

F i h\ / , \$' - /g '@]gh: `cf]XU'9bXc fgyg'? Ym  
7UbX]XUHyg'Zcf' i dWca ]b[ '9`YWh]cbg°

8]gWcj Yf'h\Y`UhYgh'i dXUHyg'Zfca `D]bY`Ug'7ci bhmž`]bWi X]b[  
\_Ym'WbX]XUHy`YbXc fgya Ybhg'Zcf'h\Y`&\$&) !&\$&\* `Y`YWh]cbg  
UbX'cb[ c]b[ `UVcfh]cb'f][ \hg']b]h]Uh]j Yg"



D]bY`Ug'7ci bhmž: `cf]XUž'i G5`!`Dc`h]WU`k ]bXg'UfY'gk ]f`b[ `]b  
: `cf]XU'Ug'Fi h\ g '@]gh: `cf]XU'fYWbhm'Ubbci bW'X'h\Y]f'VUW\_]b[ `cZ  
h\fYY'dfca ]bYbh'WbX]XUHyg'Zcf'h\Y`i dWca ]b[ `&\$&) `UbX`&\$&\*  
Y`YWh]cbg" H\Y`YbXc fgya Ybhg'Wca Y`Xi f]b[ `U`Wf]h]WU`h]a Y`k \Yb  
]ggi Yg'gi W`Ug'UVcfh]cb'f][ \hg'UfY`Vi nn]b[ `]b'h\Y`di V`]WX]U`c[ i Yž  
a U\_]b[ `h\YgY`WbX]XUHyg`YZZcfhg`Yj Yb`a cfY`fY`Yj Ubh"

5a cb[ `h\Y`YbXc fgyX`WbX]XUHyg']g`M] YhY`8fi W\_Yfž`U`XYX]WUHyX  
a Ya VYf`cZ`h\Y`6cWU`F`Uhc b`7]hm`7ci bW]ž`k \c`]g`j m]b[ `Zcf'h\Y  
GYbUHy`8]ghf]Whi`\*`gYUh'Zcfa Yf`m`\Y`X`Vm`8Ya cWfUh`@cf]`6Yfa Ub"  
8fi W\_Yf`g'df]a Ufm`W`U`Yb[ Y`k ]`Wca Y`Zfca `Zcfa Yf  
F`YdfYgYbhUh]j Y`8Uj ]X`G]j Yfgž`UbX`k \cYj Yf`Ya Yf[ Yg`j ]Wcf]ci g  
k ]`ZUW`F`Ydi V`]Wb`F`W`F`ch`ž`k \c`W`ffYbh`m`\Ug`bc`cddcg]h]cb"

H\]g'X]ghf]Wh]g' [ YUf]b[ 'i d'Zcf'U'g\ck Xck b'h\Uh'Wci 'X'g][ b]Z]WUbh'm  
]bZi YbWY': `cf]XU g`Y [ ]g`Uh]j Y`UbXgWUdY"

## 9`YWhc fU` @UbXgWUdY`HU\_Yg`G\ UdY

7Udf]WY`9Xa cbXž'Ub`YXi WUhc f'UbX'dUgg]cbUhY`W\]`X`UXj cWUHyž  
U`gc`fYWY]j YX`Fi h\ g`@]gh`VUW\_]b[ `Ug`g\Y`gYY\_g`fY!Y`YWh]cb`hc`h\Y  
D]bY`Ug`7ci bhm'GW\cc`6cUfX`]b`&\$&\*`"K ]h\ci h'Ubm'WcbhYgh]b [   
WUbx]XUhYg`Zcf`\Yf'8]ghf]Wh'+`gYUhž'9Xa cbX`]g`U`\_Ymid`UmYf`]b  
Ybgi f]b[ `YXi WUh]cbU`WcbWfYbYfYa U]b`Zfcbh'UbX`WYbhYf"

