

9fXVYYf\cZl a VYf[ ]b'6chhfc d. '9fbhYb  
`Y]W\ h[ Ya UW\ h'ZØf'U`Y°

9fXVYYf\cZl a VYf[ ]b'6chhfc d!?!fW\ \Y`Yb. '6Uff]YfY ZfY]Yg  
GY`VghYfbhY!9f`YVb]g'ZØf': Ua ]`Yb'i bX`A YbgW\Yb'a ]h  
9]bgW\ fÀb\_i b[ Yb"



6chhfc d!?!fW\ \Y`Ybž'8 Yi hgW\ `UbX`!'8Yf'9fXVYYf\cZl a VYf[  
]b'6chhfc d!?!fW\ \Y`Ybž'BcfXf\Y]b!K YghZU`Ybž']gh'Ui Z`X]Y  
GY`VghYfbhY'j cb': fØW\ hYb'gdYn]U']g]Yfh'i bX`V]YhYh'Y]bY  
Y]bn][ Ufh][ Y`9fZU\fi b[ `ZØf`VfY]hY`N]Y`[ fi ddYb"A ]h`VUff]YfYUfa Yb  
: Y`XYfb`Yfa Ò[ `]W\ h'XYf`<cZXUg' DZØW\_Yb`c\`bY`6ØW\_Yb ž  
VYgcbXYfg`Xi fW\ `XYb`9]bgUhn'j cb`<cW\ VYYhYb"8]YgYg?cbnYdh  
f]W\ hYh'g]W\ `j cf`U`Ya `Ub`A YbgW\Yb'a ]h`\_ØfdYf`]W\Yb  
9]bgW\ fÀb\_i b[ Ybž': Ua ]`Yb'a ]h`\_Y]bYb'?]bXYfb'gck ]Y`A`hYfY  
6Ygi W\Yf"8]Y': Y`XYf'g]bX`ZØf'U`Y`[ i h'ni [ Àb[ `]W\"

5\_hi Y`g]bX`X]Y`9fXVYYfZY`XYf`bcW\`[ YgW\`cggYbž`YXcW\`k ]fX`a ]h  
YfghYb`² Zzi b[ Yb`A ]hY`A U][ YfYW\ bYhž`UV\Àb[ ] [ `j cb`K ]hYfi b[  
i bX`FY]ZY[ fUX`XYf': fØW\ hY"8Yf`9]bhf]hgdY]g`VYhfÀ[ hij]Yf`9i fc

dfc`DYfgcbž`X]Y`VY]a`?Ui`Z`XYf`gY`Vgh[`YdZØW`hYb`:`fØW`hY`  
Ub[`YfYW`bYh`k`YfXYb`"8]YgY`FY[`Y`i`b[`gc`"Y]bYf`,`VYfZØ`"i`b[`XYf`  
:`Y`XYf`j`cfVYi`[`Yb`i`bX`gca`]h`Y]b`Ub[`YbY`a`Yg`DZØW`Yf`YVb]g`  
[`Yk`Å`f`Y]ghYb`"

## J`JY`ZÅ`h][`Yg`5b[`YVch`i`bX`gU]gcbU`Y` 5`\_h]cbYb`

Ni`gÅh`]W`ni`9fXVYYfYb`k`YfXYb`Ui`W`UbXYfY`C`VghgcfhYb`ni`f`  
GY`VghYfbhY`Ub[`YVchYb`"8`Uni`[`Y`Å`ÖfYb`<]a`VYYfYbž`<Y]XY`VYYfYbž`  
6fca`VYYfYbž`B`Y`\_hUf]bYbž`A`]fUVY`Ybž`DZ]fg]W`Yž`Y`dZ`ž`6]fbYb`i`bX`  
?ØfV]ggY`"8]Y`:`Y`XYf`ÖZbYb`bi`fž`k`Ybb`X]Y`:`fØW`hY`k`]f`\_]W`fY]Z`  
g]bXž`k`ca`]h`X]Y`6YhfY]VYf`gck`c`Å`X]Y`E`i`U`]hÅh`U`g`Ui`W`XUg`  
DZØW`\_j`Yf[`bØ[`Yb`g]W`Yfb`"GU]gcbU`Y`5`\_h]cbYbž`]bgVYgcbXYfY`ZØf`  
:`Ua`\_]Ybž`fi`bXYb`XUg`5b[`YVch`UV`"

