

A Yfn'ZcfXYfh'B c fX!GhfYUa !J YfVch.'9I !  
GUb\_h]cbYb '[ Y[ Yb'Fi gg`UbX`]a `: c\_i g°

A Yfn'VYZØfk cfhYh'B c fX!GhfYUa !J YfVchžk À\fybX`Y]b  
Vfi hU`Yf`A c fX`]b`K ]Yb`GW`U[ nY]`Yb`a UW`h`BYi YghY`9I !  
GUb\_h]cbYb '[ Y[ Yb'Fi gg`UbX`]a `: c\_i g"



K ]Yb!: Uj c f]hYbž'2 ghYffY]W`!'8]Y'dc`h]gW`Yb`9bhk ]W`i b[ Yb  
fi bX`i a `X]Y`B c fX!GhfYUa !D]dY`]bYg`bY\`a Yb`: U\fh`Ui Z`  
6i bXYg\_Ubn`Yf`: f]YXf]W`A Yfn`\Uh'g]W`'\_Uf`ZØf`Y]b`J YfVch`XYf  
B c fX!GhfYUa !D]dY`]bYg`Ui g[ YgdfcW`Yb`"8Ua ]h`a ÒW`hY`Yf`Y]bY  
a Ò[ `]W`Y`Ni gUa a YbUfVY]h`nk ]gW`Yb`XYb`l G5`i bX`Fi gg`UbX`ni f  
K ]YXYf]bVYhf]YVbU\`a Y`XYf`D]dY`]bYg`j Yf\]bXYfb`"A Yfn`i bX`gY]bY  
FY[ ]Yfi b[ `i bhYfghØhnYb`XUg`J YfVch`U`g`HY]`XYf`9I !GUb\_h]cbYb  
[ Y[ Yb'Fi gg`UbX`k Y[ Yb`XYg`l \_fU]bY!`?f]Y[ g`'8]YgY`GUb\_h]cbYb  
n]Y`Yb`XUfUi Z`UVž`k ]fhgW`UZh]W`Yb`8fi W`\_Ui Z`Fi gg`UbX  
Ui gni ØVYbž`i a `XYggYb`a ]]h`Åf]gW`Y`5[ [ fYgg]cbYb`ni `VYghfUZYbž  
VYf]W`hYh`i **bgYf`A ]hhY`Yi fcdU"**

I G!Df`Àg]XYbh`æY`6]XYb`\Uh`X]Y`B c fX!GhfYUa !Dfc`Y`\_hY`YVYbZU`g

U`g`Y]bYb` gW`YW`hYb`8YU`Z0f`9i fcdU`VYnY]W`bYh`8]Yg  
VY\_f`ÄZh][`h`X]Y`\_f]h]gW`Y`<U`hi`b[`X`Yf`I`G5`[`Y[`Yb`ØVYf`X`Yf  
5V`Äb[`][`\_Y]h`9i fcdUg`j`cb`fi`gg]gW`Ya` ;`Ug`i`bX`i`bhYfghfY]W`h`X]Y  
B`chk`Y`bX][`\_Y]h`ž`U`hYfbUh]j`Y`9bYf[`]Yei`Y`Yb`ni`Z]bXYb`"8]Y`6]XYb!  
F`Y[`]Yfi`b[`\`Uh`VYfY]hg`A`U»`bU`a`Yb`Yf[`f]ZYb`ž`i`a`X]Y  
F`YU`\_hj`]Yfi`b[`X`Yf`D]dY`bYg`ni`j`Yf`bXYfb`i`bX`X]Y`Yi`fcd`Ä]gW`Y  
9bYf[`]Yj`Yfgcf[`i`b[`ni`g]W`Yfb`ž`k`]Y`Gd]Y[`Y`C`b`b]bY`VYf]W`hYh`"

## 9I !GUb\_h]cbYb`[`Y[`Yb`F`i`gg`UbX

5a`i`&(`A`U]`&\$&)`hfUh`XUg`%+`"GUb\_h]cbgdU`\_Yh`X`Yf`9I`[`Y[`Yb  
F`i`gg`UbX`]b`?`fU`Z`h`XUg`VYfY]hg`Yf`YV`]W`Y`A`U»`bU`a`Yb`[`Y[`Yb  
fi`gg]gW`Y`6Ub`\_Yb`VY]b`\`U`hYhY`"8Ug`%,`"GUb\_h]cbgdU`\_Yh`ž`XUg`g]W  
]b`J`cfVYfY]hi`b[`VY]Z]bXYh`ž`\_`Ö`bbhY`ni`g`Ä`hn`]W`Y`GUb\_h]cbYb`[`Y[`Yb  
X]Y`B`cfX!`GhfYUa`!D]dY`bYg`i`a`ZUggYb`"8]Y`9I`!`?`ca`a`jgg]cb`d`Ub`ž  
a`Y`f`U`g`&\$`fi`gg]gW`Y`6Ub`\_Yb`Ui`g`X`Ya`\_]bhYfbUh]cbU`Yb  
NU`i`b[`gj`Yf`\_Y`f`ggmghY`a`Gk`]Zh`Ui`gni`gW`Y]Y»`Yb`"8Yf`[`Yb`Ui`Y  
NY]hdi`b`\_h`Z0f`XUg`b`\_fU`Z`hfYhYb`X]Y`gYg`bYi`Yb`DU`\_Yhg`]gh`X`YfnY]h  
bcW`i`b`\_Uf`ž`XU`Yg`X]Y`Y]bgh]a`a`][`Y`Ni`gh]a`a`i`b[`U`Yf  
A`h[`]Y`X`ghUUhYb`Yf`ZcfXYfh`ž`k`]Y`b!`hj`VYf]W`hYh`"

