

F UgUb hY `GY]ZYb\_]ghYb `^U[ hYb `Xi fW  
? UdY``YbXcfZ` `9]b `: Ygh`j c``Yf`GdU» °

GY]ZYb\_]ghYbfYbbYb`]b`? UdY``YbXcfZ] ca `&%"`V]g`&&`đ b]  
&\$&). `HfUX]h]cbž`HY]`bY\`a Yf`i bX`gdUbbYbXY`K YhVYk YfVY  
Ua `8cfZZYgh"



? UdY``YbXcfZž`8Yi hgW`UbX`!`8]Y`5i ZFY[ i b[ `]b`? UdY``YbXcfZ]gh  
[ fc».`a `F U\`a Yb`XYg`X]Yg`Ä\`f][ Yb`8cfZZYghYg`Z]bXYh`Y]b  
GY]ZYb\_]ghYbfYbbYb`ghUhh`XUg`X]Y`Yb[ Yb`GhfU» Yb`XYg`K Y]a UfYf  
@UbXYg`ni a `6YVYb`Vf]b[ h`Fi bX`Y]b`8i hmYbX`HY]`bY\`a Yf`Ui g`XYf  
; Ya Y]bXY`\UVYb`g]W`]b`XfY]`5`hYfg\_UhY[ cf]Yb  
ni gUa a Yb[ Ya YggYb``8]Y`Ni gW`Ui Yf`g]bX`VY[ Y]ghYfhi bX  
j YfZc`[ Yb`XUg`GdY\_hU\_Y``Ua `GUa ghU[ j cfa ]hhU[ `a ]h`Yi W`hYbXYb  
5i [ Yb"

8]Y`GY]ZYb\_]ghYb`gY`Vgh]g]bX`ZUfVYbZfc`\`i bX`\_fYUh]j`[ YghU`hYhž  
XUfi bhYf`XYf` K Y``YbfY]hYf`ž`XYf`?c`cggcg`F`c`UbX`i bX`X]Y  
F Ybb\_]ghY`Fcg] ``J]Y`Y`XYf`\_Y]bYb`:`]mYf`Yb`hghUa a Yb`XYf  
@Y]XYbgW`UZh`XYf`? UdY``YbXcfZYfž`X]Y`a ]hj ]Y``; YgW]W\_`i bX

: UbhUg]Y`X]YgY`hfUX]h]cbY`Yb` ; YZÀ\fhY`VUghY`b`"GY]ZYb\_]ghYb`g]bX  
j ]YffÅXf][ YžUbhf]YV`cgY`?`Y]bZU\fnYi [ Yž`X]Y`Xi fWÅ`XYb  
< Ub [ UVhf]YV`Ui Z`UVgWÅØgg][ Yb`GhfYW\_Yb` ; YgWÅk ]bX][ \_Y]h  
Ui ZbY\`a Yb` `]b`8Yi hgWÅ`UbX`\_ØbbYb`g]Y`V]g`ni `\*\$`\_a #  
YffY]WÅYb"

## 9]b` < Ui WÅ `j` cb`HfUX]h]cb`

8]YgY`J`YfUbgH`U`hi b[ `]gh`b]WÅ`h`bi`f`Y]b`GdU»`ZØf`X]Y`[`Ub`nY`:`Ua` `]Yž  
g]Y`a`Uf\_]Yfh`Ui`WÅ`X]Y`K` ]YXYfVY`YVi`b[ `Y]bYf`U`hYb`HfUX]h]cbž`X]Y  
↘\fY`Ub[ `j`Yf[`YggYb`k`Uf`"8]Y`9]bk`c`b`Yf`fi`bX`i`a`X]Y`]a`d`cg`Ub`hY  
K`UggYfVi`f[ `?`UdY`Y`bXcfZ`\UVYb`g]WÅ`ZØf`X]Y`C`f[`Ub]gUh]cb`XYg  
F`Yb`b`Yb`g`ghUf`\_`[`Ya`UWÅ`h`"8]Y`K`UggYfVi`f[`ž`Y]b`VYY]bXfi`W\_Yb`XYg  
6Ui`k`Yf`\_ž`\Uh]b`XYf`F`Y[ `]cb`Y]bY`VYk`Y[`hY` ;`YgWÅ`]WÅ`hY"  
l`fgdfØb[ `]WÅ`U`g`GWÅ`i`hnVUi` `j`cb`XYf`GhUX`h`9fZ`fh]a` `↘\f`%` ( ,  
Yfk`c`fVYbž`k`i`fXY`g]Y`gd`À`hYf`i`bhYf`XYa` `VYfØWÅ`h][`hYb`5dY`  
J]hnh`i`a` `j`cb`F`c»`U`U`g` `F`Ui`Vf]hhYfVi`f[ `VY`\_`Ub`b`h"

