

7 mVYfgYW f]hm! x Vg. 'Hcd!  
? Uff]YfYa Ò[ `]W\_X]hYb 'ZØf '&\$&)  
YbhXYW\_Yb °

9fZU\fyb'G]Y`b'i bgYfYa '5fh]\_Y`ØVYf'7 mVYfgYW f]hm!  
xVa Ò[ `]W\_X]hYb'j ca '&&"\$+ "&\$&)'i bX'k ]W\_h][ Y`H\Ya Yb  
ni f'G]W\_Yf\Y]hgYg]'Ybn"



: fUb\_fY]W '!K Yf'Ua 'Di `g'XYf'NY]hV`Y]VYb'k ]`ž`\_ca a hi a `XUg  
H\Ya U`7 mVYfgYW f]hm'b]W\_h`Yfi a "'`b`Y]bYf'K Y'hž`]b`XYf'X][ ]hU`Y  
6YXfc\i b[ Yb`]a a Yf'fUZZ]b]YfhYf'k YfXYbž'k ÅW\_gh`X]Y`B UW\_XfU[ Y  
bUW` : UW`Yi hYb`]b`XYf`#!G]W\_Yf\Y]hgVfUbW\_X`fUgUbh"5\_hi Y`Y  
GhY`YbUb[ YVchY`nY][ Yb`\_Uf. '8U`Y[ h'k Ug'Ub`'l bhYfbY\ a Yb  
gi W\_XYb`Xf]b[ YbX`bUW`HU`YbhYbž'i a `]\fY  
G]W\_Yf\Y]hgj cf\_Y\fi b[ Yb`ni `j YfghÅf\_Yb"< Y`d`B`Yh`GYW f]hm`\Uh  
Y]bY` , VYfg]W\_h'ØVYf'X]Y`bYi YghYb`xVUb[ YVchY`]b`X]YgYa `6YfY]W  
j YfØZYbh]W\_hž'i bX`X]Y`@]ghY`]gh'a Y\ f`U`g`VYY]bXfi W\_YbX"

9]b`6`]W`\_Ui ZX]Y`cZYbYb`Dcg]h]cbYb`nY][ h`Y]b`VfY]hYg`GdY`hfi a

Ub'5bZcfXYfi b[ Yb'i bX'J YfUbhk cfh]W\ \_Y]hYb"GY]Yg'U`g'7 =GC  
? Vfk ']b': fUb\_fY]W\ žk c'X]Y'J YfUbhk cfhi b[ 'ZØf  
F]g]\_ca UbU[ Ya YbhdfcnYggY'i bX'X]Y'I a gYhni b[ ' ]bhYfbUh]cbU`Yf  
GhUbXUfXg'k ]Y' =GC &+ \$\$%i bX'GC 7 &'YbhgW\ Y]XYbX' ]ghž'cXYf'U`g'  
7mVYf'GYW f]hmi'9b[ ]bYYf'VY]'; cX< Y]f'GYfj ]W\ g'Ui Z'XYb  
D\ ]'dd]bYbžk c' \_fYUh]j Y'@Øgi b[ Yb'ZØf'G]W\ Yf\Y]hgj cfZÅ`Y  
Ybhk ]W\ \_Y'h'k YfXYb" >XY'X]YgYf'Fc`Yb'gd]Y'h'Y]bY'GW\`ØggY'fc`Y  
]a'GW\i hni bgYfYg'X][ ]hU`Yb'@YVYbg"

## J ]Y`ZU`h'XYf'GhY`YbUb[ YVchY

8cW\ XUg' ]gh'bcW\ 'b]W\ h'U`Yg' Ni a'6Y]gd]Y`gi W\ h'< YUh\ fck ' ]a  
J YfY]b][ ]hYb' ? Øb][ fY]W\ 'Y]bYb'7mVYf'GYW f]hmi'A UbU[ Yf'ZØf  
XUg'J i' bYfUV] ]hmi'A UbU[ Ya Ybž'XYf'Y]b[ ]Ubnyg'HYUa`Y]hYh  
i bX'Yb[ 'a ]h' ]bhYfbYb'i bX'YI hYfbYb'DUfhbYfb'ni gUa a YbUfVY]hYh"  
9VYbgc'gdUbbYbX' ]gh'X]Y'Dcg]h]cb'XYg'7mVYf'GYW f]hmi'HYUa  
@YUXYfg'VY]UVfU' ]b' =gfUY`žk c': Ø\fi b[ g\_ca dYhYbni bX  
HYW\bc`c[ ]Yb[ ]YZfU[ h'g]bX" 5`X]YgY'GhY`Yb'j YfXYi h]W\ Ybžk ]Y  
k ]W\ h][ 'XUg'A UbU[ Ya Ybhi bX'X]Y'hYW\ b]gW\ Y'I a gYhni b[ 'j cb  
G]W\ Yf\Y]hgghfUhy [ ]Yb'g]bX"

