

: fUb\_Zi fh'ZØ\ fh': fUi Yb!B UWX h!HUI ]  
; i hgWXY]bY'ZØf'a Y\ f'G]WXYf\Y]h°

A Ubb\Y]a 'ZØ\ fh'gY]h'&\$%- 'Y]b'YfZc`[ fY]WXYg'HUI ]!  
; i hgWXY]bgmghYa 'ZØf': fUi Yb'Y]bž'i a 'X]Y'bÅW'h]WXY  
G]WXYf\Y]h'ni 'Yf\Ø\Yb": fUb\_Zi fh'd`Ubhž'X]YgYg'A cXY``UV  
<YfVgh&\$&) 'ni 'ØVYfbY\ a Yb"



A Ubb\Y]a ž'8Yi hgWXY'UbX'!'8]Y'GhUXh': fUb\_Zi fh'\Uh'[ fc»Y  
D`AbYž'i a 'X]Y'bÅW'h]WXY'A cV] ]hÅh'ZØf': fUi Yb'ni 'j YfVYggYfb''8Yf  
J cfgWXY'U[ 'ZØf'Y]b'; i hgWXY]bgmghYa 'ZØf': fUi YbbUWX hhUI ]g'gc``]a  
<YfVgh'cXYf'K ]bhYf'&\$&) 'i a [ YgYhnh'k YfXYbž'i a 'XUg  
G]WXYf\Y]hg[ YZØ\`Ui Z'XYa '<Y]a k Y[ 'ni 'ghÅf\_Yb"@Ui h'**HiCb`bY**  
\UVYb'X]Y'J YfUbhk cfh]WXYb'XUg'i fgdFØb[ `]WXY'6i X[ Yh'j cb  
+) "\$\$\$'9i fc'Ui Z'ghc`nY' ( ) "\$\$\$'9i fc'Ui Z[ YghcW\_h"N]Y``]gh'Ygž  
: fUi Yb'[ Øbgh][ YfY'HUI ]ZU\fhYb'Ubni V]YhYbž']bgVYgcbXYfY']b'XYb  
gdÅhYb'B UWX hghi bXYb"

8]Y' ð]h]Uh]j Y ]b': fUb\_Zi fh'cf]Yb]Yfh'g]WXY'Ub'VYghY\YbXYb  
Dfc'Y\_hYb']b'UbXYfYb'GhÅXhYbž'k ]Y'XYa ]b'A Ubb\Y]a ž'XUg'VYfY]hg

gY]h&\$%- 'YfZc`[ fY]W`'Ai Zh"8 Ug[ Yd`UbhY': fUb\_Zi fhYf'GmghYa `k ]fX  
gck c`X][ ]hU`Y`U`g`Ui W`UbU`c[ Y'; i hgWXY]bY'i a ZUggYbži a `Y]bY  
VfY]hYfY`Bi hni b[ `ni `Yfa Ö[ `]WXYb"J YfgW]YXYbY`gh`Xh]gWXY  
6Y\ÖfXYbžiY]bgW`Y»`]W`XYg': fUi YbFYZYfUhg'i bX`XYg'5a hYg`ZÖf  
≠Zcfa Uh]cbg!`i bX`?ca a i b[\_Uh]cbghYWb]\_ž`UfVY]hYb`< UbX`]b  
< UbXži a `X]YgYg`Dfc`Y`\_h`Ui ZX]Y`6Y]bY`ni `ghY`Yb"Ni XYa `k ]fX  
Y]bY`Yi hYfbY': ]fa U`ZÖf`X]Y`5Vk ]W`i b[ `XYg'5VfYWb]i b[ ggmghYa g  
VYUi ZhfU[ h"

## 8 ]Y`i bg]WXYf\Y]h`XYf': fUi Yb

8 ]Y': fÖbXY`ZÖf`X]YgY`≠]h]Uh]j Y`g]bX`Yfbghi bX`bUW]j c`n]Y\VUf.  
=a a Yf'a Y`f': fUi Yb`ZÖ\`Yb`g]W`i bg]WXYfž`k Ybb`g]Y`bUW`hg`bUW  
<Ui gY`[ Y\Yb"; YfUXY`nk ]gWXYb`&&`l`f`i bX`\*`l`f`g]bX  
HUI ]ZU\fhYb`cZh`Y]bY`hYi fY`5b[ Y`Y[ Yb\Y]h"7\]UfUž`&\*`≠\fYž  
Yfn`h`ž`XUgg`g]Y`bUW`hg`]\fYb`GhUbXcfh`a ]h': fYi bXYb`hY]`h`i bX  
VYgcbXYfg`Ui Z; YfAi gWY`UW`hYhž`k `h`fYbX`g]Y`bUW`<Ui gY`Ai Zh"  
8 UVY]`]gh`Yg`\_Y]b'; Y\Y]a b]gž`XUgg`j cf`U`Ya `: fUi Yb`]a  
ÖZYbh`]WXYb`FUi a `Y]bYf`\Ö\YfYb'; YZU\f`Ui g[ YgYhnh]g]bXž`k ]Y  
XYf`HUI ]\Yi hY`VYf]W`hYh"

