

Hi fV]bY`DchgXUa`j`YfdZ`jW\hYh`K`A`!GhUf`  
@]bYh\`7YXYÍ`c`'9]b`B`Yi`UbZUb[`°

8Yf`%":`:`7`Hi`fV]bY`DchgXUa`j`YfdZ`jW\hYh`X]Y`dUbUa`U]gW\Y`  
BUh]cbU`gd]Y`Yf]b`@]bYh\`7YXYÍ`c`Z0f`X]Y`&":`fUi`Yb!`  
6i`bXYg`][`U"



DchgXUa`ž`8Yi`hgW\`UbX`!`5a`'&+" ' ě b ]' &\$&)`gc f[`h`X]Y`  
J`YfdZ]W\hi`b[`j`cb`@]bYh\`gUVY`7YXYÍ`c`J`U`XYffUa`U`Z0f`  
5i`ZfY[`i`b[`ja`'XYi`hgW\Yb`:`fUi`YbZ`»`VU`""`8Yf`%":`:`7`Hi`fV]bY`  
DchgXUa`'\`Uh`X]Y`&`!`À\`f][`Y`dUbUa`U]gW\Y`BUh]cbU`gd]Y`Yf]b`i`bhYf`  
J`YfhfU[`i`Ybca`a`Yb`i`bX`g]W\`XUa`]h`Y]bY`]bhYfbUh]cbU`Y`  
J`Yfgh`À`f`\_i`b[`Z0f`X]Y`C`ZYbg]j`Y`[`Yg]W\Yfh`7YXYÍ`c`ž`X]Y`Z0f`]\`fY`  
GW`b`Y`""[`\_Y]hi`bX`8i`fW`gYmi`b[`g`fUZh`VY`\_Ubbh`]gh`ž`k`]fX`VYfY]hg`]b`  
XYf`&":`fUi`Yb!`6i`bXYg`][`U`Ui`ZUi`Zyb";`YgW\`À`ZhgZ0\`fYf`GhYd`U`b`  
GW`a`]Xh`Ài`»`YfhY`g]W\`VY[`Y]ghYfh`0VYf`X]Y`J`YfdZ]W\hi`b[`i`bX`  
Yfk`UfhYh`Xi`fW`g]Y`Y]bY`g][`b]Z`\_UbhY`6YfY]W\Yfi`b[`XYg`HYUa`g"

8]Y`†`b[`Y`Gh0fa`Yf]b`\_ca`a`h[`YV0fh][`Ui`g`DUbUa`U!GhUXh`ž`k`c`g]Y`  
Ua`i)`"8YnYa`VYf`&\$\$\$\$`XUg`@]W\h`XYf`K`Y`h`YfV`]W`\_hY`""`⇒`fY`

Zi » VU`Yf]gWXY`? Uff]YfY`VY[ Ubb`g]Y`VYfY]hg]a`&f`&\$%`VY]`GUb  
7f]ghĭ VU` : 7`]b`DUbUa`U`i`bX`a`UW`hY`gW`bY`a`]h`]\fYa`HU`Ybh`Ui`Z  
g]W`U`i`Za`Yf\_gUa`"GhUh]cbYb`VY]`HUi`fc` : 7`gck`]Y`a`Y`fYfYb  
J`YfY]bYb`]b`GdUb]Yb`i`bX`U`]Yb`Zc`[`hYb`"Ni`Y`hnh`gd]Y`hY`7YXYĭ`c  
VY]`7`c`ff]`c` : 7`DUbUa`U`zi`bX`]\fY`@Y]ghi`b`[`Yb`VfUW`hYb`]\f`XYb  
<`0`Ydi`b`\_h`]\fYf`V]g`Yf][`Yb`?`Uff]YfY` : 8`]Y`HY]`bU`a`Y`Ub`XYf` : = 5  
 : fUi`Yb`!K`Y`ha`Y]ghYfgW`UZh`&\$&` ]b`5i`ghfU`]Yb`i`bX`BYi`gYY`UbXž  
k`c`g]Y`]b`Y]bYa`dUW`YbXYb` ; fi`ddYbgd]Y`[`Y[`Yb` : fUb`\_fY]W`Y]b  
Hcf`Yfn]Y`hY`"

