

I f`Ui Vgd`Ubi b[ . `Gc`j Yfa Y]XYb`G]Y`VÖgY  
VYffUgW\i b[ Yb`VY]`NU\`i b[ Yb`°

9fZU\fyb`G]Yž`k ]Y`G]Y`≠fY`FY]gY`UggY`ZØf`XYb`i f`Ui V`&\$&)  
cdh]a U`d`UbYb`i bX`k Y`W\Y`NU\`i b[ ga Yh`cXYb`]a`5i g`UbX  
Ya dZY`\Ybgk Yfh`g]bX"



GW\k YXYbž`@UbX`!`8]Y`FY]gYnY]h`ghY`h`j cf`XYf`HØfž`i bX`Y]bY  
U`hi Y`Y`i a ZfU[ Y`]a`5i ZhfU[ `XYf`DcghVUb`\_`nY][ hž`XUgg`j ]Y`Y  
8Yi hgW\Y`VY]`XYf`D`Ubi b[ `]\fyf`FY]gY`UggY`i bhYfgW\]YX`]W\Y  
5bgÅhnY`j YfZc`[ Yb`"i`≠g[ YgUa h`' -i`XYf`6YfU[ hYb`j Yfgi W\Ybž  
]\fy`FY]gY`UggY`[ fcV`ni`d`UbYb`"≠a` ; Y[ YbgUhn`XUni`YbhgW\Y]XYb  
g]W\`\_bUdd`&\$i`ZØf`Y]bY`gdcbhUbY`<UbX\UVi b[ `i bX`bY\`a Yb  
6Uf[ Y`X`a ]hž`k Å\fybX`Yhk U`%) i`]a`i f`Ui V`k ]Y`[ Yk c`\bh`]a  
5`hU[ `nU\`Yb`"%(i`XYf`JYfVfUi W\Yf`nY][ Yb`g]W\`VYgcbXYfg  
[ Yk ]ggYb\UZhi bX`d`UbYb`]\fy` : ]bUbna ]hY`XYhU`]Yfhž`i a  
i b`]YVgUa Y` , VYffUgW\i b[ Yb`ni`j Yfa Y]XYb"

A Ufh]bU`6fUbX`j cb`XYf`DcghVUb`\_`[ ]Vh`d`fU`\_h]gW\Y`H]ddg`ZØf`X]Y  
]XYU`Y`?ca V]bUh]cb`j cb`NU\`i b[ ga ]hY`b`.'9]bY`?ca V]bUh]cb`Ui g

?fYX]h\_UfhYž; ]fc\_UfhY'i bX'6Uf[ Y`X`]gh'fUhgUa`i bX'gc`hY`Ub`XUg  
`Yk Y`][ Y`i f`Ui Vg`UbX`Ub[ YdUggh'k YfXYb"6YgcbXYfg`]b`@AbXYfb  
k ]Y`GWk YXYbž'k c`j ]Y`Y; YgW`ÀZhY'i bX`F`YghUi fUbhg`\_Y]b`6Uf[ Y`X`  
U\_nYdh]YfYbž`\_Ubb`Yg`k ]W`h][ `gY]bž`Ui ZX][ ]hU`Y  
NU\`i b[ ga`Yh`cXYb`ni fØW`ni [ fY]ZYb"5i W`X`Y`5bdUggi b[ `XYf  
@]a ]hg`ZØf`XUg`6YnU\`Yb`i bX`5V\`YVYb`j cb`6Uf[ Y`X`a ]h  
8YV]h\_UfhYb`gc`hY`fYW`hnY]h][ `YfZc`[ Yb"8]YgY`@]a ]hg`\_ØbbYb`]a  
Cb`]bY!6Ub\_]b[ `Ài Z][ `gY`Vgh`Ub[ YdUggh'k YfXYbž`VY][ Yk ]ggYb  
6Ub`\_Yb`g]bX`XUZØf`YXcW`dYfgØb`]W`Y`?cbhU`hY`ni a  
?i bXYbgYfj ]W`YfZcfXYf`]W`"

## K ]W`h][ Y`H]ddg`ZØf`5i g[ UVYb`]a`i f`Ui V

B UW`XYf`FØW`\_Y`f`Ui g`XYa`i f`Ui V`]gh`Yg`k ]W`h][ ž`X]Y  
?cbhcUi gnØ[ Y`i bX`?fYX]h\_UfhYbUVfYW`bi b[ Yb`gcf[ Z`h][ `ni  
ØVYfd`fØZYb" @Ui h`DcghVUb`\_gc`hYb`Ui W`X`Y`6Y`Y[ Y`ZØf`5i g[ UVYb  
]a`i f`Ui V`[ YgUa`a`Y`hi bX`ni`<Ui gY`\_cbhfc``]Yfh'k YfXYb"  
I bVYfYW`h][ hY`@UghgW`f]ZhVi W`i b[ Yb`\_ØbbYb`X]fY`\_h]a`Cb`]bY!  
6Ub\_]b[ `Ub[ YZcW`hYb`k YfXYbž`k À`fYbX`F`Y`\_Ua`Uh]cbYb`VY]  
?fYX]h\_UfhYbnU\`i b[ Yb`]bbYf`U`V`j cb`%&\$`HU[ Yb`bUW`XYf  
HfUbgU`\_h]cb`VY]a`?fYX]h\_UfhYb]bgh]hi`h`Y]b[ YfY]W`h`k YfXYb  
a`ØggYb"6Y]NU\`i b[ Yb`]b`ZFYa`XYf`K`À`fi b[ `k YfXYb  
9fghUhi b[ Yb`YVYbZU`g`]b`X]YgYf`K`À`fi b[ `]b`\_i`g]j`Y`Yj`Ybhi`Y`  
UbZU`YbXYf`9bh[ Y`hY`Ui g[ YZØ`fh"