≠b'; ]Y»Yb`\Uh`Y]bY`i a ZfU[ Y`Yf[ YVYbž`XUgg`g]W`\*`%a `XYf': fUi Yb  
i bX`) (i `XYf`DYfgcbYb`a ]h`XYa `; YgW`YW`hgY]bhfU[ `X]j Yfg  
bUW`hg`i bg]WXYf`ZÖ\`Yb`/i bhYf`A `AbbYfb`g]bX`Yg`bi f`&(i "8 Ug  
nY][ h`XYi h`]W`.< ]Yf'a i gg[ Y\UbXY`h`k YfXYb"; ]Y»Yb`[ Y`h`a ]h  
Y]bYa `]bhYfYggUbhYb`?cbnYdh]j cfUb`i bX`V]YhYhgY]h`5bZUb[ `ž`b]  
; i hgWXY]bY`ÖVYf`ZÖbZ`9i fc`F UVUh`ZÖf`b`h`W`h]WXY`HUI ]ZU\fhYb`Ubž  
i a `X]YgY`N]Y`[ fi ddY`[ Yn]Y`h`ni `i bhYfgh`h`nYb"8 ]Y'; i hgWXY]bY  
ghY\Yb`A `h`WXYb`UV`%( `≠\fYb`gck ]Y`HfUbgZfUi Yb`i bX`b]W`h  
V]b`h`fYb`DYfgcbYb`c`ZYb"

## K Y]hYfY`≠b]h]Uh]j Yb`]b`8 Yi hgW`UbX

8 cW`b]W`hibi f': fUb\_Zi fhi bX'; ]Y»Yb`bY\`a Yb`g]W`XYa `H\Ya U  
Ub"5i W`]b`?Ö`b`k ]fX`[ YdfÖZž; i hgWXY]bY]a `F U\`a Yb`XYg  
Dfc`Y`\_hg`': fUi Yb`!B UW`h`HUI ]g`Ubni V]YhYbži a `XYb`Z]bUbn]Y`Yb  
8 fi W`\_Ui Z: fUi Yb`ni `j Yff]b[ Yfb"8 YfmU`? UfUXU[ ž`Y]bY  
; fÖbYbdc`]h`\_Yf]b`Ui g`?Ö`b`ž`VYhcbhž`XUgg`U`Y': fUi Yb`ži bUV`h`b[ ]]

j cb']\fYa '9]b\_ca a Ybž'X]Y'A Ô[ 'jW\_X]h'Yf\U'hYb'gc''Ybž'Y]b'HUI ]  
 ni 'bi hmYb''5i W'GHXhY'k ]Y'A ØbWYbž'<Y]XY'VYf[ 'i bX'Ghi hh[ Ufh  
 \UVYb'VYfY]hg'À\b'WY'; i hgWY]bUb[ YVchY'YhUV'Yfhž'X]Y '[ Yn]Y'h  
 ZØf'X]Y'B UW hghi bXYb' [ Y'hYb'i bX'j YfgW]YXYbYb'N]Y'[ fi ddYb  
 cZYbghY\Yb"

⊕'A ØbWYb' \_ØbbYb': fUi Yb'; i hgWY]bY'Y]b[ Y\Ybž'X]Y '%\$'9i fc  
 XYf'HUI ]\_cghYb'UVXYW\_Yb''K ]W]h[ ' ]ghž'XUgg'a Ub'j ]Yf  
 j YfgW]YXYbY'DYfgcbYb[ fi ddYb'Ub gdf]W]h': fUi Yb'UV '%\* ' >\fYbž  
 HfUbgZfUi Ybž'DYfgcbYb'a ]h'XYa'; YgW'YW]hgY]bhfU[ ' X]j Yfg 'i bX  
 bcb!V]bÅfY': fUi Yb''8]Y'; i hgWY]bY'g]bX'gc'\_cbn]d]Yfhž'XUgg'g]Y']b  
 G]hi Uh]cbYb'j Yfk YbXYh'k YfXYbž'X]Y'j cb'G]WYf\Y]hgVYXYb\_Yb  
 [ YdfÅ[ h'g]bXž'i bX'ghY''Yb'g]WYfž'XUgg': fUi Yb'Ui W' bUW]hg'g]WYf  
 bUW' <Ui gY' [ Y'Ub[ Yb"

⊕g[ YgUa h'nY][ Yb'X]Y'i a ZUggYbXYb'A U» bU\ a Ybž'k ]Y'Yfbgh'X]Y  
 <YfUi gZcfXYfi b[ 'XYf'bÅW]h]WYb'G]WYf\Y]h'ZØf': fUi Yb  
 [ Ybca a Yb'k ]fX''8]Y'Dfc'Y\_hY' ]b'j YfgW]YXYbYb'GHXhYb'g]bX'Y]b  
 NY]WYb'XUZØfž'XUgg'a Ub'b]W]h'U''Y]b' ]gh' ]b'X]YgYf'8]g\_i gg]cb''A ]h  
 XYf'9]bZØ\fi b[ 'XYg'; i hgWY]b gmgY'a g' ]b': fUb\_Zi fh'k ]fX'Y]b  
 k Y]hYfYf'GW]f]hh' ]b'X]Y'f]W]h[ [ Y'F]W]h' b[ [ Ya UW hž'i a 'X]Y  
 bÅW]h]WY'A cV']hÅhg]WYfYf'i bX'ni [ Åb[ ' ]WYf'ni '[ YghU'hYb"  
 @Yhnh]W'dfcZ]h]YfYb'U''Y'j cb'Y]bYa' ghÅf\_YfYb'G]WYf\Y]hg[ YZØ\  
 ]b'XYf'8i b\_Y''Y]h"

8YhU]`g	
C fh	A Ubb\Y]a ž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> <li>• ZfUb_Zi fh'h!cb`]bY"XY</li> <li>• k k k "hUI ]!\Yi hY"XY</li> <li>• k k k "XYi hgW'UbXZi b_bcj U"XY</li> </ul>

6Ygi WYb'G]Y'i bg'Ui Z.'bU[ !Vk "XY