

: Ua ]`YbZfYi bX`]WXY`5b[ YVchY`]a  
@UbX\_fY]g`GWk UbXcfZ. `9]b`B Yhnk Yf\_  
YbhghY`h°

5a `%%" ' † b] '\$&) `dfÅgYbh]YfYb` : Ua ]`Yb!`i bX  
6Y\]bXYfhYbVYUi ZhfU[ hY`]a `A Y\ f[ YbYfUh]cbYb\Ui g  
GWk UbXcfZ]\fY`5b[ YVchY`ni f`l bhYfghØhni b[ `j`cb` : Ua ]`Yb"



A UI \ØhhY!< U]X\cZž`8Yi hgWk`UbX`!`K Ug`hi`h`g]Wk`]a`@UbX\_fY]g  
GWk UbXcfZ3`6Y`]Y]bYa`HfYZZYb`XYf` : Ua ]`Yb!`i bX  
6Y\]bXYfhYbVYUi ZhfU[ hYb`\Yi hY`]a `A Y\ f[ YbYfUh]cbYb\Ui g`]b  
A UI \ØhhY!< U]X\cZ`ghUbXYb`X]Y`j`YfgWk]YXYbYb`5b[ YVchY`ZØf  
: Ua ]`Yb`i bX`A YbgWkYb`a`]h`6Y\]bXYfi b[ Yb`]a`A`]hY`di b`h`"8]Y  
JYfUbghU`hi b[ `k`i`fXY`j`cb`XYf`Dfc`Y`\_h[ fi`ddY`ZUa ]`YbZfYi bX`]WXY  
?ca`a`i`bY`XYg`@\_U`Yb`6ØbXb]ggYg`ZØf` : Ua ]`Yb`cf[ Ub]g]Yfhi bX  
VYk`]Yg`Y]ba`U`a`Y\ fž`k`]Y`k`]Wk]h[ `XYf`5i`ghUi`gWk`i`bX`X]Y  
JYfbYhni b[ `i`bhYf`XYb`5\_hYi`fYb`g]bX`"8UVY]`g\_]nn]YfhY  
6ØbXb]g\_ccfX]bUhcf]b`<Y`[`U`i`cfghYf`X]Y`5i`Z[ UVYb`i`bX  
<YfUi`gZcfXYfi b[ Ybž`j`cf`XYbYb`X]Y` : Ua ]`YbVYUi ZhfU[ hYb`ghY`Ybž

gck ]Y`X]Y`j ]Y`ZÀ`h][ Yb`i bhYfghØhni b[ ga Ò[ `]W\_X]hYbž`X]Y`Yg`[ ]Vh`

6YgcbXYfg`gdUbbYbX`k i fXY`Ygž`U`g; ØbhYf`9XYb`Ufhj`ca`J`X?  
X]Y`b]h]Uhj`Y`ni`f` : ÒfXYfi b[ `XYf`6Uff]YfYZfY]\`Y]h`i bX`X]Y`XUa` ]h  
j`YfVi bXYbYb`6Y[ Y\i b[ Yb`]b`XYb`?ca`a`i bYb`j`cfghY`hY`"N]Y`]gh  
Ygž`XYb`J`YfVYggYfi b[ gVYXUfZ`ni` ]XYbh]Z]n]YfYb`i bX`]b`Y]bYa  
6Yf]W`h`ZYghni` \U`hYb`"Gc`W`Y`Dfc`Y`\_hY`g]bX`Yb`hgW`Y]XYbXž`XU`g]Y  
XUni`VY]hfU[ Ybž`X]Y`HY`]\UVY`U`Yf`A`YbgW`Yb`Ua  
[ YgY`gW`UZh`]W`Yb`@YVYb`ni`g]W`Yfb`"

## J ]Y`ZÀ`h][ Y`i bhYfghØhni b[ gUb[ YVchY

9]b`k`Y]hYfYg`<][ \`][ \`h`k`Uf`X]Y`Df`ÀgYb`hUh]cb`j`cb`GhY`ZUb]Y`<]Yf`  
j`ca`B`Y`h`k`Yf`\_`Zf`Ø`Y`?`]bX`Y]h`f`?`c`\_]`ž`X]Y`k`Yf`h`j`c`Y`  
I`bhYfghØhni`b[`gUb[`YVchY`ZØf`G`W`k`Ub[`YfY`i`bX`9`hYfb`j`cb  
?`Y]b`\_]bXYfb`d`f`ÀgYb`h]Yf`hY`"5i`W`6]Ub`\_`U`J`c`U`h`j`cb`XYf`  
@YfbYbXYb`F`Y[ ]cb`ghY`hY`nU`\fY]W`Y`Dfc`Y`\_hY`j`cfž`X]Y` : ÒfXYfi b[  
i`bX`b`hY[`fUh]cb`f`b[`Yf` :`Ua` ]]Yb`ni`a`N]Y`]\UVYb`"<]Yfni`[`Y`\ÒfYb  
i`bhYf`UbXYfYa`X]Y`5`hU[`gVY[`Y]hYf`i`bX`]bb`c`j`Uhj`Y`Y`Y`Yb`k`]Y  
X]Y`b`\_`i`g]cb`Xi`f`W`Y]bY`@Y[`cfUa`dY`gck`]Y`6`]Xi`b[`gdfc`Y`\_hY`"

