

@\_k !6fUbX`Ui Z'5 &`VY]`DY]bY. `GhfYW\_Y  
YbX`]Wk`k ]YXYf`ZfY]°

@\_k !6fUbX`Ui Z'XYf`5 &`VY]`DY]bY`ZØ\fh`ni`J`c`gdYffi`b[`i`bX  
i`a`ZUb[`fY]Wk`Yb`F`YdUfUhi`fYb`"?Y]bY`J`Yf`YhnhYbž`UVYf`\c`Y  
GW`ÀXYb`"



DY]bYž`8Yi`hgWk`UbX`!`5a`A`]hkcWk`\_Ua`Yg`Ui`Z'XYf`5 &`VY]  
DY]bYž]b`:`U\fhf]Wk`hi`b[`<`Ubbcj`Yfž`ni`Y]bYa`gdY`\_hU`\_i`ÀfYb  
J`cfZU``9]b`@\_k`VfUbbhY`j`c`gh`ÀbX][`Ui`g`8Yf`6fUbXž`XYf]b`XYf  
<`Ø`Y`XYf`5i`gZU\fh`DY]bY!`Cgh`Ui`gVfUWk`ž`\UhhY`a`Ugg]`Y`:`c`[`Yb`ZØf  
XYb`GhfU»`Ybj`Yf`\_Y`f`"Ni`a`:`ØW`\_V`]YVYb`U`Y`6YhY]`][`hYb  
i`bj`Yf`Yhnhž`XcWk`X]Y`GW`ÀXYb`Ub`XYf`:`U`fVU`b`i`bX`XYf  
Ub[`fYbnYbXYb`@`Àfa`gWk`i`hkc`UbX`a`UWk`hYb`i`a`ZUb[`fY]Wk`Y  
F`YdUfUhi`fYb`bchk`YbX][`"8]YgY`\_cbbhYb`YXcWk`Yfgh`bUWk`Y]bYf  
Ui`Zk`YbX][`Yb`l`bhYfgi`Wk`i`b[`ni`f`6fUbXi`fgUWk`Y`Xi`fWk`[`Y`ZØ\fh  
k`YfXYb`"

K`JY`**B8F**`VYf]Wk`hYhž`hfUhhYb`X]Y`@`ØgWk`UfVY]hYb`Ua`ZfØ\Yb  
A`]hkcWk`UVYbX`ni`9bXY`"Fi`bX`%&\$`:`Yi`Yfk`Y`f`Yi`hY`k`UfYb`ja

9]bgUhmž'i a`XYb'6fUbX'ni`VY\_Åa dZYb'i bX`X]Y`9]bgUhmghY`Y  
UVni g]WXYfb"9]bY`VYgcbXYfY`<YfUi gZcfXYfi b[ `ghY`hY`XYf'5gVYgh  
]b`XYf'@Àfa gWxi hnk UbX`XUfž`XYf`Ui Z[ fi bX`XYf`c\Yb  
HYa dYfUhi fYb`VYgcbXYfY`J c f g]W h g a U» bU\ a Yb`YfZcfXYfhY"

## J Yf\_Y\fgVY\ ]bXYfi b[ Yb`i bX`l a`Y]hi b[ Yb

8]Y`GhfYW\_Y`k i fXY`nk ]gWXYb`DY]bY!C gh'i bX`DY]bY`]b`F ]W h i b [  
<Ubbcj Yf`j c`ghÅbX][`[ YgdYffhž`k Ug`ni`Yf`YV`]WXYb  
J Yf\_Y\fgVY\ ]bXYfi b[ Yb`ZØ\fhY"GY]h: fY]hU[ j cfa` ]hU[ `]gh`X]Y  
GhfYW\_Y`YXcW`k ]YXYf`ZfY][ Y[ YVYbž`k cVY]`Y]bY`nk Y]gdi f][ Y  
J Yf\_Y\fgZØ\fi b[ `Y]b[ Yf]W hYh`k i fXYž'i a`XYb': U\fnYi [ Zi gg`ni  
[ Yk Å\`f`Y]ghYb"8]Y`5i hcZU\ fYbXYb`]a`GhUi`k i fXYb`j cb`XYf  
: Yi Yfk Y\`f`a`]h; YhfÅb\_Yb`j Yfgcf[ hž`k Ug`k c\`ZØf`Yhk Ug  
9f`Y]W hYfi b[ `[ Ygcf[ h`Uh"