Ni g`Àhn`]W`ni`XYb`NU\`i b[ gUfhYbž`X]Y`]b`XYf`I`a`ZFU[ Y`XYf  
DcghVUb`\_VY`UbXY`h`k YfXYbž`VY`Yi W`hYh`X]Y`J`YfVfUi W`YfnYbhfU`Y  
X]Y`J`cf`i`bX`BUW`hY`]Y`j`YfgW`]YXYbYf`NU\`i b[ ga`Yh`cXYb`]a  
5i g`UbX"6Uf[ Y`X`V`Y]Vh`Y]bY`i b`\_ca`d`]n]YfhY`NU\`i b[ ga`Yh`cXYž  
X]Y`ZUgh`ØVYfU``U\_nYdh]Yfh'k ]fX"8Yb`bcW`gc`hYb`F`Y]gYbXY`[ i`h  
ØVYf`Y[ Ybž`k ]Y`j ]Y`6Uf[ Y`X`g]Y`a`]hbY`a`Yb": U`hcfYb`k ]Y`X]Y  
5i ZYbh`U`hgXUi Yfž`XUg`F`]g]\_c`j`cb`J`Yf`i`ghYb`i`bX`X]Y  
9]bgUhma`Ø[ `]W`\_Y]h`UbXYfYf`NU\`i b[ ga`]hhY`gd]Y`Yb`À]YfVY`]Y]bY  
k`YgYbh`]W`Y`F`c`Y"

## 8 ]Y`f`]W`h][ Y`NU\`i b[ ga`]hhY`k`U`

8 ]Y`J`YfVfUi W`YfnYbhfU`Y`Ya`dZ]Y`hž`XYb`6Uf[ Y`X`j`cffUh

Ui Zni hY]Yb'i bX'g]WXYf'ni 'XYdcb]YfYb"9]b'HY]'XYg'; Y'XYg'gc`hY  
 VY]'FY]gYb'Ui » Yf\U'V'XYf'9i fcncbY']b'X]Y'Yk Y']][ Y  
 : fYa Xk Å\fi b[ '[ YhUi gWk'h'k YfXYb"Ni XYa 'g]bX'; ]fc\_UfhYbž'X]Y  
 ZfØ\Yf'U'g'97!?' UfhYb'VY\_Ubbh'k UfYbž'Y]bY '[ i hY'C dh]cb'ZØf  
 ; Y'XUV\YVi b[ Yb'i bX'NU\`i b[ Yb']a '5i g`UbXž'k Å\fybX'A UYghfc!  
 ? UfhYb'k Y'hk Y]h'U\_nYdh]Yfh'k YfXYbž'YXcW'G\_]a a ]b[ !F]g]\_Yb  
 VYf[ Yb"; YVØ\fyb'ZØf'XYb'9]bgUhn'j cb'6Ub\_\_UfhYb']a '5i g`UbX  
 \_ØbbYb'UbZU`Ybž'k Yg\U'V'Yg'k ]Wk h][ 'jghž'g]W'j cf\Yf'ØVYf'X]Y  
 YbhgdYfWXYb'X'Yb'?cbX]h]cbYb'ni 'j]bZcfa ]YfYb"

8]fY\_hY'I a fYWk'bi b[ Yb']b'9i fc'VY]; Y'XUi hca UhYb'i bX  
 ? UfhYbnU\`i b[ Yb'gc`hYb'j Yfa ]YXYb'k YfXYbž'i a 'i bbØh][ Y?'cghYb  
 ni 'j Yfa Y]XYb"Cvk c\`FY]gYgWXYW\_g]a a Yf'gY'hYbYf'j Yfk YbXYh  
 k YfXYbž'V]YhYb'g]Y'G]WXYf\Y]h'i bX'J Yfg]WXYfi b[ ggW'k hn"6Y]  
 k Y]hYfYb'; Y'XhfUbgZYfg']bg'5i g`UbX'\_ØbbYb'hYi fYfY'8]YbghY'k ]Y  
 K YghYfb'I b]cb'cXYf'A cbYm[ fUa '[ Ybi hnh'k YfXYbž'k cVY]'Ui W  
 \]Yf'Y]b'J Yf[ 'Y]W'XYf'?cbX]h]cbYb'YggYbn]Y`]'gh"

: Øf'Y]bYb'YbhgdUbbhYb'I f'Ui V']gh'Y]bY'Z bX]YfhY'D`Ubi b[ 'XYf  
 FY]gY\_UggY'i bj Yfn]Wk hVUf"≠XYa 'G]Y'X]Y'cVYb'Ui Z[ YZØ\fhYb  
 H]ddg'VYZc`[ Ybž'ghY`Yb'G]Y'g]WXYfž'XUgg'G]Y'gck c\`k Å\fybX'U'g  
 Ui W' bUW'≠fYa 'I f'Ui V'Z]bUbn]Y`'Ui ZXYf'g]WXYfYb'GY]hY'g]bX"  
 NU\`fY]WXY'k Yfhj c`Y'≠Zcfa Uh]cbYb'Z]bXYb'G]Y'Ui ZXYb'K YVg]hYg  
 XYf'DcghVUb\_`i bX'XYf'J YfVfUi WXYfnYbhfU`Y"

8YhU]`g	
C fh	GWk YXYbž'@UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "d c g h V U b _ " X Y</li> <li>• k k k "j Y f V f U i W X Y f n Y b h f U ` Y " X Y</li> </ul>

6Ygi WXYb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY