

B UWX '' ' ' >U\ fYb. ' < UbbU'D]fU[ '[ Y\ h']b'XYb  
k c\`j YfX]YbhYb'Fi \YghUbX°

< UbbU'D]fU[ '[ Y\ h'bUWX '' ' ' >U\ fYb']b'XYf'<Ui gUi Z[ UVYb\]`ZY  
j cb'A ]`hYbVYf[ ']b'XYb'Fi \YghUbX" '8 Ub\_`ZØf'\f  
9b[ U[ Ya Ybh°



A ]`hYbVYf[ ž'8 Yi hgW\`UbX !`&A ]`hYbVYf[ '[ Y\ h'Y]bY`ÿfU`ni  
9bXY. 'BUWX 'a Y\ f'U'g' '\$ >U\ fYb`Yb[ U[ ]YfhYf'5fVY]h]b'XYf  
<Ui gUi Z[ UVYb\]`ZY`j YfUVgW\]YXYh'g]W\`<UbbU'D]fU[ ']b'XYb  
k c\`j YfX]YbhYb'Fi \YghUbX"GY]h%- , , ]gh'X]Y`<Ui gUi Z[ UVYb\]`ZYž  
X]Y`j ca `6fi XYfX]Ybgh'GUb\_h`>\_cVi g `]bg`@YVYb`[ Yfi ZYb`k i fXYž  
Y]bY`ZYghY`&gh]hi h]cb`]b'XYf`GhUXh"%- - &ØVYfbU\`a `<UbbU'D]fU[  
X]Y`@Y]hi b[ `i bX`d fÄ[ hY`X]Y`9]b f]W\hi b[ `ØVYf`j ]Y`Y`>U\ fY`\]bk Y[  
a ]h]\fYf`<]b[ UVY`i bX` ; YXi `Xžk ]Y`a Y]bY!bYk g"XY`VYf]W\hYh"

K Ä\ fYbX`]\ fYf`NY]h`Ub`XYf`Gd]hnY`k Uf`<UbbU`b]W\h`bi f`ZØf`X]Y  
C f[ Ub]gUh]cb`j YfUbhk cfh]W\ž`gcbXYfb`i bhYfghØhnhY`X]Y`GW\ØYf  
Ui W\`U\_hj`VY]`XYf`9f`YX][ i b[ `]\ fYf`<Ui gUi Z[ UVYb" `NU\`fY]W\Y  
Y\ fYbUa h]W\Y`<Y`ZYf`ghUbXYb`]\ f`XUVY]`ni f`GY]hYž`i a`XYb

?]bXYfb'cdh]a U`Y`i bhYfghØhni b[ `ni `V]YhYb"8]YgY`<]ZY`k Uf`b]W`h  
bi f`Ui ZXUg`b`hYfYggY`Ub`XYb`GW`i`Z`W`Yfb`VYgW`f`Åb`\_hž`gc`bXYfb  
i a ZUgghY`Ui W`Y`]bY`bU`hØf`]W`Y`ž`k Ufa `Yfn][ Y`6YhfYi i b[ ž`X]Y  
j]Y`Yb`?]bXYfb`U`Z`ni`k UW`gYb`i bX`g]W`k Y]hYfni Yb`hk ]W`Y`b`"

## 9]b `Yfn`]W`Yf`5VgW`]YX

8Yf`5VgW`]YX`k i fXY`j cb`x`UW`]a`6]YVYfž`XYa`J`cfg]hnYbXYb`XYg  
6fi XYfX]YbghYgž`]b`Y]bYa`ZY]Yf`]W`Yb`F`U`a`Yb`VY[ Ub[ Yb"6Y]  
Y]bYa`[ Ya`Y]bgUa`Yb`: fØ`ghØW`ØVYffY]W`hY`Yf`Y]b  
5VgW`]YXg[ YgW`Yb`\_`i bX`VYXUb`\_hY`g]W`ZØf`X]Y  
Ui »Yf[ Yk Ø`b`]W`Yb`'`'`»\`fYž`X]Y`<`Ubb`U`D]fU[ `]b`XYb`8]Ybgh`XYf  
?]bXYf`[ YghUbXYb`U`hY"b`b`]\`fYf`5bgdfUW`Y`VYgW`f]YV`g]Y`X]Y  
5fVY]h`U`g`YfZØ`YbX`i bX`gY[ YbgfY]W`i bX`YVh`Yfj`cfž`k]Y`gY`f  
g]Y`X]Y`9fZc`[ Y`]fYf`GW`Øh`]b[ Y`[ YgW`Å`hnh`U`h"

8]Y`<`Ui`gUi`Z[ UVYb`\]ZY`V]YhYh`GW`Ø`Yfb`Ubž`]fY`gW`i`]gW`Yb  
<YfUi`gZc`fXYfi`b[ Yb`VYggYf`ni`a`Y]ghYfb"Å`cb`hU[ `V]g`8`cb`bYfghU[  
\_Ø`b`Yb`X]Y`?]bXYf`nk`]gW`Yb`%(`i`bX`%+`i`fž`gck]Y`ZfY]hU[`g`j`cb  
%(`V]g`%\*`i`f`]\`fY`<`Ui`gUi`Z[ UVYb`]a`HYI`h]UfVY]hgfUi`a`Yf`YX][`Yb"  
8]Y`a`cb`Uh`]W`Yb`?`cghYb`g]bX`a`]h`\$`9i`fc`Ub[ YgYhnhž  
;`YgW`k`]ghYf\_]bXYf`nU`Yb`bi`f`%)`9i`fc"9]b`ghUf`\_Yg`HYUa`Ui`g  
:`fUi`<`Ub\_]Už`:`fUi`D]fU[ ž`:`fUi`:`cV][`gck]Y`nk`Y]k`Y]hYfYb  
Y`fYb`Ua`h`]W`Yb`Å`]hUfVY]hYfb`gc`f[`h`ZØf`Y]bY`]bX]j`]Xi`Y`Y`i`bX  
YZZY`\_hj`Y`6YhfYi`i`b[ ž`gc`XUgg`ZUgh`U`Y`Ub[ Ya`Y`XYhYb`?]bXYf`Y]bYb  
D`Um`Yf`U`hYb`\_Ø`b`Ybž`k]Y`[ **fi`bXgW`i`Y!a`]`hYb`VYf[`"XY`  
j`Yfa`Y`XYh"**

## 9b[ U[ Ya`Ybh`ZØf`X]Y`Ni`\_i`bZh

8]Y`<`Ui`gUi`Z[ UVYb`\]ZY`gi`W`h`k`Y]hYf`\]b`b`UW`Y`fYb`Ua`h`]W`Yb  
<Y`ZYf.].bbYbž`X]Y`a`]h]\`fYa`9b[ U[ Ya`Ybh`X]Y`6]Xi`b[ `j`cb  
;`fi`bXgW`Ø`Yf.].bbYb`i`bhYfghØh`nYb`a`Ø`W`hYb"8`Ug`VYb`Øh][`hY`HYUa  
]gh`ghY`hg`Ui`Z`XYf`Gi`W`Y`b`UW`k`Y]hYfYb`:`fY]k`j`][`Ybž`X]Y`Y]bYb`c`XYf  
a`Y`fYfY`B`UW`a`]hU[ Y`dfc`K`c`W`Y`NY]h`\`UVYbž`i`a`XYb`?]bXYfb  
\]ZfY]W`ni`f`GY]hY`ni`ghY`Yb"8]YgY`dYfg`Øb`]W`Y`i`bhYfghØhni`b[ `]gh  
ZØf`j]Y`Y`:`Ua`j`]Yb`j`cb`[`fc»`Ya`K`Yfhi`bX`hf`Å[`h`k`YgYb`h`]W`ni`f  
J`YfVYggYfi`b[ `XYf`gW`i`]gW`Yb`@]ghi`b[ `VY]"

Ý\`b`]WXY`b]h]Uh]j Yb`ni f`<Ui gUi Z[ UVYb\`]ZY`[ ]Vh`Yg`Ui W`]b  
 UbXYfYb`Gh`XhYb`"8 Ug`: Ua ]`YbnYbhfia`K Y]h`6`]W`]b`6Yf`]b!  
 @]W`hYbVYf[ `V]YhYh`ni a`6Y]gd]Y``; fi ddYbUb[ YVchY`Z0f`?]bXYf  
 i bX`8Yi hgW`!i bX`GdfUW`Z0fXYfi b[ `Z0f`B]W`h!A i hYfgdfUW`Yf  
 gck ]Y`<Ui gUi Z[ UVYb\`]ZY`<]Yf``]Y[ h`XYf`: c`\_i g`YVYbZU`g`Ui Z`XYb  
 :`A`W`Yfb`A`Uh`Ya`Uh]\_`i bX`8Yi hgW`i bX`Yg`k ]fX`Y]bY`A`b`]W`Y  
 Ni gUa`a`YbUfVY]h]j cb`Y`fYbUa`h]W`Yb`?f`A`ZhYb`Ub[ YghfYVh`k ]Y`  
**VYf`]bYf!ghUXha ]gg]cb`XY`VYf]W`hYh`**

8]Y`6YXYi hi b[ `XYf`<Ui gUi Z[ UVYb\`]ZY`\_Ubb`b]W`h`\cW`[ Ybi [ Y]b [ YgW`A`h`h`k`YfXYb``; YfUXY`]b`NY]hYb`z`]b`XYbYb`j ]Y`Y`?]bXYf  
 i bX`9`hYfb`! b`hYfgh`0`hni b[ `VYb`0h][ Yb`z`ghY`h`X]YgYg`5b[ YVchY]bY  
 k ]W`h][ Y`Gh`0`h`nY`]b`XYf`c`\_U`Yb`6`]Xi b[ g`UbXgW`UZh`XUf``<UbbU  
 D]fU[ g`9b[ U[ Ya`Ybh`k ]fX`a`Ub`]b`A`]hYbVYf[ `g]W`Yf`j`Yfa`]ggYb`z`  
 XcW`]\f`9fVY`]b`XYf`<Ui gUi Z[ UVYb\`]ZY`k ]fX`k`Y]hYf\]b`YVYbX][  
 V`Y]VYb`

8YhU]`g	
C fh	A ]`hYbVYf[ ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Y]bY!bYk g"XY</li> <li>• [ fi bXgW`i`Y!a ]`hYbVYf[ "XY</li> <li>• k k k "VYf`]bYf!ghUXha ]gg]cb`XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[ !VUmYfb`XY