

# F Y[ Yb`i bX`A ][ fÅbY. `7chhVi g`\_Àa dZh`a ]h K YhhYfVYX]b[ hYb`6YgWk YfXYb

9bhXYW\_Yb`G]Y`X]Y`U\_hi Y`Y`K YhhYf`U[ Y`]b`7chhVi g`Ua  
%\* "\$+ "&\$&) ž]b\_`i gj Y`6]ck YhhYf`i bX`Dc`YbZi [ dfc[ bcgYb"



7chhVi gž`8Yi hgWk`UbX`!`<Yi hYž`Ua` `\*"'&`]'&\$&) žYfk UfhYhi bg  
]b`7chhVi g`Y]b`i b[ Ya`Øh]WkYf`HU[ `a`]hghUf\_Ya`i bX`i]bhYbg]j Yb  
FY[ Yb`"8]Y`HYa dYfUhi fYb`VY[ ]bbYb`Ua`A cf[ Yb`VY]  
Ub[ YbY`a Yb`%) `..7`i bX`YffY]WkYb`hU[ gØVYf`V]g`ni`&&`..7ž  
k`À`fYbX`X]Y`BUWkhhYa dYfUhi f`Ui Z`%` `..7`g]b`h`"8]Y  
B]YXYfgWk`U[ gk`U`fgWkY]b`]Wk`\_Y]hghY`h`VY]`%\$\$`i` ž`U`gc`VYggYf  
Y]bYb`FY[ YbgWk]fa`Y]bdUW\_Yb`A`À»][ Yf`K]bXž`XYf`a`]h`V]g`ni`&`\*  
\_a`#`V`Àghž`k`Y`h`Xi`fWk`X]Y`GhUXh`",`Vf][ Ybgž`XYf`I`J`!`bXYI`i]gh`a`]h  
\*ž%-`fYWk`h`cWk`i`UWk`hYb`G]Y`XUfUi`Zž`g]Wk`hfchmXYa`i`j`cf`GcbbY  
i bX`FY[ Yb`ni`gWk`ØhYbž`Ya`dZY`\`Yb`X]Y`9I`dYfhYb`j`cb`bYk`g`"XY"

8]Y`K`YhhYf]cf`YfgU[ Y`ZØf`a`cf[ Yb`"Àggh`X]Y`?`Ò`bYf`Ui`ZUha`Ybž  
XYbb`X]Y`HYa dYfUhi fYb`g]b\_Yb`Ui`Z`%(`..7`Ua`A`cf[ Yb`i`bX

YffY]WYb'bi f%, '..7'Ua 'HU[ "'5i W\XYf'FY[ Yb'V'Y]Vh'i bg'Yf\U'hYbž  
U''YfX]b[ g'k ]fX'Yf'U'g'a Å» ][ '\_UhY[ cf]g]Yfh''8]Y  
K ]bX[ YgWk ]bX][ '\_Y]hYb'g]bX'À\b`]Wž'i bX'XYf'i J!#XYI 'g]b\_h'Ui Z  
' ž%\*''9]b'\_i fnYf'6`]W'\_Ui Z'X]Y'GcbbYbUi Z'i bX'i bhYf[ Ub[ gnY]hYb.  
<Yi hY'[ Y\h'X]Y'GcbbY'i a '\$) . \$+ 'i \f'Ui Zi bX'i a '&%.\$+ 'i \f  
i bhYf"

## 6]ck YhhYf'VYY]bZ'i ggh'X]Y'; Ygi bX\Y]h

8 Ug'6]ck YhhYf'nY][ h'g]W\Yi hY' ]b'7chhVi g'k Yb][ 'ZFYi bX']W. '9g  
[ ]Vh'Y]bY'[ Yf]b[ Y'; YZ\fxi b[ 'ZØf'<Yfn!?fY]g'Ui Z'6YgWk YfXYb  
gck ]Y'?cdZgW'a YfnYb''Bi hnYf'j cb'5gh\ a U!A YX]\_Ua YbhYb'i bX  
F\Yi a Uh]\_Yf'a ØggYb'VYbZU''g'a ]h'j Yfa Y\fhYb'6YgWk YfXYb  
fYWbYb''8]Y'9I dYfhYb'j cb' [ Ygi bX\Y]h"XY'k UfbYb'ni XYa ž'XUgg  
\Ai Z][ YfY'; Y'Yb\_!ž'A i g\_Y'!'i bX'; `]YXYfgW'a YfnYb'ni 'Yfk UfhYb  
g]bX''9]b'VYgW'Yi b][ hYf'GhcZk YWgY''\_Ubb'ink Uf'dcg]h]j Y  
5i gk ]f\_i b[ Yb'\UVYbž'XYb'bcW'gc''hYb'DYfgcbYb'a ]h'\c\Ya  
6'i hXfi W\_ '5bghfYb[ i b[ Yb'j Yfa Y]XYb"

