

@Y]dn][ 'ja '5i Zk ]bX. 'Ni \_i bZhg]bXYI 'nY][ h  
[ fc» Yb 'Gdfi b[ 'bUWx 'j cfb °

8 fYgXYb 'Yfn]Y`h]a 'Ni \_i bZhg]bXYI ' &\$&) 'Y]bY`Hcd!  
D`Uhn]Yfi b[ "'9fZU\ fYb`G]Y`a Y\ f`ØVYf`X]Y`k ]fhgWx UZh]WxYb  
9bhk ]W\_`i b[ Yb`]b`GUWx gYb"



8 fYgXYb ž`8 Yi hgWx `UbX`!`K Ug`hi`h`g]Wx`]a`gW`ØbYb`GUWx gYb 3`9]b  
bYi Yf`6Yf]Wx`h`ØVYf`X]Y`k ]fhgWx UZh]WxY`@U[ Y`XYf`F Y[ ]cbYb`nY][ h  
@]Wx`hi`bX`GWx`UhhYb" `8Yf`Ua` :`fY]hU[ 'ja` < UbXY`gV`Uhh]`cf[ YghY`hY  
Ni \_i bZhg]bXYI` `XYg`6YfUhi`b[ gi`bhYfbY`a`Ybg`Dfc[ bcg`Vf]b[ h  
8 fYgXYb`U`g`\_`UfYb` ;`Yk ]bbYf`Yfj`cfž`k`À`fYbX`@Y]dn][ `g]Wx`Ua  
9bXY`XYg`F`Ub\_]b[ g`ZØf`X]Y`ØVYf` ( \$\$`i`bhYfgi`Wx`hYb`F`Y[ ]cbYb`Ub  
D`Uhn`%)`&`k ]YXYfZ]bXYh`Hfc`m`X]YgYg`a`]hhY`a`À» ][ Yb`9f[ YVb]ggYg  
`Uhi`@Y]dn][ `]b`XYb`Y`hnhYb`nk`Y ]`À`fnY`b`hYb`VYY]bXfi`W`YbX`%,`&  
D`À`hnY`[ i`h[ Ya`UWx`hi`bX`dfc`Z]h]YfhY`j`cb`Y]bYa`Ni`k`UWx`g`Ub`↑`b[ Yb  
9fk`UWx`gYbYb`gck ]Y`XYb`9bhk ]W\_`i b[ Yb`]b`XYf`<`U`V`Y]hYf!`i`bX  
6]chYWx`bc`c[ ]YVfUbWxY"

8 ]Y`A`Yhfc`dc`Y`@Y]dn][ `UhhY`&\$%-`]`fYb`<`Ø`Y`di`b`\_`h`YffY]Wx`hž`U`g

g]Y`Ui Z`D`Uhn`%\$( `UbXYhYž`YXcW\`UVYb`g]W\`gY]h\Yf`gW\`bY`  
k UW\gYbXY`F`Y`[ ]cbYb`nk`]gW\Yb`X]Y`GhUXh`i`b`X`X]Y`Gd]hnYbd`ÀhnY  
[ YXf`Àb[ h`" `a` ; Y[ YbgUhn`XUni`f`Ub[ ]Yfh`8`fYgXYb`a` ]h`gY\`f`[ i`hYb  
DYfgdY`\_hj`Yb`Ui Z`D`Uhn`" , ""6YgcbXYfg`\Yfj`cfni`\YVYb`g]b`X`X]Y  
`b`j`Ygh]h]cbYb`]b`X]Y`<U`V`Y]hYf]b`Xi`ghf]Yž`X]Y`XYf`GhUXh`Y]b`Yb  
\_`UfYb`GW\i`V`[ YVYb`" `b`g[ YgUa`h`nY][ h`XYf``b`XYI`ž`XUgg  
C`ghXYi`hgW\`UbX`]a` `J`Yf[ `Y]W\`ni`K`YghXYi`hgW\`UbX`ni`fØW`V`Y]Vhž  
a` ]h`ØVYf`nk`Y]`8`f]hY`b`XYf`c`ghXYi`hgW\Yb`?`fY]gYž`X]Y  
Ni`\_i`b`Zhgf]g]\_Yb`Ui`Zk`Y]gYb`" `8`Y]nYbhfU`Y`<YfUi`gZc`fXYfi`b[ `V`Y]Vh  
X]Y`XYa`c[ fUZ]gW\Y`9`bhk`]W`\_i`b[ `i`b`X`XYf`: UW\`f`À`ZhYa`Ub[ `Y`]b  
X]YgYf`F`Y`[ ]cbž`XYbb`XUg`6`fi`h`c`]b`UbXgd`fc`Xi`\_`h`d`f`c`?`cd`Z`]b  
C`ghXYi`hgW\`UbX`]Y[ h`i`bhYf`XYa`k`YghXYi`hgW\Yb`B`]j`YUi`"

