

F ØW\_fi ZU`Ufa .; YZÀ\ f`]W\ Yf` < UW\_hcdZ'a ]h  
5`Yf[ YbYb`]b`Y`Z`6i bXYg`ÀbXYfb`°

F ØW\_fi Z`ZØf`6€`cf]YbhU`]gW\ Yb` < UW\_hcdZ  
; Ygi bX\Y]hgf]g]\_Yb`Xi fW\ `b]W\h`XY`\_Uf]YfhY`5`Yf[ YbY`]b`Y`Z`  
6i bXYg`ÀbXYfb`"



6UXYb!K ØfhY a VYf[ ž`8Yi hgW\`UbX`!`9]b`U`\_hi Y`Yf`F ØW\_fi Z  
VYhf]Zh`XYb` 6€`cf]YbhU`]gW\ Yb` < UW\_hcdZ'a ]h`@]bgYb` `XYg  
< YfghY`Yfg`HfYbX`A 95@: ccX`GYfj ]W`"8]YgYg`DfcXi`\_highY`h  
Ui Z[ fi bX`b]W\h`XY`\_Uf]YfhYf`5`Yf[ YbYž]bgVYgcbXYfY`; `i hYb`i bX  
Gi`Z]hž`Y]b`; Ygi bX\Y]hgf]g]\_c`XUfž`k ]Y`A Yf`\_i f`VYf]W\hYh"  
6YgcbXYfg`[ YZÀ\ fXYh`g]bX`A YbgW\ Yb`a ]h`5`Yf[ ]Yb`[ Y[ Yb`X]YgY  
Gi VghUbnybž`XU`; `i hYb`VY]`NÖ`]U\_]Y`i bX`UbXYfYb`: cfa Yb`XYf  
I bj Yfhf`À[ `]W\`\_Y]h`Yfbgh\UZhY`[ Ygi bX\Y]h]W\Y`: c`[ Yb`\Yfj cffi ZYb  
\_Ubb"

Ni`XYb`a Ö[ `]W\Yb`Gma`dhca Yb`Y]bYf`; `i hYbi bj Yfhf`À[ `]W\`\_Y]h  
nÄ`\Yb`8i fW\ZU`ž`A U[ Yb!8Ufa`!6YgW\k YfXYbž`< Ui hUi ggW\`À[ Yž  
?cdZgW\ a YfnYb`i bX`A ØX][`\_Y]h`5i W\`Gi`Z]h`\_Ubb`U`Yf[ ]gW\Y

F YU\_h]cbYb`Ui g`ÒgYbž`X]Y`À\b`]WXY`Gma dhca Y`Yfj cffi ZYb  
\_ÒbbYb"6YhfcZYb`g]bX`DfcXi \_hY`a ]h`Y]bYf`J YfdUW\_i b[ g[ fÒ» Y  
j cb` \* \$ ; fUa a `i bX`XYf`7\Uf[ Ybbi a a Yf`&+ , , ( \$"8 Ug  
A ]bXYgh\U`hVUf\_Y]hgXUhi a `]gh`Ui Z`XYb`%&"C\_hcVYf`&\$&) `XUh]Yfh"  
8Yf`F ØW\_fi Z`VYhf]Zh`]bg[ YgUa h`Y`Z`6i bXYg`ÀbXYf`]b`8Yi hgW`UbX.  
6UXYb!K ØfhY a VYf[ ž`6UmYfbž`6Yf`]bž`6fUbXYbVi f[ ž`<Ua Vi f[ ž`  
<YggYbž`B]YXYfgUW`gYbž`BcfXf\Y]b!K YghZU`Ybž`F\Y]b`UbX!DZU`nž  
GW`Ygk ][ !<c`ghY]b`i bX`H\Øf]b[ Yb"

## F ØW\_[ UVYa Ò[ `]W\_X]hYb`ZØf`J YfVfUi WXYf

J YfVfUi WXYfž`X]Y`XYb`VYhfcZYbYb` 6-€`cf]YbhU`]gWYb`<UW\_hcdZ  
a ]h`@]bgYb`Yfk`cfVYb`\UVYbž`\_ÒbbYb`XUg`DfcXi \_h`c`bY  
?UggYbVY`Y[ `]b`]fYa`?Ui Za Uf\_h`ini fØW\_[ YVYb`i bX`XYb`?Ui ZdfY]g  
YfghUhhYh`VY`\_ca a Yb"9g`V`Y]Vh`YXcW`i b`\_Ufž`]b`k Y`WYb  
gdYn]Z]gWYb`J Yf`\_Ui ZgghY`Yb`XUg`DfcXi \_h`Yf`\À`h]W`k Ufž`k Ug`X]Y  
F ØW\_[ UVY`dchYbn]Y`YfgW`k Yfh"

