

Ghi hh[ UfhYf'J c`YmVU`!7`i V  
j YfUVgW ]YXYh` ]ghc f]gW Yg  
Gd]Y`Yf]bbYbgYI hYhh°

5`]Ubn'A HJ`Ghi hh[ Ufh;j YfUVgW ]YXYh'gYW'g'Gd]Y`Yf]bbYb'i bX  
d`Ubh? UXYfj YfAbXYfi b[ Yb`Z0f`X]Y`\_ca a YbXY`6i bXYg`][ U!  
GU]gcb"



Ghi hh[ Ufhz`8Yi hgW`UbX`!5`]Ubn'A HJ`Ghi hh[ Ufh`Uh`Yi hYz`Ua  
&, "5df)"&\$&) z`[ `Y]W`gYW'g'Gd]Y`Yf]bbYb`j YfUVgW ]YXYh`8]Y  
J c`YmVU`Yf]bbYb`x`]Yb`?bc`Ya Uz`A UXY`mb`F cV]bgcbz`6fY`UbX  
A cff]ggYhhYz`?Y`gYmJ Y`ha Ubz`A ]`UbU`6cn]Wi bX`:`cf]Yb`FYYg]b\_  
k YfXYb`]b`XYf`\_ca a YbXYb`6i bXYg`][ U!GU]gcb`b]W'h'a Y`f`Z0f`XYb  
J YfY]b`gd]Y`Yb`8]YgY`A U» bU`a Y`YfZc`[ h`bUW`Y]bYf  
Ybhh`Ai gWYbXYb`YhnhYb`GU]gcbz`]b`XYf`Ghi hh[ Ufh`0VYffUgWYbX`]a  
<U`VZ]bU`Y`[ Y[ Yb`XYb`8fYgXbYf`G7`gW`Y]hYfhYz`bUW`XYa`g]Y  
ni j cf`bYi b`:`]bU`hY]bU`a Yb`]b`:`c`[ Y`YffY]W'h`UhhYbzk ]Y`  
Nj k "XY`VYf]W`hYh"

Ni gÀhn`]W`ni`XYb`5V[`Àb[`Yb`XYf`[`YbUbbhYb`Gd]Y`Yf]bbYb`UVYb  
Ui`W`Y]b][`Y`k`Y]hYfY`Ub[`À\`f][`Y`HYUa`a`h[`]YXYf`]fY`?`Uff]YfY  
VYYbXYh"8Uni`nÀ\`Yb`X]Y`GhUfgd]Y`Yf]b`?`fmghU`F`J`Yfg`gck`JY  
A`Uf]U`GY[`i`fU`DU`YfÅg`i`b`X`F`ccgU`?`cg`Y`c";`YgW`À`ZhgZØ\`fYf`5i`fY`  
=]cb`\`Uh`VYfY]hg`Ub[`Y`ØbX][`h`X`Ugg`k`Y]hYfY`5VgW`YXY`Zc`[`Yb  
k`YfXYbž`k`Ug`Ui`ZY]bYb`i`a`ZUggYbXYb`l`a`Vfi`W`]a`?`UXYf  
\`]bk`Y]gh"

## ?`UXYfd`Ubi`b[`i`bX`bYi`Y`Ni`[`Àb[`Y`

:`Øf`X]Y`\_ca`a`YbXY`GU]gcb`ØVYfb]a`a`h`HfU]bYf`?`cbghUbh]b`6]hYf  
X]Y`J`YfUbhk`cfhi`b[`]ZØf`X]Y`?`UXYfd`Ubi`b[`]ž`gY]hXYa`X]Y`ZfØ\`YfY  
GdcfhX]fY`\_hcf]b`?`]a`C`gnj`U`X!`F`Yb`\_Ya`U`XYb`J`YfY]b`j`Yf`Àggh"5V  
XYa`%"`A`U]`k`]fX`C`gnj`U`X!`F`Yb`\_Ya`U`bYi`Y`;`YgW`À`ZhgZØ\`fYf]b`XYf  
J`c`Y`mV`U`6i`bXYg`][`U`6Y]`XYb`K`Y`W`gY`b`]b`XYf`@[`U`[`]Vh`Yg  
nU\`fY]W`Y`B`Yi`ni`[`Àb[`Y`ZØf`Ghi`hh[`Ufh`A`]h`D]U`?`ÀghbYfž`7\`Uf`c`hhY  
?`fYb]W`\_mž`5b`hcb]U`GhUi`hnž`@`W]U`J`UfY`U`;`ca`Yn`i`bX`a`Y\`fYfYb  
k`Y]hYfYb`Gd]Y`Yf]bbYb`\_cbbhY`XYf`J`YfY]b`VYfY]hg`bYi`Y`HU`Yb`hY  
j`YfdZ]W`hYbž`k`]Y`Ui`Z`J`c`Y`mV`U`!`=bg]XYf`ni`Y`gYb`]gh"

8]Y`HfUbgZYf`]ghY`ZØf`Ghi`hh[`Ufh`i`a`ZUgghi`bhYf`UbXYfYa`.