8]Y'DU`YhY'fY]W\ hj cb' =H!5fW\ ]hY\_ hYb'ZØf'7mVYfgYW f]hmi'k ]Y  
VY]I b]gmg' ]b': fUb\_fY]W\ 'V]g'\ ]b'ni 'GYW f]hmi'CdYfUh]cbg  
GdYn]U' ]ghYb' ]b'XYb'I G5ž'X]Y' ]b'Y]bYa' &( #!GC 7'UfVY]hYb"  
>XYg'X]YgYf'æVUb[ YVchY' ]gh'b]W\ h'bi f'Y]bY'A Ø[ ' ]W\ \_Y]hž'Yg'g]W\  
VYfi Z]W\ [ i h[ ]Y\Yb'ni `UggYbž'gcbXYfb'Ui W\ 'Y]bY'7\UbW\ ž'U\_h]  
ni f'G]W\ Yf\Y]h' ]b'XYf'X][ ]hU`Yb'K Y'h'VY]ni hfU[ Yb"

## 7mVYfgYW f]hmi'A cXi`Y'i bX'!GhfUhY[ ]Yb

=a'FU\ a Yb'XYf'7mVYfgYW f]hmi'5i gV]'Xi b[ ' ]gh'Yg'i bYf'Àgg`]W\ ž  
U\_hi Y`Y'HYW\bc`c[ ]Yb'i bX'GhfUhY[ ]Yb'ni 'j YfghY\Yb"9]b  
i a ZUggYbXYg'HfU]b]b[ ga cXi`j cb'A ]WfcgcZh'VY`Yi W\ hYh  
\_f]h]gW\ Y'G]W\ Yf\Y]hg[ fi bX'U[ Yb'i bX' ]bbcj Uh]j Y'5bgÅhY'ni f  
7mVYfgYW f]hmi'F Yg]' ]Ybn"8UVY] ]g]bX'H\Ya Yb'k ]Y' =bhYfbYh'XYf  
8]b[ ]Y'f'€HŁ'i bX'6Yhf]YVghYW\bc`c[ ]Y'fC HŁ'j cb'nybhfU`Yf  
6YXYi hi b[ "8Ug'A cXi`XYW\_hY]bY'J ]Y'nU\`j cb  
FYZYfYbnUfW\ ]hY\_hi fYb'UVž'X]Y'I bhYfbY\ a Yb' ]b' ]\fYf

G]W\Yf\Y]hgghfUhy[ ]Y'i bhYfghØhYb' \_ÖbbYb"

8]Y'nU\`fY]W\Yb'H\Ya YbVYfY]W\Yž'X]Y' ]b'Y]bYa '7 =GC!K cf\_g\cd  
VY\UbXY`h'k YfXYbž'fY]W\Yb'j cb`XYf'G]W\Yf\Y]hgUfW\ ]hY`hi f'ZØf  
GcZhk UfY!Ug!U!GYfj ]W`fGUUGŁ'V]g'\ ]b'ni f' ðZcfa Uh]cbgg]W\Yf\Y]h"  
8]Y': fU[ Y']gh'b]W\h'a Y\ž'cV'a Ub'g]W\`a ]h'7mVYfgYW f]hm  
Ui gY]bUbXYfgYhYb'gc`hYž'gcbXYfb'k ]Y'gW\by`'a Ub`XYb  
YbhgdFYW\YbXYb'K ]ggYbgghUbX`YffY]W\h"

A ]h'U`X]YgYb'9bhk ]W`i b[ Yb']b`XYf'7mVYfgYW f]hm]gh`\_Uf.'8]Y  
6fUbW\Y']gh']b'6Yk Y[ i b[ 'i bX'V]YhYh'Y]bY'J ]Y'nU\`j cb  
gdUbbYbXYb'? Uff]YfYa Ö[ `]W\`Y]hYb"K Yf'\]Yf'Y]b' [ i hYg  
< ÅbXW\Yb` \Uhž`\_Ubb`Y]b`VYXYi hYbXYf'HY]'X]YgYf'XmbUa ]gW\Yb  
K Y`h'k YfXYb"@Y]XYf'VYbØh][ h'a Ub`YXcW\`Ui W\`Y]bY'Zi bX]YfhY  
5i gV]'Xi b[ 'i bX'DfUI ]gYfZU\fi b[ ži a`k ]f`\_]W\`YfZc`[ fY]W\`ni`gY]b"  
ð`XYb`bÅW\ghYb`š\`fYb'k ]fX'7mVYfgYW f]hm'nk Y]ZY`cg`Y]b`\Y]» Yg  
H\Ya U`V`Y]VYbž'i bX'X]Y'Gi W\`Y`bUW\`ei U`]Z]h]YfhYb': UW\`fÅZhYb  
k ]fX'i bUi Z\Öf`]W\`k Y]hYf[ Y\Yb"

8YhU]`g	
Cfh	: fUb_fY]W\
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "\Y`dbYhgYW f]hm"WŁa</li> <li>• `YUfb"a ]WfcgcZh"WŁa</li> </ul>

6Ygi W\Yb'G]Y'i bg'Ui Z.`k ca , +"XY