

K ]YXYfUi ZVUi `XYf`Li Ub`@i b[ !DU[ cXY.  
FYhhi b[ `bUWx`j Yf\YYfYbXYa `6fUbX`°

5a `&+"A U] &\$&) `]bZcfa ]Yfh`XUg`A ]b]ghYf]i a `ØVYf`X]Y  
FYghUi f]Yfi b[ `XYf`Li Ub`@i b[ !DU[ cXY`bUWx`Y]bYa  
j Yf\YYfYbXYb`6fUbX"



L i Ub `@i b [ ž`D\i `H\cž`J ]YhbUa `!`5a `%&`"A U]`Yf\]Y`h`XUg  
A ]b]ghYf]i a `ZØf`?i `hi fž`Gdcfh`i bX`Hci f]ga i gj cb`XYa  
J c`\_g\_ca ]hYY`XYf`Dfcj ]bn`D\i `H\c`X]Y`cZZ]n]Y`Y`A`Y`Xi b [ `Bf"  
&' ) %# 6B8`?; J L`ni f`6Yi fhY]`i b [ `XYg`Dfc`Y`hg`ni f`FYghU`i f]Yfi b [  
XYf`L i Ub `@i b [ !DU[ cXYž`X]Y`Ui W`U`g`D\c`E i Ub [ `DU[ cXU`VY`\_Ubbh  
]gh`8]YgY`DU[ cXY` [ ]`h`U`g`BUh]cbU`fY`]ei ]Y`i bX`VYZ]bXYh`g]W` ]b  
XYf; Ya Y]bXY`L i Ub `@i b [ `ja `6Yn]f`\_@Ua `H\Ucž`Dfcj ]bn`D\i `H\c`"  
9]b`6fUbXž`XYf`Ua `&' "`C`\_hcVYf` [ Y [ Yb`%\$`I` \f`Ui gVfUWž  
j Yfi fgUW`hY`Yf\YV`]W`Y`GUW`gW`ÀXYbž`YXcW` [ UV`Yg`\_Y]bY  
DYfgcbYbgW`ÀXYb`"8Yf`GUW`gW`UXYb`k ]fX`Ui Z&) `A ]`]UfXYb`J B8  
 [ YgW`Àmh`"

8]Y`L i Ub `@i b [ !DU[ cXY`]gh`b]W`h`bi f`Ui Z [ fi bX`]\fYf  
UfW`]hY`\_hcb]gW`Yb`6YXYi hi b [ ž`gcbXYfb`Ui W`k Y [ Yb`XYf  
k Yfhj c``Yb`5fhYZU`\_hYž`X]Y`g]Y`VY`YfVYf [ hž`j cb` [ fc»Yf`\_i `hi fY`Yf  
F`Y`Yj Ub`n`8Yf`GhY]b!6i XX\U!5`hUfž`Y]b`bUh]cbU`Yf`GW`Umž`k i fXY  
Xi fW`XYb`6fUbX`ghUf`\_j Yffi »hi bX`k Y]gh`a Y`fYfY  
6YgW`ÀX] [ i b [ Yb`Ui Z`8Yf`5`hUf`k i fXY`Yfgh`&\$`%`U`g`bUh]cbU`Yf  
GW`Um`UbYf`\_Ubbhž`i bX`Yg`]gh`j cb`Ài »YfghYf`K ]W`h] [ \_Y]hž  
 [ YY] [ bYhY`A U»bU`a Yb`ni a`GW`i hn`i bX`ni f`K ]YXYf\YfghY`i b [  
ni `Yf [ fY]ZYb`"

; Yd`Ub`hY`F`YghUi`f]Yfi`b [ ga`U»bU`a`Yb`

8 Ug`A ]b]ghYf]i a ` [ UV`Y]bY`GhY`i b [ bU`a Y`ni f`J YfY]bVUfi b [ `XYg  
F`YghUi`f]Yfi b [ gdfc`Y`\_hg`UVž`XUg`Y]bY`J ]Y`nU`\`j cb`A U»bU`a Yb  
i a ZUgg`8Uni ` [ Y\`ÖfYb`X]Y; YgUa`hd`Ubi b [ `XYf`FY`]ei ]Ybgh`ÀhhYž  
X]Y`F`YghUi`f]Yfi b [ `XYg`HUa`6Uc`!HYa`dY`g` [ Ya`À»`XYf  
i fgdfØb [ `]W`Yb`5fW`]hY`\_hi`f`j`cf`XYa`6fUbX`gck ]Y`XYb  
K ]YXYfUi`ZVUi`k ]W`h] [ Yf`Ghfi`\_hi`fYb`k ]Y`HUa`E i Ub`i bX`Y]bYg  
NYfYa`cb]Yb`U`i`gYg`"5i »YfXYa`]gh`Y]bY`GUb]Yfi b [ `j`cb`<c`Zž  
; UfhYb`i bX`hYW`b]gW`Yf`ϕZfUghfi`\_hi`f`j`cf [ YgY`Yb`"

- 8]Y; fØ»Y`XYf`<Öfg`À`Y`gc``fYXi`n]Yfh`k`YfXYb`"
- 8]Y`ϕbYbY]bf]W`hi`b [ `XYg`HUa`6Uc`a`i`gg`c`\bY  
6c [ YbhØfYb`Ub`XYb`]b`XYf`A ]hhY]i b [ ` [ YbUbbhYb`5W`gYb`

[ YghU`hYh'k YfXYb"

