

5i ZXYW\_i b[ `XYg; fUi Ybg. `Gi WXY `bUW  
+- \* `6UVm`Y]WXYb `]b `Hi Ua `VY[ ]bbh°

5a `%+"\$\*"&\$&) `VY[ ]bbh`X]Y `5i g[ fUVi b[ `]b `Hi Ua ži a `X]Y  
, VYffYghY `j cb `+- \* `j YfgfVYbYb `? `]bXYfb `Ui g `Y]bYf `A i hYf!  
? `]bX!9]bf]W`hi b[ `ni `Z]bXYb"



Hi Ua ži `f`UbX `! `b `Hi Ua ži `f`UbXž`Uh`X]Y `Gi WXY `bUW `XYb  
, VYffYghYb `j cb `+- \* `? `]bXYfbž`X]Y `]a `Gh`A Ufm g`A ch`Yf`UbX `6UVm  
< ca Y `nk ]gWXYb `%- &) `i bX `%- \* `j YfgfVYb `g]bXž`VY[ cbbYb"  
< ]ghcf]\_Yf]b `7Uh`Yf]bY `7cf`Yggž`X]Y `X]Y `A ]gggh`AbXY `]b `X]YgYf  
9]bf]W`hi b[ `Ui ZXYW\_hYž`Ài » YfhY `g]W `Yf`Y]W`hYfh`ØVYf`X]Y  
: cfhgW`f]hhYž`X]Y `bi b `YbX`]W `]b `XYf `5i ZUfVY]hi b[ `X]YgYf  
hfU[ ]gWXYb `; YgW]W`hY `[ Ya UW`hik YfXYb" `8]YgY `gmghYa Uh]gWXY  
5i g[ fUVi b[ `k i fXY `VYfY]hg `&\$%, `[ YbY`a ] [ hž`U`YfX]b[ g[ UV`Yg  
nU`fY]WXY `J YfnØ[ Yfi b[ Ybž`X]Y `7cf`Ygg`i bX`XYb `VYhfcZZYbYb  
: Ua `]`Yb `]b `XYb `Yh`hYb `]`fYb `j `Y` `; YXi `X`UVj Yf`Ub[ hYb"  
Q Yf`U[ g`U`i g! `Ui a Ub`bQVYf]W`hYhž`XUgg`XUa `]h`Y]b `Yb`hgWXY]XYbXYf  
GW`f]h`ini f`5bYf\_Ybbi b[ `XYg`@Y]Xg`i bn`A`][ Yf` : Ua `]`Yb `[ YhUb  
k ]fX"

8]Y`5i ZXYW\_i b[ YbžX]Y`j cb`7cf`Ygg`j cf`Y`Z`đ\`fYb`j]b]h]]Yfh  
k i fXYbžnY][ Yb`Y]b`[ fUi gUa Yg`6]`X`XYf`J Yf[ Ub[ Yb\Y]h"  
I bj Yf\Y]fUHyhY`GWk Ub[ YfY`k i fXYb`j]b`X]YgYb`<Y]a Yb`cZi`k ]Y  
G`\_Uj ]bbYb`VY\UbXY`hž`i bX`nk ]gWYb`%- &&`i bX`%- - ,`ghUfVYb`j]b  
gc`WYb`9]bf]W]hi b[ Yb`j]b`f`UbX`fi bX`- "\$\$\$`6UVmg`i bX`?]bXYf"  
Bi f`nk Y]`XYf`j YfghcfVYbYb`?]bXYf`Ui g`Hi Ua`k i fXYb`j]b`c`\_U`Yb  
: f]YX\ÖZyb`VYfX][ hž`X]Y`UbXYfYb`XØfZhYb`g]W`Ui h`XYb  
I bhYfgi W]i b[ Yb`Ui Z`XYa` ; Y`AbXY`XYf`Y\Ya`U][ Yb`9]bf]W]hi b[  
VYZ]bXYb`"9]b`\_Y]bYf`HY]`XYg`5fYU`g]gh`XYfnY]h`Xi fW`Y]bY  
; YXYb`hUZY`[ Y`YbbnY]W]bYhž`XcW`Ub`a Y`f`U`g`bi f`Y]b`8Yb`\_a`U`  
\UhY`7cf`Ygg]a`a Yf`[ Y[ `Ui Vh"

## 9]b`B`Yi ghUfh`ZØf`j ]Y`Y` : Ua` ]`Yb

8]Y`5i g[ fUVi b[ `k ]fX`b]W]h`bi f`U`g`Y]b`d`l`mg]gWYf`DfcnYgg  
[ YgY\Ybž`gcbXYfb`Ui W]`U`g`Y]b`Ya`ch]cbU`Yg`9fY][ b]g`ZØf`X]Y  
VYhfcZYbYb` : Ua` ]`Yb`"5bbU`7cff][ Ubž`XYfYb`6fØXYf  
a`Ö[ `]W]Yfk`Y]gY`Ui Z`XYa` ; Y`AbXY`VY[ fUVYb`g]bXž`VYgW]fY]Vh  
X]YgYb`HU[ `U`g`XYb`6Y[ ]bb`XYf`5bYf`\_Ybbi b[ `XYg`i bfYW]hgž`XUg  
]\fYb`5b[ Y\Øf][ Yb`k ]XYfZU\`fYb`j]gh`8]Y`5i ZFY[ i b[ `]gh`gdØfVUf/  
j ]Y`Y` : Ua` ]`Yb`k UfYb`j cf`6Y[ ]bb`XYf`5fVY]hYb`Y]b[ Y`UXYbž`i a  
g]W]Y]bYb`YfghYb`9]bXfi W`ni`j YfgW]UZYb`"9]b`G]W]Yf\Y]hgnUi b  
k ]fX`XUg; Y`AbXY`i a [ YVYbž`i bX`Y]bY`&(!Ghi bXYb!, VYfk UW]i b[  
g]W]Yfh`X]Y`Gh`hY`k`A\`fYbX`XYf`nk`Y]`đ\`fYž`]b`XYbYb`X]Y  
5i g[ fUVi b[ Yb`j cfUi gg]W]h`]W]XUi Yfb`gc``Yb"

