

@U\_Y`UbX`@[ \ hg`I d. `F YXž`K \ ]hY` / Ua d /  
? UVcca `: ]fYk cf\_g`8Y`][ \ h`7fck Xg°

9I d`cfY`Dc`\_`7ci bhm` , \$' - /g`j ]VfUbh`ĥ `m( h\ `W\`YVfUh]cbg  
]b`&\$&) žZYUhi f]b[ `Z]fYk cf\_gžZUa ]m`Zi bž`UbX`cWU`Yj Ybhg  
UWfcgg`@U\_Y`UbXž`K ]bhYf`< Uj Ybž`UbX`a cfY"



@U\_Y`A ]ffcfž`@U\_Y`UbXž: `cf]XUž`I G5`!`5g`h\Y`gi b`VY[ Ub`hc  
gYh`cb`ĥ `m( ž`&\$&) ž`h\Y`W]hmicZ`@U\_Y`UbXž: `cf]XUž`k Ug`UVi nn`k ]h\  
W\`YVfUh]cb`Zcf`]hg`Ubbi U`F YXž`K \ ]hY` / `? UVcca `Z]fYk cf\_g`g\ck  
Uh`@U\_Y`A ]ffcf``: cfhi bUhY`mž`XYgd]hY`h\Y`i bW\fhU]b`k YUh\Yf  
`YUX]b[ `i d`hc`h\Y`Yj Ybhž`fU]b`gdUfYX`h\Y`ZYghj ]h]Ygž`a U\_]b[ `]h`U  
b[ \ h`hc`fYa Ya VYf`Zcf`ZUa ]`Yg`gYY\_]b[ `Zi b`i bXYf`h\Y`ghUfg"  
5hhYbXYYg`Uff]j YX`XYW\_YX`ci h`k ]h\`UW\_Yhg`UbX`i a VfY`Ugž`fYUXm  
Zcf`k \UhYj Yf`h\Y`gi a a Yf`g\_]Yg`a ][ \ h`Vf]b[ " `Ugcb`HfcmUb  
g\ck YX`i d`k ]h\` \ ]g`dcbW\cž`k \ ]Y`ch\Yfgž`\_]Y`5i gh]b`K Y`gž  
XYW]XYX`hc`hU\_Y`h\Y`f]g\_`UbX`[ c`k ]h\ci h`h\Y`YI hfU`[ YUfž`YI W]hYX  
UVci h`h\Y`Yj Yb]b[ g`YbhYfhU]ba Ybh"

H\Y`Yj Yb]b[ `\_]W\_YX`cZZ`k ]h\`U``j Y`m`d]Wb]W]b`A i bb`DUf`\_`cghYX

Vm'h\Y`@U\_Y`UbX`8ck bhck b`8Yj Y`cda Ybh'5[ YbWmUh`\*`d"a "ž  
ZYUhi f]b[ ``cWU`ZccX`j YbXcfgž'8>@]a dhUgh]Wgd]bb]b[ `hi bYgž`UbX  
[ Ua Yg`hc`\_YYd`ZUa `]Yg`YbhYfhU]bYX`"6m'h\Y`h]a Y`h\Y`WcW`ghfi W  
- ž'h\Y`Uha cgd\YfY`k Ug`Y`YWf]WUg`; Ufm`@cj Y`UbX`h\Y  
A ccb`][ \hYfg`dYfZcfa YXž`YUX]b[ `]bh`h\Y`VfYUh\hU\_]b[ `Z]fYk cf\_g  
h\Uh`]h`i d`h\Y`@U\_Y`A ]ffc`f`g\_m`"@U\_Y`UbX`fYg]XYbhgž`h\f]`YX`Vm  
h\]g`gdYWhUW`Uf`ghUfhž`YU[ Yf`m`Ubh]W]dUhYX`U`gYWcbX`b][ \h`cZ  
W`YVfUh]cbg`ZYUhi f]b[ `a cfY`Z]fYk cf\_g`d`UbbYX`Zcf`f]XUmž`ž`m`)" "

ž`m` `9j Ybhg`GhYU`h\Y`Gdc h`][ \h

6i h'h\Y`Zi b`]b`Dc`\_`7ci bhm`k Ugb h`]a ]hYX`hc`'4 gh`cbY`b][ \h`5g  
XYgWf]VYX`Vm`H\Y`@YX[ Yfž`h\Y`ZYgh]j ]h]Yg`i bZc`XYX`cj Yf`hk c  
`]j Y`m`XUmg`ž`m` `]bWi XYX`bch`cb`m'h\Y`F`YXž`K` \]hY`/`?UVcca  
Vi h`U`gc`K`]bhYf`<Uj Yb`g`F`cW\_]b`:`fY`YXca`:`Ygh`Uh`A`Ufh]b`@`h\Yf  
?`]b[ `ž`"DUf`\_ž`k` \]W\`XUnn`YX`j ]g]hc`fg`k`]h\`]hg`ZfY`Y`k`UhYf`g\_]`g\`ck`ž  
ZccX`hfi W\_gž`UbX`Z]fYk cf\_g`Uh`gi bgYh"