B]W`h`ni`j`Yf[`YggYb`]gh`XUg`i`a`ZUb[`fY]W`Y`Y`Y`fYgd`fc[`fUa`a`X`Yg  
?fY]g`f`[`YbXUa`hYgž`XUg`j`cb`GhY`ZUb`?`i`\`b`j`cf[`YghY`h`k`i`fXY`  
<]YfVY][`Y`h`Yg`i`a`HU[`YgUi`gZØ[`Yž`ž`[`YbXV`]Xi`b[`gUb[`YVchY  
gck`]Y`5`\_h]cbYb`k`]Y`XUg`7`Y`j`Yf`]bg`B`Y`h`!Dfc[`fUa`a`ž`XUg`f`b[`Y  
A`YbgW`Yb`]a`i`a`[`Ub[`a`]h`X][`]hU`Yb`A`YX]Yb`g`W`i`Yb`gc`""5i`W`  
XYf`?fY]g`f`[`YbXf]b[`b`U`a`g]W`]b`gY]bYf`Df`ÀgYb`hUh]cb`a`Y`\fYfYb  
k`]W`h][`Yb`Dfc`Y`\_hYb`Ub`ž`Y`h`k`U`X`Y`a` : ]Zm! : ]Zm!HUI ]`i`bX`XYa  
J`Yf`Y]\`j`cb`Gd]Y`!`i`bX`Gdc`fh[`Yf`À`hYb`"

?`i`h`i`fY`Y`Y`J`YfbYhni`b[`i`bX

9fZU`fi`b[`gUi`ghUi`gW

Ni`f`5Vfi`bXi`b[`XYf`J`YfUb`ghU`hi`b[`ghY`hY`7Ufc`]b`G`W`a`i`W`\_j`cb  
XYf`J`c`\_g`c`W`g`W`i`Y`X]Y`j`Yfg`W]YXYbYb`6`]Xi`b[`gUb[`YVchY`j`cfž  
X]Y`g]W`Ub`U`Y`5`hYfg[`fi`ddYb`f]W`hYb`"8]YgY`J]Y`ZU`h`nY][`h  
Y]bXfi`W`\_g`c`ž`k`Y`W`Y`A`Ò[`]W`\_Y]hYb`Yg`]a`@UbX`fY]g`[ ]Vhž`i`a

g]W\`Zcfhni V]`XYb`i bX`bYi Y` : Å\][`\_Y]hYb`ni`Yfk YfVYb"9]b  
 [ Ya Y]bgUa Yg`a V]ggUb[ YVch`X]YbhY`ni XYa`XYf`cW\_YfYb  
 J YfbYhni b[ `i bX`XYa`5i ghUi gW\`nk ]gW\Yb`XYb`HY]`bY\`a Yfb"

8]Y`b]h]Uh]j Y`ni f` ZUa ]`YbZFYi bX`]W\Yb`?ca a i bY`n]Y`h`XUfUi Z  
 UVž`X]Y` : Ua ]`YbhUi [ `]W\`\_Y]h`XYg`5b[ YVchg`]b`VUmYf]gW\Yb  
 GhÅXhYb`i bX` ; Ya Y]bXYb`ghYh][`ni`j YfVYggYfb"bZcfa Uh]cbYb  
 ØVYf`X]Y`YfZc`[ fY]W\Y`9btk ]W`i b[ `ZUa ]`YbZFYi bX`]W\Yf  
 Ghfi`\_hi fYb`]b`UbXYfYb`GhÅXhYbž`VY]gd]Y`gk Y]gY`X]Y`BYi ZUggi b[  
 XYf`<UbXfY]W\i b[ ` : Ua ]`YbZFYi bX`]W\Y`?ca a i bY`]b`6UXYb!  
 K ØfhYa VYf[ ž`\_cbbhYb`XYb`HY]`bY\`a YbXYb`Y]b][`Y`5bfY[ i b[ Yb  
 `]YZfb"8]YgY`5fh`XYf`ghfi`\_hi f]YfhYb` : Ua ]`YbZØfXYfi b[ `]\`Zhž  
 [ Yn]Y`hY`N]Y`Y`ni`XYZ]b]YfYb`i bX`<UbX`i b[ gZY`X[ YghU`hi b[  
 hfUbgdUfYbhni`a UW\Ybž`k ]Y`XUg`Gcn]U`a ]b]ghYf]i a`j cb`6UXYb!  
 K ØfhYa VYf[ `Yf`Åi hYfh"

9]b`[ Ya Y]bgUa Yg` : Un]h`8Yf`@UbX`fY]g`GW\k UbXcfZi bX`gY]bY  
 5\_hYi fY`VYk Y]gYbž`XUgg`\]Yf`j ]Y`ZØf` : Ua ]`Yb`[ YhUb`k ]fX"8Yf  
 [ Y[ YbgY]h][`Y`5i ghUi gW\`gck ]Y`X]Y`U\_h]j Y`K Y]hYfYbhk ]W`i b[ `XYf  
 5b[ YVchY`g]bX`XUVY]`XYf`GW\`ØggY`ž`i a`i bgYf`U`Yf  
 @YVYbgei U`]hÅh`ni`ghY][`Yfb"

8 YhU]`g	
C fh	A UI \ØhhY!<U]X\`cZž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a ]hhY`VUmYf]gW\Y`XY</li> <li>• gcn]U`a ]b]ghYf]i a "VUXYb! k i YfhYa VYf[ "XY</li> <li>• k k k "ghUXha Uf`_Yh]b[ "Yi</li> </ul>

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