5dY`ž`XYf`Y]bgh]a` `8]Ybgh`U`g`F`Ui`Vf]hhYf`U[ `]YfhY`ž`\Uh`X]Y`6i`f[  
XUa`U`g`ni` `Y]bYa` `NYbhf`i`a` `gY]bYg`i`bk`YgYbg`[`Ya`UWÅ`h`<`Yi`hY  
[`Y\`Øfh`g]Y`ni` `XYb`VYghYf`U`hYb`Yb`6i`f[`Ub`U[`Yb`H\`Øf]b[`Yb`g`i`bX  
n]Y`h`Xi`fWÅ` `]fYb` `]ghcf]gWÅ`Yb`7`Ufa`Y`j`]Y`Y`6Ygi`WÅ`Yf`Ub`"8`c`WÅ  
k`À`fYb`X`X]Y`6i`f[ `U`g`?`i` `]ggY`X]Yb`hž`[`Y`Y`b`X]Y  
gY]ZYb\_]ghYb`hfY]VYb`XYb`?`]b`XYf`i`bX`ž` [`Yb`X`]WÅ`Yb` `]fYf  
@Y]XYbgWÅ`UZh`b`UWÅ`"8]Y`K`UggYfVi`f[ `gY`Vgh]gh`HY]`Y]bYg  
VYa`Yf`\_Yb`gk`YfhYb`UfWÅ`hY`\_hcb]gWÅ`Yb`9fVYg`i`bX`V]YhY`hY]bYb  
dYfZY`\_hYb`6`]W`\_`Ui`ZXUg` ;`YgWÅ`Y`Y`b"

## HfUi`a` \`UZ`hY` ;`YgWÅ`k`]bX][`\_Y]hYb`i`bX \`Y`ZYb`XY`<`À`b`XY`

GY]ZYb\_]ghYb`fYb`bYb` \`UVYb`]b`8Yi`hgWÅ`UbX`Y]bY`Ub[`Y` ;`YgWÅ`]WÅ`hY  
i`bX`Z]b`XYb`gY]h`%-`\$(`ghUh`"8`c`WÅ`X]Y`VYgWÅ`Ui` `]WÅ`Yb` :`U\`fhYb`a` ]h  
XYb`gY`Vgh[`YVUi`hYb` `?]b`XYfUi`hca`cV]Yb` `g]bX`b]WÅ`h`bi`f`ZØf`X]Y  
HY]`bY`a`Yf`Y]bY`<`YfUi`gZcfXYfi`b[`"8]Y`G]WÅ`Yf`Y]h`ghY`h`Ub  
c`VYfghYf`GhY`Y` `GWÅ`i`hn`Y`a`Y`i`bX`Zi`b`\_h]cb]YfYb`XY`6fYa`gYb`g]bX  
Y]b`A`i`gg`"?`UdY`Y`bXcfZ`i`bX`gY]b`8cfZZYgh`g]bX`X]Y`]XYU`Y`

A Ø[ `]W\_X]hž'X]YgY`HfUX]h]cb`a ]h`a cXYfbYa `GdU»`ni`j`YfV]bXYb"

Gc`n]Y\h`XUg`GY]ZYb\_]ghYbfYbbYb`b]W`h`bi`f`X]Y`6Yk`c\`bYf`  
?UdY``YbXcfZg`Ubž`gcbXYfb`Ui`W`nU\`fY]W`Y` ;`ÅghYž`X]Y`g]W`XUg`  
Vi`bhY`HfY]VYb`b]W`h`Ybh[ `Y\Yb``UggYb`k`c``Yb``8Yf`5i`ghUi`gW`  
i`bhYf`XYb`8cfZYk`c\`bYfb`i`bX`X]Y`J`cfZYi`XY`Ui`ZUi`ZY[ `YbXY`  
: `U\`fhYb`i`bX`i`gh][ `Y`GhØfnY`a`UW`Yb`X]YgYb`HU[ `ni`Y]bYa`  
VYgcbXYfYb`9f`YVb]g`ZØf`U``Y"

6]g`ni`a`&&"`ž`b]`k`]fX`]b`?UdY``YbXcfZ[ `YZ]Yfhi`bX`[ `YfUgh`i`Y]b`  
9fY][ `b]gž`XUg`X]Y` ;`Ya`Y]bgW`UZh`ghÅf`\_h`i`bX`X]Y`U`hY`HfUX]h]cb`  
k`]YXYf`Ui`ZYVYb``Åggh``K`Ybb`G]Y`bcW`Ui`Z`XYf`Gi`W`Y`bUW`Y]bYa`  
ZUa` ]]YbZYi`bX`]W`Yb`5i`gZi`[ `gn]Y`g]bXž`gc`hYb`G]Y`g]W`XUg`  
gY]ZYb\_]ghYbgdcfh]W`Y`HfY]VYb`]b`?UdY``YbXcfZb]W`h`Ybh[ `Y\Yb`  
`UggYb`°

A`Y\`f`ØVYf`XUg`gdUbbYbXY`GY]ZYb\_]ghYbfYbbYb`i`bX`X]Y`  
Y]bXfi`W\_gj`c``Y` ;`YgW`]W`hY`XYf`K`UggYfVi`f[ `YfZU\`fYb`G]Y`i`bhYf`  
XYb`@]b\_g.`H\Øf]b[ `Yf`5``[ `Ya`Y]bYž`H\Øf]b[ `Yf`GW``ØggYf`ž`  
K`\_]dYX]U"

8YhU]`g	
C fh	?UdY``YbXcfZž`8Yi`hgW`UbX`
E i`Y``Yb	<ul style="list-style-type: none"><li>• k k k "h\i`Yf]b[ `Yf!U``[ `Ya`Y]bY"XY</li><li>• k k k "h\i`Yf]b[ `YfgW`c`YggYf"XY</li><li>• XY"k`_]dYX]U"cf[</li></ul>

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