H\Yb`h\YfY g`G\Ub]ei U` G\Ub `FcgYž'U` [ fUggfcchg`cf[ Ub]nYf`k ]h\   
U`ghfcb[ `bc bdfcZ]h'VUW\_[ fci bXž'k \c`]g`k cf\_]b[ `UfX`hc`fYhU]b`Yf  
8]ghf]Wh)`gYUh'cb`h\Y`C`f'UbXc`7]hm'7ci bW)`"FcgY`]g`bch`k ]h\ci h  
W\U`Yb[ Yž'Ug`g\Y`ZUWYg`fY [ ]bU`<`]ž'U`Zcfa Yf`7]hm'7ca a ]gg]cbYf  
k \c`\Ug`VYYb`Ya Vfc]`YX`]b`Wcbhfcj Yfgm'Xi Y`hc`dUgh`W]a ]bU`  
U`Y [ Uh]cbg`"5ZhYf`k ]bb]b[ `U`GdYW]U`9`YWh]cb`Zcf`\Yf`gYUh`↑ gh`Ugh  
↗ bYž'FcgY`]g`\cd]b[ `hc`a U]bhU]b`Yf`a ca Ybhi a `YUX]b[ `]bhc`h\Y  
Wfi W]U`Y`YWh]cb`cb`Bcj Ya VYf`("

7\ f]gh]bU`8 ]Ua cbXž'79C`cZ`Fi h\ g`@]gh': `cf]XUž`]g`Z]fa `m  
UXj cWUh]b[ `Zcf`h\YgY`WUbx]XUhYgž`Ya d\Ug]n]b[ `h\Y]f`Wca a ]ha Ybh  
hc`Yei ]hmž'UWYggž'UbX'dfc [ fYgg`"H\YgY`YbXcYfYa Ybhg`Zc`ck`Zci f  
dfYj ]ci g`cbYgž`]bWi X]b[ `FYd`"@UJ cb`6fUWm'8Uj ]g`Zcf`GYbUhY  
8]ghf]Wh`%) `GdYW]U`9`YWh]cb`UbX`@Uj fU`8ca ]b[ i Yn`Zcf`fY!Y`YWh]cb  
hc`h\Y`A ]Ua ]`6YUW\`7]hm'7ca a ]gg]cb"

## 5Vcfh]cb`F ][ \hg`Uh`h\Y` : cfYZfcbh

H\Y`dc`h]WU`i bXYfhck`]b': `cf]XU`]g`a UXY`U`h\Y`a cfY`]bhYbgY`Vm  
h\Y` [ fck ]b[ `X]gW`gg]cbg`Ufci bX`UVcfh]cb`f][ \hg`"Cb`Bcj Ya VYf`+ž  
C\]c`VYWUa Y`h\Y`UhYgh'ghUhY`hc`WYa Ybh'UVcfh]cb`UWYgg`]b`]hg  
Wcbgh]hi h]cb`Zc`ck ]b[ `U`g]a ]Uf`hfYbX`UWfcgg`h\Y`bUh]cb`g]bWY`h\Y  
Gi dfYa Y`7ci fhg`XYW]g]cb`hc`cj Yfhi fb`Fcy`j`"K UXY`"5Xj cWUHyg`]b  
: `cf]XU`UfY`YU [ Yf`hc`Ya i`UhY`h\]g`j ]Whcfmž'di g\]b[ `Zcf`U`VU`ch  
]b]h]Uh]j Y`h\Uh'Wci `X`fYg\UdY`h\Y`ghUhY`g`ghUbWY`cb`UVcfh]cb  
f][ \hg`"7i ffYbh'mž: `cf]XU`g`Zi hi fY`cZ`fYdfcXi Wh]j Y`UWYgg`\Ub [ g  
VmU`h\YfYUXž`k ]h\`h\Y`ghUhY`Gi dfYa Y`7ci fh`k Y][ \]b[ `]b`cb`U

%) !k YY\_`VUb" "Zi d\Y`Xž]h`Wci `X`hf][ [ Yf`U`Uk `dfc\]V]h]b [ UVcfh]cbg`UZhYf`↑ gh]g]l `k YY\_gžk ]h\ `cb`m`bUffck `YI Wdh]cbg"