8Ub]Y`A UWGk YYbYmž`XYf`8]fY`\_hc`f`XYg`5i g[ fUVi b[ gdfc`Y`\_hgž  
bYb`bh`XYb`DfcnYgg`\_ca`d`Yi`"8]Y`J`cfVYfY]hi b[ Yb`g]bX`VYfY]hg  
]bhYbg]j ž`XYbb`X]Y`&\$%+`Xi fW] [ YZØ\`fhY`HYghUi g[ fUVi b[ `UUhY  
Y]bY`[ fc»Y`5bnU\`a`YbgW]`W]Yf`, VYffYghY`j]b`Y]bYf`gh]`[ Y`Y[ hYb  
?`Àf[ fi VY`Yfj`cf[ YVfUW]h`8]Y`Y]bn][ Ufh][ Yb`I`a`gh`AbXYž`i bhYf  
XYbYb`X]Y`, VYffYghY`[ YZi`bXYb`k i fXYbž`\UVYb`X]Y  
5i Za Yf`\_gUa`\_Y]h`Ui Z`X]Y`A`]gggh`AbXY`j]b`XYb`A`i`hhYf!]?bX!<Y]a`Yb  
[ Y`Yb`\_hi`bX`k`YfXYb`bi`b`a`]h`Y]bYf`a`i`h]X]gn]d`]b`ÅfYb  
ZcfYbg]gW]Yb`; fi ddY`Ub[ Y[ Ub[ Yb"

## 9]b`G`W]f]hh`]b`X]Y`f]W]h][ Y`F`]W]hi`b`[

8]Y`\_Uh\c`]gWkY`9]bf]Wkhi b[ žX]Y`j cb`XYb`BcbbYb`XYg`CfXYbg`XYf  
 GWk YghYfb`j cb`6cb`GYWci fg`VYhf]YVYb`k i fXYž`UhhY`]b`XYf  
 JYf[ Ub[ Yb\Y]h`[ fc»Y`JYfUbhk cfhi b[ `Z0f`X]Y`Yf`]hhYbYb  
 GWk]W\_gU`Y" `a `»\f`&\$&%`YbhgWki `X][ hY`g]Wk`X]Y` ; Ya Y]bgWkUZh`Z0f  
 X]Y`fYgdY`\_h`cgYb`6YfX][ i b[ Yb`XYf`?]bXYf`i bX`Vch`Y]bYb`6YhfU[  
 j cb`%&ž- +`A`]]cbYb`9i fc`Z0f`XUg`9bhgWk`X][ i b[ gdfc[ fUa`a`Z0f  
 , VYf`YVYbXY`Ub"8]YgY`GWk]hhY`nY][ Yb`Y]bY`\_`Y]bY`K`YbXY`]b`XYf  
 5i ZUfVY]hi b[ `i bX`\_0bbhYb`XYb`VYhf`cZYbYb` : Ua` ]`Yb`XUg` ; YZ0f`  
 [ YVYbž`XUgg`]\f`@Y]X`UbYf`\_Ubb`h`k`]fX"8]Y`?ca`a`]gg]cb`ni`f  
 l bhYfgi`Wk`i b[ `XYf`A`i`hhYf`!`?]bX`!<Y]a`Yž`X]Y`]a` `»\f`&\$%)  
 [ Y[ f0bXYh`k`i`fXYž`U`h`X`Uni` `VY][ YhfU[ Ybž`XUg`@]Wk`h`Ui`Z`X]YgY  
 Xi b`\_`Yb`?`Ud]hY`XYf`]f]gWk`Yb` ; YgWk]Wk`hY`ni`k`YfZYb"

»`Y]bYf`NY]hž`]b`XYf`X]Y` ; YgY`gWkUZh`g]Wk`ni`bY`a`YbX`a` ]h`]\fYf  
 JYf[ Ub[ Yb\Y]h`Ui`gY]bUbXYfgYhnhž`ghY`Yb`X]Y`A`YbgWkYb`Ui`g  
 ≠`UbX`i`bX`VYgcbXYfg`X]Y`A`]h[ `]YXYf`XYf`VYhf`cZYbYb` : Ua` ]`Yb  
 bi`b`j`cf`Y]bYa` `BYi`UbZUb[ "8]Y`VYj`cfghY`YbXYb`5fVY]hYb`g]bX  
 a`Y`f`U`g`bi`f`Y]bY`5i`g[ fUVi`b[ /`g]Y`g]bX`Y]b`GWk]hh`ni`f`<Y]i`b[  
 i`bX`ni`f` , VYfk`]bXi`b[ `Y]bYg`h]YZj`Yfk`i`fnY`hYb`HfUi`a`Ug"

8YhU]`g	
Cfh	Hi Ua ž`≠`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j Yf`U[ g\Ui`g!`Ui`a`Ubb`XY</li> <li>• k k k "]f]g\h]a`Yg`Wca</li> </ul>

6Ygi`Wk`Yb`G]Y`i`bg`Ui`Z.`bU[`!`V`k`"XY