## 9fghY`GW`f]hhY`i`bX`]b`hYfbUh]cbU`Y`9fZc`[`Y`

A`]h`Y]bYf` ; f0»`Y`j`cb`%ž+\$`a`[`Y`0fh`7YXYĭ`c`ni`XYb`Uh`Yh]gW`Yb  
Gd]Y`Yf]bbYb`Ui`ZXYa`D`Uhn`"`fY` : Å`]\`[\_Y]hYb`U`g`Gh0fa`Yf]b`]\Uh  
g]Y`VYfY]hg`]b`j`YfgW`]YXYbYb`@][`Yb`i`bhYf`6Yk`Y]g`[`YghY`hž  
XUfi`bhYf`X]Y`GYf]Y`5`]b`U`]Ybž`k`c`g]Y`Z0f`<`Y`Ug`J`YfcbU`i`bX  
GUa`dXcf]U`Ui`Z]YZ`"`fY`VYY]bXfi`W`YbXY`6`]Ub`n`gdf]W`h`Z0f`g]W` : =b  
XYf`BUh]cbU`a`UbbgW`UZh`]\Uh]g]Y`]b`&)`9]bg`Å`hnYb`%\$`HcfY`Yfn]Y`hž  
k`c`VY]`]\fY`YfghYb`HfY`ZZYf`VYfY]hg`&\$%` ]b`XYf`7`C`B`7`5`7`5`:  
K`ca`Yb`g`7`Ua`d]cbg`]\d`Yfn]Y`h`k`i`fXYb`"

8]YgYf`K`YW`gY`\_ca`a`h`b]W`h`bi`f`Z0f`g]Yž`gcbXYfb`Ui`W`Z0f`X]Y  
 : Ub`g`j`cb`Hi`fV]bY`DchgXUa`ni`Y]bYa`gdUbbYbXYb`NY]hdi`b`\_h`"`K`]f  
ZfYi`Yb`i`bg`gY`fž`XUgg`@]bYh`HY]`i`bgYfYg`J`YfY]bg`k`]fX`"`fY  
GW`bY`][`\_Y]h`i`bX`]b`hYfbUh]cbU`Y`Gd]Y`]b`hY`][`Ybn`k`YfXYb`i`bg`]a  
5b[`f]Z`bYi`Y`C`dh]cbYb`V]YhYb`ž`gc`GW`a`]X`h`k`Y]hYf`"7YXYĭ`c`gY`Vgh  
nY][`h`g]W`[`0W`]W`0VYf`XYb`K`YW`gY`i`bX`X]Y`]\fYfn]W`Y  
5i`ZbU`a`Y`]a`HYUa`"`W`ZfYi`Y`a`]W`ž`]\Yf`ni`gY]b`i`bX`\_Ubb`Yg  
\_Ui`a`Yfk`UfhYbž`a`Y]bY`bYi`Y`A`UbbgW`UZh`ni`i`bhYfgh0hnYb`i`bX  
[`Ya`Y]bgUa`9fZc`[`Y`ni`ZY]Yfb`ž`Åi`»`YfhY`g]Y`g]W`b`UW`XYa`8YU`"

## 9]b`6`]W`\_]b`X]Y`?`Uff]YfY`

=b`]\fYf`?`Uff]YfY`]\Uh`7YXYĭ`c`VYa`Yf`\_Ybgk`YfhY`9fZc`[`Y`Yfn]Y`h`  
<]Yf`Y]b` , VYfV`]W`\_0VYf`]fY`GhUh]cbYb`.

NY]hfUi`a`	J`YfY]b`	9]bg`Å`hnY`	HcfY`
&\$%`&\$%-`	GUb`7f]ghĭ`VU`		

	: 7		
&\$%- &\$&\$	œj Ybhi h 5`a UggcfU	'	&
&\$&\$ &\$&%	5`\\Ua U`7:	-	&
&\$&% &\$&&	<Y`Ug`J YfcbU	%)	)
&\$&& &\$&'	GUa dXcf]U	%'	\$
&\$&' `Yhnh	7\cff]`c': 7		

A ]h`@]bYh\`7YXYÍ c`\\Uh`XYf`%" : : 7`Hi fV]bY`DchgXUa `Y]b`YWXhYg  
 HU`YbhUi g`XYa `5i g`UbX`j YfdZ]WXhYh`8Yf`J YfY]b`ZFYi hig]WX`Ui Z  
 ]\fY`@Y]ghi b[ Yb`]b`XYf`bÅWXghYb`GU]gcb`i bX`Ui ZX]Y  
 [ Ya Y]bgUa Yb`<YfUi gZcfXYfi b[ Ybž`X]Y`j cf`]\bYb`]]Y[ Yb`"K Y]hYfY  
 ðZcfa Uh]cbYb`ØVYf`]\fY`VYa Yf\_Ybgk YfhY`?Uff]YfY`Z]bXYb`g]WX`Ui Z  
 Hi fV]bY`DchgXUa `i bX`K ]\_]dYX]U"

8YhU]`g	
C fh	DchgXUa ž`8Yi hgWX`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "hi fV]bY!dchgXUa "XY</li> <li>• Yb"k ]_]dYX]U"cf[</li> </ul>

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