5bbU`<cW\`Ua a Yf`cZ`h\Y : `cf]XU`K ca Yb g: fYXca `7cU`]h]cb \Ug`fU]gYX`Yf`j c]W`k Ufb]b[ `h\Uh`h\]g`Wci `X`YUX`hc`U`di V`]W \YU`h\`Wf]g]gž]a dUWh]b[ `Ufci bX`(`a `])cb`k ca Yb`UbX`[ ]f`g`cZ fYdfcXi Wh]j Y`U[ Y`]b`h\Y`Gi bg\]bY`GhUhY"K ]h\ `h\Y : `cf]XU Gi dfYa Y`7ci fh`gYh`hc`XYW]XY`cb`h\Y`dfcdcgYX`UVcfh]cb fYZfYbXi a `Zcf`]bWi g]cb`cb`h\Y`Bcj Ya VYf`&\$&(`VU`chž UXj cWUhYg`UfY`[ Uh\Yf]b[ `g][ bUhi fYg`UbX`bYX`UVci hi (\$\$ž\$\$\$ a cfY`Vm`h\Y`YbX`cZ`8YW`a VYf`hc`a U`\_Y`]h\`UddYb" `H\]g`a YUgi fYž fYei ]f]b[ `U`g][ b]Z]Wb`h\*\$`\$i `j chYf`gi ddcfh`hc`dUggž`U]a g`hc Ufh]W `UhY`f][ \hg`h\Uh`fYZYWh`h\Y`Ub[ i U[ Y`i gYX`]b`F`c`Y`j "K UXYž Wcj Yf]b[ `UVcfh]cb`UWW`gg`VYZcfY`j ]UV`]hm"

Dfca ]bYb`h`cf[ Ub]nUh]cbgž]bWi X]b[ `VfUbW\Yg`cZ`h\Y`57@ `UbX D`UbbYX`DUfYb`h\ccXž`Uj Y`^c]bYX`ZcfW`g`k ]h\ : `c]X]Ubg`DfchYWh]b[ : fYXca `fl D: Łž`U`Wc`U`]h]cb`gi ddcfh]b[ `fYdfcXi Wh]j Y`YU`h\WUfY UWW`gg`UbX`VcX`]m`Ui hcbca m`H\]g`[ fUggf`c`hg`a`cj Ya Ybh]g Ya Yf[ ]b[ `Ug`U`Wf]h]WU`Zfcbh]b : `cf]XU`dc`h]Wgž`ghf]j ]b[ `hc`]a ]h [cj Yfba Yb`h`cj YffYUW\`fY[ UfX]b[ `dYfgcbU`a YX]WU`XYW]g]cbg" : D: ]g`di g\]b[ `Zcf`Ub`Ua YbXa Yb`h`h\Uh`k`ci `X`b`ch`cb`m`ZUW`]hUhY YggYbh]U`fYdfcXi Wh]j Y`YU`h\WUfY`Vi h`U`gc`dfYj Yb`h`cj Yf`m fYghf]Wh]j Y`Uk`g`Zfca `VY]b[ `YbUWHYX"

H\Y`fUa ]Z]WUh]cbg`cZ`h\YgY`Y`YW`hc`fU`W`U`Yb[ Yg`UbX`UXj cWUWn YZcfhg`UfY`]a a YbgY" : `cf]XU`g`ghUhi`g`Ug`U`gk ]b[ `ghUhY`a U`\_Yg`]h`U VY`k Yh\Yf`Zcf`bUh]cbU`hfYbXgž`UbX`h\Y`ci hWca Yg`cZ`h\YgY`d]j chU` Y`YWh]cbg`UbX`]b]h]Uh]j Yg`Wci `X`Zi bXUa YbhU`m`UZZYWh`h\Y`X]fYWh]cb cZfYdfcXi Wh]j Y`f][ \hg`bUh]cbk ]XY"K \Yh\Yf`M]YhY`8fi W\_Yfž 7Udf]W`9Xa`cbXž`cf`G\Ub]ei U`F`cgY`f]gY`hc`h\Y`cWUg]cb`k ]` XYhYfa ]bY`a`cfY`h\Ub`↑`gh`cWU`fUW`g`h\Y`m`a`Um]j`Yfm`k`Y` ]bZi YbW`h\Y`VfcUXYf`bUffUh]j Y`gi`ffc`i`bX]b[ `k`ca`Yb`g`f][ \hg`UbX \YU`h\WUfY`UWW`gg`]b`5a`Yf]WU"

C fh	D]bY`Ug'7ci bhmž: `cf]XUž! G5
E i Y`Yb	<ul style="list-style-type: none"> <li>• Z'cf]XUdc`h]Wg"Wca</li> <li>• UVWbYk g"[ c"Wca</li> <li>• `k j Z"cf[</li> </ul>

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