8]Y`DfcV`Ya Uh]\_j cb`F ØW\_fi ZYb`]gh`YXcW`b]W`h`bYi ``5\_hi Y`Y  
F ØW\_fi ZY`]b`8Yi hgW`UbX`i a ZUggYb`j YfgW`]YXYbY`DfcXi \_hYž`X]Y  
gck`c`\`@YVYbga ]hY`U`g`Ui W`UbXYfY`5fh]\_Y`VYhfYZYb"K ]Y`  
**F i \ f & (** ZYghghY`hž`VYhfYZYb`F ØW\_fi ZY`\Ài Z][`DfcXi \_hYž`X]Y`b]W`h  
XYb`GhUbXUfXg`XYf`@YVYbga ]hY`g]WXYf\Y]h`YbhgdYfWYb"8]YgY  
F ØW\_fi ZY`g]bX`\Ài Z][`XUg`9f[ YVb]g`\_Y]bYfYf`5V`k Y]W`i b[ Yb`i bX  
b]W`h]a a Yf`Y]bY`i ba ]hY`VUfY` ; YZU`f`ZØf`X]Y`J YfVfUi WXYf"

## 8]Y`Fc`Y`j cb`6Y\ØfXYb`i bX

### G]WXYf\Y]hgghUbXUfXg

8]Y`9I` \Uh`ghfYb[ Y`GhUbXUfXg`ZØf`@YVYbga ]hY`g]WXYf\Y]hž`X]Y  
`Ui h`6i bXYg]bgh]hi h`ZØf`F ]g]\_cVYk Yfhi b[ `f`bZF`E`]bhYfbUh]cbU`ni  
XYb`\ØW`ghYb[ Y\ØfYb" F ØW\_fi ZY`k YfXYb`b]W`h`bi f`]b`XYf  
@YVYbga ]hY`]bXi ghf]Yž`gc`bXYfb`Ui W`ZØf`6YXUfZg[ Y[ Ybgh`ÀbXYž  
\_cga Yh]gWY`A ]hY`ž`Gd]Y`k UfYb`i bX`5fnbY]a ]hY`b`c`hk YbX][ "  
I bhYfbY`a Yb`g]bX`[ YgYhn`]W`j YfdZ]W`hYhž`DfcXi \_hYž`X]Y`b]W`h  
XYb`G]WXYf\Y]hgghUbXUfXg[ YbØ[ Ybž`ni fØW`ni fi ZYb`i bX`a ØggYb  
]b`XYf`F Y[ Y`Ui W`X]Y`ni gh`ÀbX][ Yb`6Y\ØfXYb`]bZcfa ]YfYb"

J YfVfUi W\Yf'gc`hYb'ja : U`Y`Y]bYg'F ØW\_fi Zg'X]fY\_h'XYb'< YfghY`Yf  
 cXYf'J Yf\_Ài ZYf'\_cbhU\_h]YfYbž'X]Y`DfcXi \_hY`ni fØW\_[ YVYb'i bX  
 ; Y`X'ni fØW\_ZcfXYfb"6Y]'[ Ygi bX\Y]h]W\Yb'6YgWk YfXYb'jb  
 J YfV]bXi b[ 'a ]h'XYa `DfcXi \_h]gh'Yg'fUhgUa ž'Y]bYb'5fnh  
 Ui Zni gi W\Yb'i bX'X]Y`J YfdUW\_i b[ 'ZØf'Yj Ybhi Y`Y`@UVcfUbU`mgYb  
 Ui Zni VYk U\fyb"8]Y'6ZF!?ca a ]gg]cb`ZØf'9fbÀ\fi b[ gf]g]\_Yb'VYfÀh  
 i bX'i bhYfghØhnhXUg'6i bXYgUa h'ZØf'J YfVfUi W\YfgW\i h'j]b': fU[ Yb  
 XYf'@YVYbga ]hhY`g]W\Yf\Y]h'i bX'5`Yf[ ]Ybž'k ]Y'6ZF`Yf`Ài hYfh"

8]YgY`J cfZÀ`Y`j YfXYi h]W\Yb'X]Y`K ]W\h][ \_Y]h]j cb`hfUbgdUfYbhYf  
 ?ca a i b]\_Uh]cb'i bX'ghfYb[ Yb'?cbhfc`Yb'jb`XYf  
 @YVYbga ]hhY`VfUbW\Yž'i a `X]Y`G]W\Yf\Y]h'i bX'; Ygi bX\Y]h'XYf  
 J YfVfUi W\Yf'ni '[ Yk À\f`Y]ghYb"

8YhU]`g	
J cfZU``	F ØW_fi Z
I fgUW\Y	b]W\h'XY_`Uf]YfhY`5`Yf[ YbY
C fh	6UXYb!K ØfhYa VYf[ ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Yf_i f"XY</li> <li>• k k k "fi \f&amp;( "XY</li> <li>• k k k "VZf"Vi bX"XY</li> </ul>

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