

? cb\_`Uj Y`&\$&) .`K Yf`k ]fX`XYf`bÅW ghY  
DUdgh`XYf`\_Uh\c`]gW Yb`? ]fW Y 3

5a`\$+`\$)`&\$&) `VY[ ]bbh`ja`J Uh]\_Ub`XUg`?cb\_`Uj Y`ni f  
DUdghk U\`ž]b`XYa`%`'`?UfX]bÅ`Y`ØVYf`X]Y`Ni`\_i bZh`XYf  
? ]fW Y`YbhgW Y]XYb"



J Uh]\_Ub gghUXhž`hU`]Yb`!`5a`\$+`\$)`&\$&) `VY[ ]bbh`ja`J Uh]\_Ub  
XUg`?cb\_`Uj Y`ni f`K U\`Y]bYg`bYi`Yb`DUdghYg`"8 ]YgYg`VYXYi`hgUa`Y  
9fY][ b]g`k ]fX`a`]h`Y]bYf`ZY]Yf`]W Yb`A YggY`i`a`%\$`I` \f`]a  
DYhYfgXca`YfØZbYh`"5V`%\*`.'`\$`I` \f`n]Y\Yb`g]W`X]Y`%`'  
k U\`VYfYW h][ hYb`?UfX]bÅ`Y`]b`X]Y`G]I`h]b]gW Y`?UdY`Y`ni`fØW`ž`k`c  
g]Y`Y]b[ YgW`cgYb`k`YfXYb`"8Yf`?cbhU`\_h`ni`f`5i`»Ybk`Y`h`]gh`UV  
X]YgYa`NY]hdi`b`\_h`j`YfVchYbž`i`bX`Y]b`J`Yfghc`»`k`]fX`a`]h  
9I`\_ca`a`i`b]\_Uh]cb`VYghfUZh`"8 ]Y`K`U\`gY`VghYfZc`[`h`Xi`fW  
[`Y\Y]a`Y`Gh]a`a`UV[ UVYž`k`cVY]`Y]b`?UbX]XUh`nk`Y]`8f]hY`XYf  
Gh]a`a`Yb`VYb`Øh][`hž`i`a`U`g`b`Yi`Yf`DUdgh`[`Yk`Å`h`ni`k`YfXYb"

8Yf`b`Yi`Y`DUdgh`k`]fX`Ui`g`XYa``?fY]g`XYf`?UfX]bÅ`Y`[`Yk`Å`h`ž`X]Y  
Ui`g`+`%`@`AbXYfb`\_ca`a`Yb`i`bX`j`YfgW]YXYbY`9fk`Ufhi`b[`Yb`Ub`X]Y

\_ca a YbXY'5a hgnY]h\Y[ Yb"K Å\fybX'J YfhfYhYf'XYg  
i`hfU\_cbgYfj Uh]j Yb'@U[ Yfgž'k ]Y' ? UfX]bU"; Yf\UfX'@ Xk ][ 'A Ø`Yfž  
Y]bY'F ØW\_\_Y\f'ni`hfUX]h]cbY`Yb'K YfhYb'k ØbgWXYbž'ZcfXYfh  
? UfX]bU'FY]b\UfX'A Ufl'Ui g'XYa'FYZcfa`U[ Yf'Y]bYb  
; `Ui VYbgZØ\fyfž'XYf'gck c\`[ `Ui Vk ØfX][ `U'g'Ui W'`ca a i b]\_Uhj  
]gh"8]Y'9]b\Y]h'XYf'? ]fWXY'gc``cVYfghY'Df]cf]hÅh\UVYbž  
]bgVYgcbXYfY'i a'GdU`hi b[ Yb'ni`j Yfa Y]XYb"

## < YfUi gZcfXYfi b[ Yb'i bX'9fk Ufhi b[ Yb

8]Y'<YfUi gZcfXYfi b[ Ybž'X]Y'Ui ZXYb'bi Yb'DUdgh'k UfhYbž'g]bX  
j]Y'ZÅ'hj["; Ygi W'h'k ]fX'Y]b'A UbU[ Yfž'XYf'X]Y'j Uh]\_Ub]gWXYb  
: ]bUbnYb'cfXbYhi bX'X]Y'fØa ]gWXY'?i f]Y'ghÅf\_Yf'Y]bVYn]Y\h"8Yf  
bYi Y'Dcbh]ZYI'gc`hY'X]Y'FYZcfa Yb'j cb'DUdgh': fUbn]g\_i g]b  
fi \][ YfY'6U\`bYb`Yb\_Yb'i bX'[ YfbY'Y]bYb'G]bb'ZØf'GmbcXU]hÅh  
a ]hVf]b[ Yb"≠X'Yf'J Yf[ Ub[ Yb\Y]h\UVYb'GmbcXYbž'X]Y'@U]Yb  
Y]bVYnc[ Ybž'i bhYf'\_cbgYfj Uh]j Yb'?Uh\c`\_Yb'cZh'ZØf'i ba i h  
[ Ygcf[ h"