Dc`\_`7ci bhmidi ``YX`ci h`U``h\Y`ghcdg`k`]h\`j`Uf]YX`Yj Ybhg.`VUgYVU``  
[ Ua Ygž`k`UhYfa Y`cb`YUh]b[ `WcbhYghgž`UbX`d]Wb]Wg`": Ua `]Yg`k`YfY  
]bj ]hYX`hc`Vf]b[ `WUbbYX`ZccX`]hYa`g`hc`XcbUhY`hc`cWU`WXUf]h]Yg  
k` \]Y`Yb`cm]b[ `a`i`g]Wž`YbhYfhU]ba Ybhž`UbX`ž`cZ`Wci fgYž`Z]fYk cf\_g  
h\Uh`a`Uf`\_YX`h\Y`b][ \h`k`]h\`Wc`cfZi`gd`Ug`Yg`UWfcgg`h\Y`:`cf]XU  
g\_m"

5`K`YY`\_YbX`cZ`GdYWhUW`Uf`:`]fYk cf\_g

Cb`ž`m` (ž`h\Y`Yi W]hYa Ybh`Wcbh]bi YX`k`]h\`bi`a`Yfci`g`Yj Ybhg  
gWUhhYfYX`UWfcgg`h\Y`Wci bhmž`dfca`]g]b[ `gca`Yh\]b[ `Zcf`Yj Yfmc`bY`  
5Wcfx]b[ `hc`J`]g]h`7YbhfU`:`c`f]XUž`W`YVfUh]cbg]bWi XYX.

- 5i Vi fbXU`Y.`: ]fYk cf\_g`cj Yf`@U\_Y`5f]UbU`Uh`-`d"a "ž`k`]h\`  
`]a ]hYX`dUf\_]b[ `Xi`Y`hc`cb[ c]b[ `dUf`\_`Wcbghfi W]cb"
- 6Ufhck` .`žXYdYbXYbW`8Um`7Y`YVfUh]cb`Uh`A`cgU]WUf`\_`  
Zfca`&.`\$`hc`%\$`d"a "žZYUhi f]b[ ``]j Y`a`i`g]WUbbX`Z]fYk cf\_g  
gWYXi`YX`Zcf`Ufci bX`-`.%\$`d"a "
- 8Uj Ybdcfh.`5`W`YVfUh]cb`Uh` (d"a "ZYUhi f]b[ ``]j Y  
YbhYfhU]ba Ybhž`WfUZhž`UbX`Z]fYk cf\_g`Ufci bX`-`d"a "

- 8 i bXYy. ' : ccXž: f]YbXgž'UbX': ]fYk cf\_g 'Yj Yb'ghUfh]b[ Uh\* 'd"a "žk ]h\ 'Z]fYk cf\_g][ b]h]b[ 'Uh'- 'd"a "
- < U]bYg'7]hm 'H\i bXYf'cb'h\Y'F]X[ Y'Uh'@U\_Y'9j U'DUf\_Zfca '( 'd"a "'hc'- .%) 'd"a "ž]bWi X]b[ 'Z]fYk cf\_g'Uh'h\Y'YbX cZ'h\Y'b][ \h"
- @U\_Y'K U'Yg. 'FcW\_]b 'cb'h\Y'F]X[ Y'Zfca "' 'd"a "žk ]h\ Z]fYk cf\_g'gYh'Zcf'- 'd"a "
- @U\_Y'UbX. 'H\Y': 'm]b[ 'H][ Yfg'k ]''\cgh'Ubch\Yf'Z]fYk cf\_g gdYWhUW 'Uf'Zc'ck ]b[ 'h\Y]f'[ Ua Y'U[ U]bgh'h\Y'8i bYX]b 6'i Y'Xmgž'Wca a YbW]b[ 'Uh)' 'd"a "'Uh'æ\_Yf'A UfW'Ubh GhUX]i a "

Dc`\_`7ci bhm]g'WfhU]b`m`di ``]b[ 'ci h'U``h\Y'ghcdg'h\]g'mYUfž Ybgi f]b[ 'h\Uh'fYg]XYbhg'UbX'j ]g]hcfg'\Uj Y'd'Ybhm'cZ'cdh]cbg'hc Yb'cm'h\Y'Z'gh]j Y'gd]f]h'cZ'XbXYdYbXYbW'8Um": fca 'Wc'cfZ' Z]fYk cf\_g'hc'ZUa ]m'Z]YbX'm'UWh]j ]h]Ygž'h\Y': ci fh\ 'cZ'X'm W'YVfUh]cbg'UfY'bch'† gh'U'Z'Ug\ ]b'h\Y'dUb/'h\Ym'XY`j] Yf'U XY`][ \hZ'`k YY\_YbX'Z]'YX'k ]h\ 'cm'UbX'WJa UfUXYf]YžfYa ]bX]b[ Yj Yfmc'bY'h\Uh': `cf]XU'\_bck g'\ck 'hc'Xc'U'[ ccX'XYU'cZ W'YVfUh]b[ "

8YhU]'g	
Cfh	@U_Y'A ]ffc'fž'@U_Y'UbXž: `cf]XUž'I G5
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "UVWUWh]cbbYk g"Wca</li> <li>• k k k "h\Y`YX[ Yf"Wca</li> <li>• j ]g]hW'bh'fU'Z'cf]XU"cf[</li> </ul>

6Ygi W\Yb'G]Y'i bg'Ui Z.'a Y]b!k ]Yb"bYh