## K` ]fhgW\`UZh`]W\`Y` : U`\_`hYb`i`b`X`NU\`Yb`

GUW\gYbg`K` ]fhgW\`UZhga` ]b]ghYf]i`a` `U`h`\_`Ø`fn`]W\`XYb`b`Yi`Yb  
GhUbXc`fhVYf]W\`h` GhUbXc`fh`GUW\gYb`]a` `J`Yf[ `Y]W\`a` ]h`UbXYfYb  
F`Y`[ ]cbYb`&\$&&` `j`Yf`Ö`ZY`bh`]W\`h`" `8`Y]gY`XYhU`]`Y]fhY`6`fc`gW\`Ø`fY  
V]YhYh`Ui`Z`ZUgh` , \$`GY]hYb`i`a` ZUggYbXY`9]b`V`]W`\_Y`]b`X]Y  
[ YgUa`hk` ]fhgW\`UZh`]W\Y`9`bhk`]W`\_i`b[ ž`XYb`5`fVY]hga`Uf`\_`h`i`b`X`j` ]Y`Yg  
a`Y`f`" `9]b`6`]W`\_Ui`Z`X]Y`NU\`Yb`j`Yff`À`hž`XUgg`GUW\gYb`a` ]h`Y]b`Ya  
\_`Ui`Z`f`UZh[ Yk`]W\`hYhYb`6`Ð`j`cb`& , ""`\$`\$`9i`fc`d`f`c`9]bk`c`\`b`Yf`VY]  
- )i` `XYg`9i`!`8i`fW\`gW\`b]h`g`]Y[ h`" `6]g`&\$`%`\_`c`b`bhY`Y]b`Y  
GhY][ Yfi`b[ `j`cb`Ø`VYf`%`i` `]a` `d`fY]gVYfY]b][ hYb`K`UW\`ghi`a  
j`YfnY]W\`b`Yh`k`YfXYb`ž`k`Ug`XYb`VYghYb`K`Yfh`ni`gUa`a`Yb`a` ]h  
H\`Ø`f]b[ Yb`XUfghY`"h"

8]Y`6`YgW\`À`Zh][ i`b[ g`U[ Y`]b`GUW\gYb`d`f`À`gYb`h]Y`fh`g]W\`Y`VY`b`g`c  
d`c`g]h]j` " `A` ]h`Y]b`Yf`5`fVY]hgd`UhnX]W\`hY`j`cb` ) \$ , `9`fk`Y`fV`gh`À`h][ Yb`Y  
%`\$`\$`\$`9]bk`c`\`b`Yf`\`Uh`X]Y`F`Y`[ ]cb`X]Y`\`Ø`W`ghY`8`]W\`hY`]b  
C`ghXYi`hgW\`UbX`" `8]Y`5`fVY]hg`c`gYbei`chY`gUb`\_`&\$`&%`Ui`Z` ) ž`i` ž`k`Ug  
gY]h`&\$`%`\$`Y]b`Yb`F`Ø`W`\_`Ub[ `i`a` `V`Y`Y]b`X`fi`W`\_Y`b`XY`%`%`ž`i` `XUfghY`"h"  
9]b`Y`W\`hYf`@]W\`hV`]W`\_ž`XYbb`X]Y`9i`!`k`Y]h`UbYf`\_`Ubb`hY  
5`fVY]hg`c`gYbei`chY`]Y[ h`[ Uf`bi`f`VY]"` ž`i` ž`XYi`h]W\`i`bhYf`XYa`9i`!  
8i`fW\`gW\`b]h"

