`g	
J c fZU``	Gdcfh
C fh	A ]bbYUdc`]gž`I G5
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "U`^UnYYfU"WŁa</li> <li>• k k k "Vcghcb[ `cVY"WŁa</li> <li>• k k k "bVU"WŁa</li> </ul>

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