

I bZU``[ YZU\ f'6( , \* .  
G]W\ Yf\ Y]hgj c fgW\ `À[ Y `b UW\ `hØX`]W\ Yb  
? c``]g]cbYb°

I bZU``ghUh]gh]\_`XYf'6( , \* `]b'8fY]Y]W\ . `G]W\ Yf\ Y]hgj c fgW\ `À[ Y  
b UW\ `&\* `? c``]g]cbYb`nk ]gW\ Yb `&\$&&`i bX `&\$&( `YfØfhYfh"

6( , \* ž\* ' ' \$' `8fY]Y]W\ ž'8Yi hgW\ `UbX`!`b`XYf`NY]hgdUbbY`j`cb  
&\$&&`V]g`&\$&( `Ua `Yg`Ui ZXYf`6i bXYgghfU»Y`(` , \* `]b'8fY]Y]W\ `ni  
]bg[ YgUa `h`&\* `? c``]g]cbYbž`k Ug`X]YgY`GhfYW`Y`ni `Y]bYa `I bZU``!  
< chgdch`a UW`h`8Yf`VYgcbXYfg`\_f]h]gW\ Y`5VgW`b]h`YfghfYW`h]g]W\  
ØVYf`&ž) `? `]ca`YhYf`nk ]gW\ Yb`XYf`D`]`]ddgY]W\ Yf`GhfU»Y`i bX`XYf  
@ \$\$\$\$`8 Ug`gh`Xh]gW\ Y`C`fXbi b[ gUa `h`\Uh`XU\Yf`XfY]`A U» bU`a`Yb  
ni`f`9f\Ø`i b[ `XYf`J`Yf`Y\fgg]W\ Yf\Y]h`YfUfVY]hYh`8Ufi b`hYf`ZÄ`h  
X]Y`5i ZghY`i b[ `j`cb`6`]h`Yfg`Äi `Yb`]b`< Ø\Y`XYf`5fU`!HUb`\_ghY`Yž  
XUg`J`YfVch`ZØf`F`UXZU\YfY`Ui ZX]YgYa `5VgW`b]h`i bX`Y]bY  
YbXYfi b[ `XYf`5a`dY`gW`U`hi b[ "`8]YgY`J`c fgW\ `À[ Y`a`ØggYb`YXcW\  
j`cb`ØVYf[ YcfXbYhYb`6Y\ØfXYb`[ YbY`a`][ h`k`YfXYbž`k ]Y`cd!  
cb`]bY`XY`VYf]W\ hYh"

5\_hi`Y`k`YfXYb`j`Yfgh`Äf`\_hY`?`cb`hfc`Yb`Ub`bYi`fU`[ ]gW\ Yb`Di`b`\_hYb  
Xi`fW[ YZØ`fh`HfU[ ]gW\ Y`I`b`ZÄ`Y`XYf`Y`hnhYb`NY]hž`XUfi b`hYf`XYf  
hØX`]W\ Y`I`b`ZU`Y]bYg; , - !`Ä`f][ Yb`A`UbbYg`VY]a` , VYfei`YfYb`XYf  
GhfU»Y`Ub`Y]bYf`5a`dY`i bX`XYf`HcX`Y]bYf`(%!`Ä`f][ Yb  
F`UXZU\YfY]b`]a`A`Äfn`&\$&( ž`\UVYb`X]Y`8f]b[ `]W\ \_Y]h`X]YgYf  
A U» bU`a`Yb`j`YfXYi`h]W`h`Ni`XYa`Yf`]h`Y]b`F`YbbfUXZU\YfY`bUW\  
Y]bYa`5i`ZU`fi`bZU`gW`k`YfY`J`Yf`Y`mi`b[ Yb"

I bZU``i fgUW\ Yb`i bX`[ Yd`Ub`hY`Y`bXYfi b[ Yb

8]Y`5a`dY`Ub`XYf`HUb`\_ghY`Y`\Uh`Y]bY;`fØbd`UgY`j`cb`YX][ `]W\`%\$  
GY`\_i`bXYbž[ YZc`[ h]`cb`Y]bYf`%&!gY`\_ØbX][ Yb`GW`i`hnhY]h"

: i » [ Àb[ Yfb`ghY\h]bg[ YgUa h&&GY\_i bXYb`ni f`J YfZØ[ i b[ ži a  
X]Y`GhfU» Y`ni `ØVYfei YfYb""9l dYfhYb`\_f]h]g]YfYbž`XUgg`Yg  
DfcV`Ya Y`VY]`XYf`5a dY`gW\U`hi b[ [ ]Vhž]bgVYgcbXYfY`k Ybb  
: i » [ Àb[ Yf`i bX`5i hcZU\fyf`[ `Y]W\ nY]h][ ` [ fØb` \UVYb""Ni `ØbZh][ `]gh  
Y]bY`gYdUfUHY`5a dY`gW\U`hi b[ `ZØf`X]Y`F YW\hgUVV]Y[ Ygdi f  
[ Yd`Ubh`5i » YfXYa`k ]fX`[ YdfØZhž`cV`Y]b`F UXZU\fyf!J YfVch`Ui Z  
XYf`6( , \*`Y]b[ YZØ\fh`k YfXYb`gc`ž`i a`f]g\_UbhY`, VYf`c`a UbØ] Yf  
ni`j Yfa Y]XYb""8]Y`bghU`U]cb`j cb`\_ca V]b]YfhYb`F ch]W\h`i bX  
HYa dcØVYfk UW\i b[ ggÅi`Yb`Ub`XYf`5a dY`ni f`9]ba ØbXi b[ `]gh  
YVYbZU`g]b`J cfVYfY]hi b[ "