6Yj`Ø`\_`Yfi`b[ gYb`hk`]W`\_i`b[ `]a` `: c`\_i`g`

GWUi h'a Ub'g]W'X]Y'6Yj Ö`\_Yfi b[ gYbhk ]W`i b[ ]b'GUWgYb  
 [ YbUi Yf'Ubž`ZÀ`h'Ui Zž`XUgg'@Y]dn][ ]b'XYb`YhnhYb`ž\`fYb`Y]bYb  
 5bg]Y[ ]j cb'ØVYf'% , i`gY]h'&\$%%j YfnY]W.bYb`\_cbbhY"K À\`fYbX`]b  
 XYb`GhUXhmYbhfYb`X]Y`Ni k UbXYfi b[ ]j cb`† b[ Yb`9fk UWgYbYb  
 UbghY][ hž[ ]Vh`Yg`UbXYfYfgY]hg`Y]bY`bY[ Uh]j`Y  
 6]bbYbk UbXYfi b[ gV]`Ubnž`X]Y`Øb[ YfY`5`hYfg[ fi ddYb`UVn]Y\`h"æ  
 ž\`f`&\$&&`Yf`YVhYb`X]Y`NYbhfYb`Y]bYb`Ni k UWg`j cb`%ž\* i žk Ug  
 hY]`k Y]gY`Ui Z`X]Y` : i W`ha ] [ fUh]cb`ni fØW`ni ZØ\`fYb`]gh"

5VYf`Yg[ ]Vh`Ui W`<YfUi gZcfXYfi b[ Yb"8Yf`5`hYbei ch]Ybh]b  
 CghXYi hgW`UbX`]Y[ h'&\$&&`a ]h'( , `XYi h]W` \`Ö\`Yf`U`g]b  
 K YghXYi hgW`UbX`fi \*É"8]YgY`XYa c[ fUZ]gWYb  
 <YfUi gZcfXYfi b[ Yb`g]bX`b]W`h`ni`][ bcf]YfYbž`]bgVYgcbXYfY`k Ybb  
 Yg`i a `X]Y`G]W`Yfi b[ `XYg` : UW`\_f`ž`YdchYbn]U`g`i bX`X]Y  
 6Yk À`h][ i b[ `XYf`U`hYfgVYX]b[ hYb`gcn]U`Yb`5gdY`\_hY`[ Y\`h`

8Ugg`g]W`GUWgYb`]b`Y]bYa`]bhYfYggUbhYb`K UbXY`VYZ]bXYhž`]gh  
 i bVYghf]hYb"N]Y`k ]fX`gY]bž`X]Y`dcg]h]j Yb`9bhk ]W`i b[ Yb`k Y]hYf  
 Ui gni VUi Yb`i bX`[ `Y]W`nY]h][ ` [ Yn]Y`h`XYb`XYa c[ fUZ]gWYb  
 <YfUi gZcfXYfi b[ Yb`ni`VY[ Y[ bYb"K ]Y`X]Y`?ca a i bYb`i bX  
 FY[ ]cbYb`]b`GUWgYb`X]Yg`i a gYhmYb`k YfXYbž`V`Y]Vh`gdUbbYbX`ni  
 VYcVUW`hYb"

: Øf`k Y]hYfZØ\`fYbXY`æZcfa Uh]cbYb`\_ØbbYb`G]Y`XYb`6Yf]W`hij cb  
 Dfc[ bcg]a`<UbXY`gV`Uhh` \ ]Yf`bUW`YgYb`gck ]Y`XYb  
 GhUbXcfhVYf]W`h`XYg`g`W`g]gW`Yb`K ]fhgW`UZrga`]b]ghYf]i a g` \ ]Yf  
 i bX`X]Y`U`\_hi Y`Yb`XYa c[ fUZ]gWYb`8UhYb`j cb`8YghUh]g` \ ]Yf"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j n"XY</li> <li>• k k k "ga k U"GUWgYb"XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

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