- `D]U`?`ÀghbYf`fNŁ
- `7\`Uf`c`hhY`?`fYb]W`\_m`fNŁ
- `5b`hcb]U`GhUi`hn`f5`ž`J`Yf`hfU[`]V]g`&\$&\*`Ł
- `@`W]U`J`UfY`U`;`ca`Yn`fA`6ž`J`Yf`hfU[`]V]g`&\$&\*`Ł
- `A`\_]U`U`A`c[`YbgYb`f5`ž`l`G7`A`ØbghYfž`J`Yf`hfU[`]V]g`&\$&\*`Ł
- `DUi`]bY`A`Ufh]b`fB`ž`J`Yf`hfU[`]V]g`&\$&\*`Ł
- `š`]U`XY`DUi`U`f5`ž`F`ØW`\_Y`f`@Y]\`Yž`Gi`\`Ł
- `@Y]XUb]`G`UWUb]b`f5`ž`&"`A`UbbgW`U`Z`Ł
- `A`Uf]Y`GhY]b\`]VYf`fA`6ž`&"`A`UbbgW`U`Z`Ł

## F`ØW`\_V`]W`\_`Ui`Z`X]Y`Y`hnhY`GU]gcb`

8]Y`Y`hnhY`GU]gcb`k`Uf`ZØf`5`]Ubn`A`HJ`Ghi`hh[`Ufh`VYgcbXYfg  
Yb`h`Ài`gW`YbXž`XU`XUg`HYUa`b`UW`b`Yi`b`YfZc`[`fY]W`Yb  
:]b`U`hY]`b`U`a`Yb`]b`:`c`[`Y`]a`<`U`V`Z]b`U`Y`[`Y`[`Yb`XYb`8`fYgXbYf`G7  
gW`Y]hY`fhY""Ni`XYb`<`YfUi`gZc`fXYfi`b[`Yb`nÀ\`hYb`b]W`h`bi`f`XYf

8 fi W\_`Ui g`XYf`J Yf[ Ub[ Yb\`Y]hž`gcbXYfb`Ui W\`X]Y`ghUf\_Y  
 6Yk YfVi b[ `8fYgXYbg`U`g`?i `hi f\`Ui dhghUXh`&\$&) ž`X]Y`XYa `8G7  
 ni g`Ähn`)W\Y`A ch]j Uh]cb`ni `j Yf`Y\`Yb`gW\]Yb``8 ]YgY`XmbUa ]gW\Y  
 G]hi Uh]cb`i bhYfghf]W\`X]Y`d\`mg]gW\Y`GhÄf`Y`XYf`Ghi hh[ UfhYf  
 A UbbgW\UZh`i bX`X]Y`Bchk YbX][`\_Y]hž`g]W\`bYi `Ui Zni ghY``Ybž`k ]Y  
 Ui g`X]j YfgYb`6Yf]W\hYb`\Yfj cf[ Y\`hž`i bhYf`UbXYfYa `j cb`  
**J c``YmVU``!6i bXYg`][ U"**

A ]h`XYb`VYj cfgh\`YbXYb`?UXYfÄbXYfi b[ Yb`i bX`XYf  
 I a gW\]W\hi b[ `]b`XYf`gdcfh]W\Yb`@Y]hi b[ `ghY\`h`X]Y`6i bXYg`][ U!  
 GU]gcb`&\$&) #&\$&\* `j cf`Yf\`YV`]W\Yb`J YfÄbXYfi b[ Yb``CV`X]Y  
 BYi ni [ Äb[ Y`XUni `VY]hfU[ Yb`\_ÖbbYbž`Ghi hh[ Ufh`k ]YXYf`Ui Z`X]Y  
 9fZc`[ ggdi f`ni `Vf]b[ Ybž`V`Y]Vh`UVni k UfhYb"

8YhU]`g	
C fh	Ghi hh[ Ufhž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "nj k "XY</li> <li>• j c``YmVU``!]bg]XYf"Wča</li> <li>• k k k "j c``YmVU``!Vi bXYg`][ U"XY</li> </ul>

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