9]b`[`Ubni`VYgcbXYfYg`DfcXi`\_h`XYg`9fXVYYf`c`Zg`]gh`XUg`GdY]gY!9]gž`  
XUg`Ui`g`[`Y`ZfcfYbYb`6YfYb`i`bX`J`Ub]`YY]g`Å`Yf[`YghY`h`k`]fX`  
8]YgYg`9]g`]gh`gck`c`Å`]a`<c`ZUXYb`U`g`Ui`W`X]fY`\_h`Ub`XYb`:`Y`XYfb`  
Yf`Å`h`]W`i`bX`YfZfYi`h]g]W`i`[`fc`»`Yf`6Y`]YVh`Y]h`8Yf`  
GU]gcb`\_U`YbXYf`Ui`Z`XYf`<ca`YdU[`Y`]bZcfa`]Yfh`fY[`Y`a`Å`][`ØVYf`  
X]Y`^`Zbi`b[`gnY]hYb`gck`]Y`X]Y`U`\_hi`Y`Yb`fY]ZYb`:`fØW`hY`"

## 8`Ug`?`cbnYdh`XYf`GY`VghYfbhY`

8`Ug`GY`VghYfbhY!A`cXY`"gh`b]W`h`bi`f`Ui`Z`X]Y`9fXVYYfYfbhY`  
VYgW`fÅb`\_hž`gcbXYfb`YfghfYW`\_h]g]W`ØVYf`j`]Y`Y`"UbXk`]fhgW`UZh`]W`X`  
6Yhf]YVY`"Gc`W`Y`:`Å`W`Yb`V]YhYb`XYb`J`c`fhY]`ž`XUgg`XYf`6Yhf]YV`X]Y`  
DZUbni`b[`i`bX`DZY[`Y`XYf`?`i`hi`fYb`ØVYfb]a`a`hž`k`Å`fYbX`X]Y`  
?`i`bXYb`X]Y`:`fØW`hY`gY`VghYfbhYb`"8]YgY`:`cfa`XYg`  
9f`YVb]gYfbhYbg`YfZcfXYfh`\_Y]bY`J`YfdZ]W`hi`b[`Yb`i`bX`  
Yfa`Ö[`]W`h`Yg`XYb`J`YfVfUi`W`Yfbž`Zf]gW`Y`DfcXi`\_hY`]b`Y][`YbYf`  
5i`gk`U`Å`ni`Yf`YVYb`"

C`Zh`k`]fX`X]Y`6YnU`Å`i`b[`Ui`Z`J`YfhfUi`YbgVUg]g`]b`Y]bYf`GdUfXcgY`  
cXYf`]a`<c`ZUXYb`j`cf[`Ybca`a`Yb`"8]YgY`:`YI`]V`]hÅh`gW`Åh`nYb`  
j`]Y`Y`?`i`bXYbž`X]Y`XYf`@JbXk`]fhgW`UZh`Yhk`Ug`ni`fØW`\_[]VYb`

a ØW hYbž'XUVY]'YXcW`k Yb][ 'NY]h'\UVYb"'8Yf'9fZc`[ 'X]YgYf  
?cbnYdhY`k ]fX`Ui W`Xi fW`X]Y`HUhgUWXY`VY`Y[ hž'XUgg  
J YfVfUi WXYf'XYb`GdU» `Ua`Gi WXYb`fY]ZYf': fØW hY`[ Yb]Y» Yb`i bX  
[ `Y]W nY]h][ `]\fY`i bhYfghØhni b[ `ZØf`X]Y`c\_U`Y`@UbXk ]fhgW UZh  
XYa cbghf]YfYb"

8Yf'9fXVYYf\cZl a VYf[ `gYhnh'gca ]h`b]W h`bi f`Ui ZX]Y`DfcXi \_h]cbž  
gcbXYfb`Ui W`Ui ZY]bY`k Yfhj c`Y`J YfV]bXi b[ `nk ]gWXYb  
J YfVfUi WXYf`i bX`@UbXk ]fhgW UZh"'8]YgY`Gma`V]cgY`gW UZh`Y]b  
bUW\U`h][ Yg`9f`YVb]g`ZØf`U`Yž`X]Y`X]Y': fYi XY`Ub`Zf]gWXYa`C Vgh  
i bX`Ub`XYf`BUhi f`gW`ÀhnYb"

: Øf`k Y]hYfY`=bZcfa`Uh]cbYb`ØVYf`GY`VghYfbhY`i bX`X]Y`DfU\_h]\_Yb  
Ui Z<ØZyb`]b`BFK`ž`VYgi WXYb`G]Y`X]Y`K`YVgY]hY`XYf`

@UbXk ]fhgW UZhg\_Ua`a`Yf`BFK`"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	6c`h`f`c`d`!`?`]fW\`Y`Ybž`8Yi`hgW`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"><li>• k k k "fi` \f&amp;(`"XY</li><li>• k k k "`UbXk ]fhgW UZhg_Ua`a`Yf"XY</li></ul>

6Ygi WXYb`G]Y`i`bg`Ui`Z.`b!U[`"XY