8Ug`GUb\_h]cbgdU`\_Yh`i`a`ZUggh`Ui`W`Y]b`J`YfVch`Z0f`fi`bX`&\$`\$  
GW`]ZY`X`Yf`fi`gg]gW`Yb`GW`UhYb`Z`chY`ž`]b`9I`!`<`ÄZYb`Ubni`Y[`Yb`ž  
i`bX`VYhf]Zh`fi`bX`" `\$k`]fhgW`U`Zh`]W`Y`5`\_hYi`fY`a`]h`bYi`Yb  
5i`gZ`\`fVYgW`f`Äb`\_i`b[`Yb`"Ni`XYa`gc`Yb`8i`hnYbXY`DYfgcbYb`i`bX  
I`bhYfbY`a`Yb`Yb`hk`Y`X`Yf`[`Y`gW`Ä`Zh`]W`Y`5`\_hj`]h`Ä`hYb`]b`X`Yf`9I  
i`bhYfgU[`h`VY`\_ca`a`Yb`c`X`Yf`X`YfYb`J`Yfa`Ö[`Yb`VYgW`U[`bU`a`h  
k`YfXYb`"

## K ]fhgW`U`Zh`]W`Y`i`b`X`d`c`]h]gW`Y`Y

### 5i`gk`]f`\_i`b[`Yb

8]Y`9ZY`\_hj`]h`Ä`h`X`Yf`GUb\_h]cbYb`V`Y]Vh`X]g`\_i`!`hUVY`"?"`f]h`\_Yf  
nk`Y]ZY`b`Ub`]f`Y`a`9]bZi`gg`Ui`Z`X]Y`fi`gg]gW`Y`Dc`]h]\_ž`k`Ä`f`Yb`X  
I`bhYfgh`Ø`hnYf`j`cb`XYi`h`]W`Yb`k`]fhgW`U`Zh`]W`Yb`?`cbgYei`YbnYb  
gd`f`Y`W`Yb`"9]b`VYgcbXYfg`i`a`ghf]hhYbYg`H`Y`a`U`]gh`X]Y`a`Ö[`]W`Y  
K`]Y`X`Yf]b`VYhf]YVbU`a`Y`j`cb`B`cfX`GhfYUa`i`ž`X]Y`j`cb`XYa`i`G!

; YgWÅZhga Ubb`GhYd\Yb`D"@mbW`i bhYfghØhnh`k ]fX"C V k c\`XUg  
 Dfc`Y\_h`VYfY]hg`ZYfh][ [ YghY`h`k i fXYž`k i fXY`Yg`bUW`XYa  
 fi gg]gW`Yb`, VYfZU``Ui Z`X]Y`i \_fU]bY`]a `: YVfi Uf`&\$&&`b]Y`]b  
 6Yhf]YV`[ Ybca`a`Yb"GhfÅb[ Y`XYf`D]dY`]bYg`k i fXYb`]a `GYdhYa VYf  
 &\$&&`VY]`5bgW`Å[ Yb`VYgW`ÅX][ h`

8Yf`8fi W\_`Ui Z`Fi gg`UbX`j cb`GY]hYb`XYf`k Ygh]W`Yb`5``]Ubn`k ]fX  
 j cfUi gg]W`h]W`k Y]hYf`ni bY`a`Ybž`k Å`fYbX`X]Y`[ Ycdc`]h]gW`Yb  
 GdUbbi b[ Yb`Ui W`]b`XYb`\_ca`a`YbXYb`A`cbUhYb`b]W`h`bUW`UggYb  
 k YfXYb`"

| 8YhU]`g      |   |
|--------------|---|
| J cfZU``     | A cfX   |
| I fgUW`Y     | 6`i hfUi gW`  |
| C fh         | K ]Yb!: Uj cf]hYbž`2 ghYffY]W`  |
| J Yf`YhnhY   | %   |
| : YghbU`a`Yb | %   |
| E i Y``Yb    | <ul style="list-style-type: none"> <li>• k k k "i bgYf!a ]hhY`Yi fcdU"Wca</li> <li>• k k k "gd]Y[ Y`"XY</li> <li>• k k k "b!hj "XY</li> </ul> |

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