

A Ugg]j Y`8i fWł gi Wł i b[ Yb`]b  
I bhYfZfUb\_Yb.`Dc`]nY]`\_Àa dZh`[ Y[ Yb  
? ]bXYfdcfbc[ fUZ]Y`

Dc`]nY]i bX`GhUUhgUb k U`hgWł UZh`Xi fWł gi Wł Yb`%\* `CV`Y\_hY`]b  
I bhYfZfUb\_Ybž`i a `? ]bXYfdcfbc[ fUZ]Y`ni `VY\_Àa dZYb`  
K ]Wł h][ Y`6Yk Y]gY`g]Wł Yf[ YghY``h`



I bhYfZfUb\_Ybž`8Yi hgWł `UbX`!`5a` `&`"A U] &\$&) `Z0\ fhY`X]Y  
Dc`]nY]`Ua` `ZfÀb\_]gWł Yb`I bhYfa U]b`i a ZUb[ fY]Wł Y  
8i fWł gi Wł i b[ Yb`]b`XYf`6Y\_Àa dZi b[ `j cb`? ]bXYfdcfbc[ fUZ]Y  
Xi fWł`" `ϕg[ YgUa h`k i fXYb`%\* `CV`Y\_hY`Xi fWł gi Wł h`i bX`Y]bY  
J ]Y`nU\` `Ub`6Yk Y]ga UhYf]U`g]Wł Yf[ YghY``h`8 UVY]`f]Wł hYh`b`g]Wł  
X]Y`8i fWł gi Wł i b[ gVYZ\`Y`[ Y[ Yb`%( `A`ÀbbYfž`j cb`XYbYb`j ]Yf`Z0f  
k Y]hYfY`A U» bU\`a Yb`ni f`8]YbghghY``Y`a ]h[ Ybca`a Yb`k i fXYb`  
8]Yg`[ YgWł U\`]b`Yb[ Yf`5VgdfUWł Y`a ]h`XYf`GhUUhgUb k U`hgWł UZh`  
i bX`XYa` `NYbhfi a` `ni f`6Y\_Àa dZi b[ `j cb`? ]bXYfdcfbc[ fUZ]Y`i bX  
gYI i Y``Ya` `A ]ggVfUi Wł`]a` `ϕhYfbYhž`k ]Y`ϕb: fUb\_Yb` `VYf]Wł hYh`"8 ]Y  
ϕ! : cfYbg\_]Yf`g]bX`bi b`a ]h`XYf`5i gk Yfhi b[ `XYf`g]Wł Yf[ YghY``hYb

Y`Y\_hfcb]gWkYb ; YfÅhY`i bX`GdY]WkYfa YX]Yb`VYgW`ÅZh][ hž`k`Å\fybX  
X]Y`Ui ZYbXYb`9fa ]hhi b[ Yb`nk Uf`]b`9]bnY`j YfZU\fyb`Xi fWk [ YZØ\fh  
k YfXYbž`X]YgY`YXcW`b]Wk`h`a ]hY]bUbXYf`j YfVi bXYb`g]bX"

8]Y`Dc`]nY]`i bX`GhUUhgUbK U`hgWkUZhfi ZYb`]b`X]YgYa  
Ni gUa a Yb\Ub[ `X]Y`² ZZYbh]Wk\_Y]hni `Y]bYa  
j YfUbhk cfhi b[ gj c`Yb`J Yf\U`hYb`Ui Z` ðgVYgcbXYfY`k ]fX`[ YfUhYbž  
J]XYcg`i bX`6]XYf`b]Wk`h`k Y]hYfni `Y]hYb`i bX`j YfXÅWk]h][ Y` ð\U`hY  
gcZcfh`ni `a Y`XYbž`gY]Yg`Ub`X]Y`Dc`]nY]ž`XYb`BYhnk Yf\_VYhfY]VYf  
cXYf`Y]bY` ðhYfbYhVYgWk YfXYghY`Y`5i Wk`X]Y`5i Z`Åfi b[ `j cb  
?]bXYfb`i bX`ž [ YbX`]WkYb`ØVYf`X]Y`ghfUZVUfY`J YfVfY]hi b[ `j cb  
?]bXYf`dcfbc[ fUZ]Y`]gh`j cb`nYbhfU`Yf`6YXYi hi b[ "`8Yg`K Y]hYfYb  
gc`hYb`Bi hYf`j cb`7\Uh[ fi ddYbž`]b`XYbYb`gc`WkY` ð\U`hY  
j YfVfY]hYh`k YfXYbž`Ui ghYhYb"