8]Y`l fgUWXY`XYg'6fUbXYg'\_ØbbhY`a`]h`XYf`c\Yb  
5gd\U`hY a dYfUhi f`ni gUa`a Yb\Åb[ Ybž`X]Y`k Å\`fYbX`XYg`\Y]» Yb  
Gca`a YfhU[ Yg`ni`Y]bYa`F Y]ZYbd`UmYf`[ YZØ\fh`\UVYb`\_ØbbhY"8Yf  
: U\`fYf`XYg`@\_k g`VYf]W hYhY`Ui h`A 8 F`j cb`Y]bYa`Ui hYb`?bU`ž  
[ YZc`[ hij cb`Y]bYa`J Yf`i gh`XYf`?cbhfc`Y`ØVYf`XYb`(\$!HcbbYf"  
8]Yg`ZØ\fhY`ni`Y]bYa`gW`k YfYb`l bZU`ž`VY]`XYa`XYf`HUb`\_XYg  
: U\fnYi [ g`VYgW`ÅX][ h`k i fXY`i bX`Yg`ni`Y]bYa`6fUbX`\_Ua`"  
;`ØW`\_]WXYfk Y]gY`V`]YVYb`XYf': U\`fYf`i bX`XYf`6Y]ZU\`fYf`i bj Yf`Yhnh  
i bX`\_cbbhYb`g]W`fYW`hY]h][`]b`G]WXYf`Y]h`Vf]b[ Yb"

## F YdUfUhi fYb`i bX`Ub[ Zf]gh][ Y`5i gk ]f\_i b[ Yb

8]Y`F YdUfUhi fUfVY]hYb`Ub`XYf`VYhfc ZYbYb`GhfYW\_Y`g]bX`Xf]b[ YbX  
bch`k YbX][`"8Yf`@\_k !6fUbX`\Uh`b]W h`b`i f`X]Y': U\`fVU\bž`gcbXYfb  
Ui W`X]Y`@Y]hd`Ub\_Y`gck ]Y`X]Y`6Yhcb!`i bX`@Àfa gWxi hnk UbX  
VYgW`ÅX][ h`5\_hi`Y`]]gh`XUg`VYb`Øh][ hY`A UhYf]U`ZØf`X]Y  
F YdUfUhi fYb`Ui h`A 8 F`XYfnY]h`b]W h`j YfZØ[ VUfž`k Yg\U`V`X]Y  
9fbYi Yfi b[ Yb`nY]h`]W`i b`\_Uf`g]bX" `⊖`XYb`\_ca`a YbXYb`HU[ Yb  
i bX`K`cWXYb`gc`Yb`HU[ YgVUi ghY`Yb`Y]b[ Yf]W hYh`k YfXYbž  
U`YfX]b[ g`k YfXYb`\_Y]bY`J c`gdYffi b[ Yb`XYf`5i hcVU\b`Yfk UfhYh"  
9]b`HYa`dc`]a`]hj cb`%&\$`\_a`#`[ `]h`]b`X]YgYa`6YfY]W`VYfY]hg"

ðg[ YgUa h'nY][ h'XYf'J cfZU''Y]ba U'a Y\ f'X]Y'6YXYi hi b[ 'XYf  
 J Yf\_Y\fgg]W\Yf\Y]hg`U[ Yž'k ]Y'g]Y'Ui W' ]b'XYf  
 GhfU» Ybj Yf\_Y\fgi bZU``ghUh]gh]\_`Xc\_i a Ybh]Yfh'k ]fX" '8]YgY  
 GhUh]gh]\_Yb`X]YbYb`U`g'; fi bX`U[ Y'ZØf'A U» bU\ a Yb` ]b'XYf  
 ; YgYhn[ YVi b[ ž'XYf'J Yf\_Y\fgYfn]Y\i b[ 'gck ]Y' ]a 'GhfU» YbVUi 'i bX  
 ]b'XYf': U\fnYi [ hYW\ b]\_ž'k ]Y'8 YghUh]g`Yf`Ài hYfh" < ]Yf'k YfXYb  
 ni j Yf`Àgg][ Y'i bX'i a ZUggYbXY'8 UhYb`ni f`l bZU``\Ài Z[\_Y]h'i bX`ni  
 XYb`l bZU``i fgUW\Yb` [ YgUa a Y'hž'i a `XUg`F ]g]\_c`Ui Z'XYb`GhfU» Yb  
 ni `a ]b]a ]YfYb"

8 YhU]`g	
C fh	DY]bYž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• k k k "a Xf"XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

6Ygi W\Yb`G]Y'i bg`Ui Z. `X]Y!bUW\ f]W\ hYb"Wc a