8]Y`YhnhY`; YgW\k ]bX][ \_Y]hg\_c bhfc`Y`Yf[ UVž`XUgg`j cb`&"+&,  
ØVYfd fØZhYb` : U\fnYi [ Yb`&+`ni`gW\ bY`Z` \fybž`k cVY]`XYf  
gW\ bY`ghY` : U\fyf`a ]h`%&&`\_a #`VY]`Yf`Ui VhYb`+\$`\_a #` [ YV`]hnh  
k i fXY""8]Y`Dc`nY]`Yfa ]hhY`hY`a Y\fyfY`i bZU`i fgUW\Ybž`XUfi bhYf  
ni` [ Yf]b[ Yf`G]W\Yf\Y]hgUVghUbXž`F ch]W\h] Yfghc» ž`ØVYf\Ø`hY  
; YgW\k ]bX][ \_Y]hi bX`i bUi Za Yf\_gUa Yf`Gdi fk YW\gY""

## 5\_hi Y`Yf`J cfZU`

9]b`k Y]hYfyf`VYa Yf\_Ybgk YfhYf`J cfZU`YfY][ bYhY`g]W\`\_Øfn`W\`Ui Z  
XYf`6( , \*""5a`A cbhU[ a cf[ Yb`\_Ua`Yg`ni`Y]bYa`J Yf\_Y\fgi bZU`ž  
VY]`XYa`nk Y]5i hcg`Ub`XYf`?fYi ni b[ `a ]h`XYf`@UbXYgghfU» Y` `%%+  
\_c`X]YfhYb""8Yf`i bZU`\_ØbbhY`a Ø[ `]W\Yfk Y]gY`Ui Z[ fi bX`Y]bYf  
a ]ggUW\hYhYb`fchYb`5a dY`j Yfi fgUW\h`k cfXYb`gY]b""6Y]XY  
: U\fnYi [ Yž`Y]b`A YfW\XYg`i bX`Y]b`J K ž`k i fXYb`Yf\YV`]W\  
VYgW\ÅX][ hi bX`X]Y`j ]Yf`b`gUggYbž`nk Y]`dfc` : U\fnYi [ ž`a`i gghYb`]b  
Y]b`bU\Y[ Y`Y[ YbYg`?fUb\_Yb`U`i g[ YVfUW\h`k YfXYb""8]Y`5fh`XYf  
J Yf`Yhni b[ Yb`]gh`V]g\Yf`i bVY`\_Ubbh""8]Y`6( , \*`k Uf`XUfUi Z]b`ZØf  
Yhk U`Y]bY]b`U`V`Ghi bXYb` [ YgdYffhž`k Ug`Yf\YV`]W\Y  
J Yf\_Y\fgVY\]bXYfi b[ Yb`ni f` : c`[ Y` \UhhY""8]Y`Dc`nY]`Yfa ]hhY`hi bX  
gi W\h`NYi [ Ybž`X]Y`<]bk Y]gY`ni a`i bZU`Yf[ Ub[ [ YVYb`\_ØbbYb"  
G]Y`\_ØbbYb`g]W\`i bhYf`HY`YZcbbi a`a Yf`\$`\*`%\$`#`\$`\$\$`a`Y`XYbž`k ]Y  
hU[ &("XY`VYf]W\hYh"

8]Y`J Yf\_Y\fgi bZU`ghU]h]gh]\_`nY][ hž`XUgg`gc`W\Y`J cfZÅ`Y`b]W\h`bi f  
`c`\_U`Y`gcbXYfb`Ui W\`ØVYffY[ ]cbU`Y`6YXYi hi b[ ` \UVYb""@Ui h`  
XYghU]g"XY`X]YbYb`X]Y`9f[ YVb]ggY`ni f`J YfVYggYfi b[ `XYf

J Yf\_Y\fgg]W\Yf\Y]h'Xi fW\ [ YgYhn[ YVYf]gW\Y'A U» bU\ a Ybž  
 J Yf\_Y\fgYfn]Y\i b[ 'i bX'GhfU» YbVUi "'G]Y'Yfa Ò[ 'j]W\Yb'Y]bYb  
 i a ZUggYbXYb', VYfV`]W\ØVYf'I bZU`[ YgW\Y\Yb'i bX'!i fgUW\Yb  
 i bX'g]bX'YbHgW\Y]XYbX'ZØf'X]Y'9bhk ]W\i b[ 'Y]bYf'g]W\YfYb  
 J Yf\_Y\fgghfi \_hi f"

8YhU]`g	
J cfZU``	J Yf_Y\fgi bZU``
I fgUW\Y	F ch]W\hj Yfghc» ž'A ]ggUW\hi b[ 'XYf'J cfZU\fh
C fh	ó( , * ž*'' '\$' '8fY]Y]W\ž'8Yi hgW\`UbX
J Yf`YhnhY	(
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "cd!cb`]bY"XY</li> <li>• k k k "hU[ &amp;( "XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

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