8]Y'\_UfX]bU'Yf'Ni gUa a YbgYhni b[ ]gh'ØVYfk ]Y[ YbX'Yi fcdÅ]gWž  
a ]h) &'Ui g'9i fcdUž' +`Ui g'5a Yf]\_Už'&'`Ui g'5g]Ybž'%+`Ui g'5Zf]\_U  
i bX'(`Ui g'CnYUb]Yb"i bhYf'XYb'%`' ? UfX]bÅ'Yb'g]bX'Ui W'nk Y]  
Ui g'XYf'GWk Y]n.'?i fh?'cW'`i bX'9a ]`DUi `HgWYff][ "'8Yf'Å'hYghY  
? UfX]bU`]gh'+-`Å\fy'U'hž'k Å\fybX'XYf'Øb[ ghY'() `Å\fy'Ui Zk Y]gh"  
≠`Jcf'\_cb'\_Uj Y'k YfXYb'X]Y' ? UfX]bÅ'Y'ØVYf'X]Y'XfÅb[ YbXghYb  
H\Ya Yb'XYf'? ]fWXY'XYVUh]YfYbž'Y]bgW`jY»`]W'XYf': ]bUbnYb'i bX  
XYg'A ]ggVfUi W'gg\_UbXU`g"

## 8Yf'5V`Ui Z'XYg'? cb\_`Uj Yg

8Ug'?cb\_`Uj Yž'XUg'gY]h'ØVYf', \$\$`Å\fyb'VYghY\hž'k i fXY']bg'@VYb  
[ Yfi ZYbž'i a'XYb'9]bZi gg'j cb'Ui »Yb'ni`a ]b]a ]YfYb"<]ghcf]gW  
[ YgY\Yb'[ UV'Yg'gck c\`Ub[ Y'U'g'Ui W'gY\f'\_i fnY'?cb\_`Uj Yb/  
XUg'\_ØfnYghY'XUi YfhY'bi f'k Yb][ Y'Ghi bXYb"8]Y'YfghYb  
Xc\_i a Ybh]YfhYb'9]bgdYffi b[ Yb'j cb'?UfX]bÅ'Yb'ZUbXYb'ja`%' "  
Å\fi bXYfh'ghUhž'U'g'g]Y'j cb'XYf'6Yj Ø`\_Yfi b[ ]b'J]hYfVc  
Y]b[ YgW'cggYb'k i fXYbž'i a'Y]bY'K U\`ni`Yfnk ]b[ Yb"8]YgY  
DfUI ]g'k i fXY'gdÅhYf'ZYgh[ Y'Y[ hž'i a`Åi »YfY'9]bZØggY

Ui gni gW`Y»Yb"

B UW`XYf`K U`a i gg`XYf`bYi Y`DUdgh`gY]bY`5bbU`a Y`VYgh`h][ Yb  
i bX`k Å`h`XUbb`Y]bYb`bYi Yb`BUa Yb`"8 ]Y`2 ZYbh`]W`\_Y]h`k ]fX`ØVYf  
XYb`5i g[ Ub[ `XYf`K U` ]bZcfa ]Yfhz`]bXYa `X]Y`K U`nYhhY`  
j YfVfUbb`h`k YfXYb`ž`k Ug`XYb`VYfØ`a hYb`k Y]» Yb`cXYf`gW`k UfnYb  
F Ui W`YfnYi [ h`"8 Ug`df`Å[ bUbhY` <UVYa i g`dUdUa `k ]fX`XUbb`U`g  
6Ygh`h][ i b[ `ZØf`X]Y`K U``XYg`bYi Yb`Dcbh]ZYI `j Yf`ØbXYh"

5\_hi Y`Y` : Uj cf]hYb`ZØf`X]Y`BUW`Zc`[ Y`g]bX`D]Yhfc`DUfc`]b`Ui g  
`U`]Yb`ž`D`hYf`9fX`Ø`Ui g`i b[ Ufb`i bX`@ ]g`5bhcb]c`HU[ `Y`Ui g`XYb  
D`]`dd]bYb`"i bUV`Åb[ ] [ `j cb`XYf`K U`` [ ]Vh`Yg[ `fc» Y  
9fk Ufhi b[ Yb`Ub`XYb`\_Øb`žh][ Yb`DUdgh`ž`X]Y`gck c`X`Y`gd]f]hi Y`Y`  
U`g`Ui W`X]Y`cf[ Ub]gUhc]gW`Y`8]a Ybg]cb`XYf`\_Uh`c`]gW`Yb`? ]fW`Y  
VYhfY`ZYb`"8 ]Y`? UfX]b`Å`Y`k YfXYb`g]W`]b`]`fYb` , VYf`Y[ i b[ Yb  
nk Y]ZY`cg`Ui W`Ui ZXYb`<Y`][ Yb` ; Y]gh`VYfi ZYb`ž`i a `]`fY  
9bhgW`Y]Xi b[ Yb`ni `Y[ ]h]a ]YfYb"

8 YhU]`g	
J cfZU`	Gcbgh][ Yg
C fh	J Uh]_UbgghUXhž``U`]Yb
E i Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "hU[ YggW`Ui "XY</li> <li>• k k k "gfZ"W`</li> <li>• k k k "j Uh]WUbbYk g"j U</li> </ul>

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