- 8]Y`J Yfk YbXi b[ `j cb`@Yi W`hgfc ZZUa`dYb`ni f`  
`bYbVY`Yi W`hi b[ `]gh`b]W`h[ YghUhhYh"
- 8 Ug`5fhY ZU`hgmghYa`]b`HUa`6Uc`k`]fX`Ui Z`]ghcf]gW`Y`i bX`  
`\_ØbghYf]gW`Y`K`YfhY`i bhYfgi W`hi bX`VYk YfhYh"
- 6Y]`XYb`b]W`h'k`]YXYfj`Yfk YbXVUfYb`5fhY ZU`hYb`gc``Yb`  
k`Yfhj`c``Y`GhØW`Y`U`g`F`Y`]ei`]Yb`Ui`ZVYk`U`fh`k`YfXYb"
- 8Yf`6i`XX`U!5`hUf`Ui`g`GhY]b`k`]fX`bi`f`VY]`nk`]b[`YbXYf`  
B`chk`YbX][`\_Y]h`j`Yf`Y[`hi`bX`a`i`gg`k`Å`fYbX`XYg`  
J`Yf`Y[`i`b[`gdfcnYggYg`VYgcbXYfg[`YgW`Øhnh`k`YfXYb"

## 8 f]b[ `]W`\_Y]h`XYf`A`U»`bU`a`Yb`

8 Ug`A`]b]ghYf]i`a`ZcfXYfh`XUg`J`c`\_g`ca`]hY`Ui`Z`Z`b`\_h]cbU`Y`  
6Y`\`ØfXYb`i`bX`c`\_U`Y`6Y`\`ØfXYb`a`]h`XYf`nØ[`][`Yb`l`a`gYhni`b[`  
gck`c``\_i`fnZf]gh][`Yf`U`g`Ui`W`U`b[`Zf]gh][`Yf`A`U»`bU`a`Yb`ni`  
VYUi`ZhFU[`Yb``GcZcfh][`Y`A`U»`bU`a`Yb`VY]b`U`hYb`X]Y`6Yk`Yfhi`b[`  
XYf`6fUbXi`fgUW`Y`gck`]Y`X]Y`9fZUggi`b[`i`bX`XYb`GW`i`h`XYf`  
j`YfV`Y]VYbXYb`Ghfi`\_hi`fYb`i`bX`?ca`dcbYbhYb`XYg`8Yb`\_a`U`g`  
<]YfVY]`gc``]bgVYgcbXYfY`Ui`Z`X]Y`5VXYW`i`b[`j`cb`6Ui`k`Yf`\_Yb`  
[`YUW`hYh'k`YfXYb`ž`i`a`X]fY`\_hY`6Y`Ughi`b[`Yb`ni`j`Yfa`Y]XYb"

@Ub[`Zf]gh][`Y`A`U»`bU`a`Yb`YfZcfXYfb`Y]bY`k`]ggYbgW`UZ]W`Y`  
6Yk`Yfhi`b[`XYf`A`UhYf]U`ghfi`\_hi`f`ž`i`a`Y`ZY`\_h]Y`@Øgi`b[`Yb`ni`f`  
9f`U`hi`b[`i`bX`FYghUi`f]Yfi`b[`ni`Yb`hk`]W`\_Y`b``8 Ug`A`]b]ghYf]i`a`U`h`  
Ui`W`J`c`fgW`Å[`Y`ni`f`FYbcj`]Yfi`b[`XYf`FY`]\_hY`[`Ya`Å»`XYb`  
[`YgYh`n]W`Yb`6Ygh]a`a`i`b[`Yb`gck`]Y`XYb`K`ØbgW`Yb`XYf`  
6Yj`Ø`\_Yfi`b[`i`bX`c`\_U`Yb`6Y`\`ØfXYb`Ub[`Y`ZcfXYfh"

≈a`B`cj`Ya`VYf`&\$&(`U`hY`XUg`A`]b]ghYf]i`a`VYfY]hg`Y]bY`A`]hY]i`b[`  
ni`f`DfcV`Ya`Uh]\_`XYf`L`i`Ub`@`b[`!DU[`cXY`j`YfØZYbh]W`h`ž`X]Y`  
@Øgi`b[`gj`c`fgW`Å[`Y`ni`a`GW`i`h`i`bX`ni`f`FYghUi`f]Yfi`b[`  
VY]b`U`hYhY``9i`dYfhYb`U`VYb`X]Y`gW`k`YfYb`GW`ÅXYb`Ub`j`]Y`Yb`  
;`Y[`Ybgh`ÅbXYb`]a`HYa`dY`ZYgh[`YghY`h``J`c`f`X]YgYa`<]bhYf[`fi`bX`  
]gh`Yg`YbhgW`Y]XYbX`ž`XUgg`U`Y`6YhY]`][`hYb`Ub`Y]bYa`GhfUb[`  
n]Y`Yb`ž`i`a`XUg`\_i`hi`fY`Y`9fVY`XYf`L`i`Ub`@`b[`!DU[`cXY`ZØf`  
ni`\_ØbZh][`Y`;`YbYfUh]cbYb`ni`VYk`U`fYb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'XYb'UbghY\YbXYb  
 FYghUi f]Yfi b[ gUfVY]hYb'i bX', VYf'Y[ i b[ Yb'\_ÒbbYb'X]Y'6Yf]W\hY  
 Ui Zj ]YhbUa "j b' i bX`UcXcb[ "j b'VYhfUW\hYh'k YfXYb"

8YhU]`g	
C fh	Li Ub'@ b[ žD\i 'H\cžJ]YhbUa
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j ]YhbUa "j b</li> <li>• bYk g`UcXcb[ "j b</li> </ul>

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