ðhYfbUh]cbU`Y`8]a Ybg]cb`XYf  
7mVYf\_f]a ]bU`]hÅh

ð`Y]bYa `[ fØ»YfYb`FU\`a Yb`k i fXY`\_Øfn`]Wk`Y]b`]bhYfbUh]cbU`Yf  
GWk`U[ `[ Y[ Yb`?]bXYf`dcfbc[ fUZ]Y`j YfØVhž`VY]`XYa`9fa ]h`hYf`Ui g  
, `@ÅbXYfb`X]Y`8Uf`\_bYh!D`UhhZcfa `? ]XZ]l `UVgWkU`hYhYb`8]YgY  
D`UhhZcfa ž`X]Y`j cb`Yhk U`%ž `A ]`cbYb`Bi hYfb`j Yfk YbXYh`k i fXYž  
Yfk ]Yg`g]Wk`U`g`Y]bY`XYf`[ fØ»hYb`DÅXcd\`Yb!D`UhhZcfa Yb  
k Y`hk Y]h`< ]YfVY]`k i fXYb`%"( \$ \$`J YfXÅWk]h][ Y`]XYbh]Z]n]Yfhž`i bX`+-  
DYfgcbYb`Z]gh[ Ybca`a Yb`8]Y`9fa ]hhi b[ Ybž`X]Y`i bhYf`XYf  
@Y]hi b[ `XYg`6UmYf]gWkYb`@UbXYg\_f]a ]bU`Ua hg`fb`@? 5Ł]b`A ØbWkYb  
ghUhhZubXYbž`i a ZUgghYb`8i fWk`gi Wk`i b[ Yb`]b` ` %`@ÅbXYfb`i bX  
XUi YfhYb`j ca`%\$`"V]g`&`"A`Åfn" ð`8Yi hgWk`UbX`k i fXYb`XUVY]`- \*  
K c\bi b[ Yb`Xi fWk`gi Wk`hž`k cVY]`[ Y[ Yb`]bg[ YgUa`h`%\$'  
6YgWk`i`X][ hY`Vi bXYgk Y]h`Yfa ]hY`h`k ]fX`" ð`FU\`a Yb`X]YgYf  
8i fWk`gi Wk`i b[ Yb`\_cbbhYb`nk Y]`a ]ggVfUi Wk`hY`? ]bXYf`Ui g  
8Yi hgWk`UbX`]XYbh]Z]n]Yfh`k YfXYbž`k ]Y`HU[ Yggd]Y[ Y`VYf]Wk`hYh"

8]Y`D`UhhZcfa `? ]XZ]l `k i fXY`&\$&%]cb`7mVYf\_f]a ]bY`Yb  
Y]b[ Yf]Wk`hYh`i bX`X]YbhY`b]Wk`h`bi f`XYa`5i ghUi gWk`j cb`8UhY]Ybž  
gcbXYfb`k Uf`Ui Wk`Ui Z`a cbYhÅfYb` ; Yk ]bb`Ui g[ Y`Y[ h`9]b  
`VYb`g`Ub[ Yf`Ni [ Ub[ `\_cgYhY`%, \$`8c`Ufž`k`Å\fybX`X]Y  
9]bgh]Y[ gdfY]gY]a`Y]bghY`][ Yb`6YfY]Wk`U[ Yb`@Ui`h`XYb

9fa ]hhi b[ Yb`ghUbXYb`XYb`Bi hnYfb`]bg[ YgUa hi- %"\$\$\$`J ]XYcg`a ]h  
 ZUgh`\*"" \$\$`Ghi bXYb`@Ui ZnY]hni f`J YfZØ[ i b[ ž`k Ug`X]Y`8]a Ybg]cb  
 X]YgYf`D`UhhZcfa `j YfXYi h]W`h`

## I bhYfghØhni b[ gUb[ YVchY`ZØf`6Yhfc ZZYbY

: Øf`X]Y`6YhfcZZYbYb`i bX`]\fY` : Ua `]Yb`[ ]Vh`Yg`i bhYfgW`]YX`]W`Y  
 <]ZgUb[ YVchY`"8 Ug`B Uh]cbU`7YbhYf`Zcf`A ]gg]b[ /`9I d`c]hYX  
 7\]XfYb`fB 7A 97E`V]YhYh`b]W`hibi f`? f]gYb]bhYfj Ybh]cbž`gcbXYfb  
 Ui W`c`\_U`Y`6YfUhi b[ gUb[ YVchY`ZØf`X]Y`5b[ Y\Øf][ Yb`j cb  
 Ui g[ YVYi hYhYb`?]bXYfb`Ub`"J ]Y`Y`9`hYfb`i bX` : Ua `]Yb`ZØ`Yb`g]W`  
 cZh`U`Y]b`i bX`ØVYfZcfXYfhž`k Yg`U`V`i bhYfghØhni b[ `Xi fW`  
 j YfhfUi Ybgk ØfX][ Y`9fk UW`gYb`Y`cXYf`Xi fW`G`Y`Vgha Y`Xi b[ `Ub  
 X]Y`7mVYfH]d`]bY`Xf]b[ YbX`Ya dZc`Yb`k ]fX`"8 Ug`HYUa `<C D9`j cb  
 B 7A 97`j YfV]bXYh` : Ua `]Yb`a ]h`UbXYfYbž`X]Y`À`b`]W`Y`? f]gYb  
 Xi fW`Y`Vh`\UVYbž`i a `Y]bY` ; Ya Y]bgW`UZh`XYg`5i ghUi gW`g`i bX`XYf  
 I bhYfghØhni b[ `ni `gW`UZZYbž`k ]Y`A ]gg]b[ ?]Xg`Uba Yf`h`

8YhU]`g	
J cfZU``	? ]bXYfdcfbc[ fUZ]Y
C fh	I bhYfZfUb`Ybž`8Yi hgW`UbX
: YghbU\`a Yb	+ -
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb`Yb"XY</li> <li>• k k k "a ]gg]b[ _]Xg"cf[</li> <li>• k k k "hU[ Yggd]Y[ Y`"XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U[ "XY