: Øf'XYb'a cf[ ][ Yb'HU[ 'g]bX'Yf\Ò\hY'HYbXYbnYb'ZØf'A ][ fÅbY'i bX  
'cdZgW'a YfnYb' ]b'5i gg]W'h''5i W'X]Y'K ]hhYfi b[ gVYX]b[ i b[ Yb  
gWY]bYb'Y]bYb'bY[ Uh]j Yb'9]bZi gg'Ui Z'XUg'; Ya Øh'ni '\UVYb.'8]Y  
gYY`]gWY'K c\Yf[ Y\Yb'k ]fX'j cb'Y]bYa 'j Yfa Y\fhYb'5i ZhYhYb  
gYY`]gWYf'DfcV'Ya Y'i bX'9f\_Å'hi b[ Yb'[ Yd`U[ hž'gc'X]Y'5bU'mgY  
j cb'XcbbYfk YhhYf"XY"

## Dc``YbZi [ 'i bX'Cncbk YfhY']a ': c\_i g

<Yi hY' ]gh'XYf'Dc``YbZi [ ' ]b'7chhVi g'nk Uf'j cf\UbXYbž'YXcW'bi f  
]b'a Å» ][ Yf'6Y'Ughi b[ 'Xi fW'Gd]hmk Y[ Yf]W!'i bX'; fÅgYfdc``Yb"  
BU\Yni '\_Y]bY'FY]ni b[ Yb'Xi fW '@]bXYb!ž'GUi YfUa dZYf!ž  
' ; ÅbgYž »!ž'6fYbbbYggY'!cXYf'6Y]Z »dc``Yb'g]bX'ni 'Yfk UfhYb'  
ni a ]bXYgh'j cfUi gg]W'h]W''5a 'a cf[ ][ Yb'HU[ 'V'Y]Vh'X]Y  
a cXYfUhY'Dc``YbVY'Ughi b[ ž'Åggh'YXcW'Òfh]W'Ui W  
dc``Yb\U'h][ Y '@ Zh'j cb'j YfgW]YXYbYb'DZUbnyb'Yf\_YbbYb''8U\Yf  
gc''hYb'5''Yf[ ]\_Yf'[ i h'j cfVYfY]hYh'gY]b"

8]Y'Cncbk YfhY'g]bX'\Yi hY'i bX'a cf[ Yb'b]YXf][ ž'gcXUgg'\_Y]bY

; Ygi bX\Y]hgVYY]bhfÅW h][ i b[ Yb`ni`Yfk UfhYb`g]bX""9]bY  
 [ Yf]b[ YfY` ðhYbg]hÅhXYf`Cncbk YfhY`a Y`XYhgck c\`  
 [ Ygi bX\Y]h"XY`U`g`Ui W`XcbbYfk YhhYf"XY"

Ni gUa a YbZUggYbX`Äggh`g]W`gU[ Ybž`XUgg`X]Y`K ]hYfi b[ `]b`XYb  
 \_ca a YbXYb`HU[ Yb`Y`Yf`i bgW`Öb`gY]b`k ]fX""9]bn][ `X]Y  
 6Yk Y[ i b[ `]a `: fY]Ybž`hfch`X]Yg`K YhhYfgž`V`Y]Vh`Y]bY`9a dZY`i b[  
 ni f`GhÅf`\_i b[ `XYf`5Vk Y`f`\_fÅZhY""6`Y]VYb`G]Y`U`gc`[ Ygi bX`i bX  
 `UggYb`G]Y`g]W`X]Y`[ i hY`@Ui bY`b]W`h]j YfXYfVYb`°

8YhU]`g	
C fh	7chVi gž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bYk g"XY</li> <li>• k k k "[ Ygi bX\Y]h"XY</li> <li>• k k k "XcbbYfk YhhYf"XY</li> </ul>

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