

6HG!⇒Xc`Y`>a ]b`i bX`ħ b[ `?cc\_`ZY]Yfb  
F ØW\_\_Y\f`Ui g`XYa `A ]`hÀfX]Ybgh°

6HG!A ]h[ `]YXYf`>a ]b`i bX`ħ b[ `?cc\_`VYYbXYb`]\fYb  
A ]`hÀfX]Ybgh]b`GØX\_cfYU"9]b`7ca YVUW`XYf`?!Dcd!; fi ddY  
k ]fX`Yfk UfhYh"

MfcbWYcbž`GØX\_cfYU!`5a`"%%" ħ b]`&\$&) `UVYb`>a ]b`i bX  
ħ b[ `?cc\_]j cb`XYf`gi dYfghUf\_Yb`?!Dcd!; fi ddY`6HG]\fYb  
UbXYfh\U`V`À\f][ Yb`A ]`hÀfX]Ybgh`YfZc`[ fY]W`VYYbXYh"8]Y`VY]XYb  
GÀb[ Yf`k i fXYb`XUVY]j cb`nU\`fY]WYb`æi fbU`]ghYb`i bX  
VY[ Y]ghYfhYb`: Ubg`bU\Y`XYf`A ]`hÀfVUg]g`]b`MfcbWYcbž`GØX\_cfYUž  
Ya dZUb[ Yb" `>a ]b`VYXUb\_hY`g]W`]b`Y]bYf`Ya`ch]cbU`Yb`5bgdfUWY  
VY]`XYb`: Ubg`ZØf`\fY`; YXi`X`k`À\fYbX`X]YgYf`NY]h"

hn"XY

GYW`g`XYf`g]VYb`A ]h[ `]YXYf`j cb`6HG`UVYb`bi b`]\fY`K`Y\fdZ]W`h  
UVgc`j ]Yfh`@YX][ `]W`XYf`F`UddYf`Gi [ U`ghY`h`\_i`fn]j`cf`gY]bYf  
9bhUggi b[ žX]Y`ZØf`XYb`&" ħ b]`&\$&) `[ Yd`Ubh`]gh"5i Z[ fi bX  
[ Ygi bX\Y]h]WYf`DfcV`Ya`Y`Y]ghYh`Yf`gY]bYb`8]Ybgh`U`g  
N]j`]X]YbghY]ghYbXYf`]b`XYf`F`c`Y`Y]bYg`Gcn]U`UfVY]hYfg" ħ  
GØX\_cfYU`g]bX`ZUgh`U`Y`hUi [ `]WYb`A`ÀbbYf`j`YfdZ]W`hYhž`Y]bYb  
A ]`hÀfX]Ybgh]j cb`%, `V]g`&%`A`cbUhYb`ni`UVgc`j ]YfYbž`k`Ug`gY]h  
XYa`Gca`a`Yf`&\$&&`ni`Y]bYf`Ub[ Yb`DUi`gY`XYf`; fi ddY`[ YZØ\fh  
\Uh"

hn"XY

6Y[ Y]ghYfhY`F ØW\_\_Y\f`i bX`ni`\_ØbZh][ Y`D`ÀbY

8]Y`F ØW\_\_Y\f`j cb`>a ]b`i bX`ħ b[ `?cc\_`\Uh[ fc»Y`K`Y`Yb  
[ YgW`U[ Ybž`i bX`6][ `<]h`A`i`g]W`XUg`D`UhYb`UVY`j cb`6HGž`\Uh`X]Y  
: Ubg`[ VYVhYbž`ni`<Ui`gY`ni`V`Y]VYb`i bX`X]Y`A ]h[ `]YXYf`b]W`h`ni

VY`Àgh][ Yb" Hfchn`X]YgYf`6]hY`j YfgUa a Y`hYb`g]W`j ]Y`Y`5b`Àb[ Yf`  
j cf`Cfh`i a `XYb`VY]XYb`ni` [ fUhi` `]YfYb`i bX`X]Y`Ya`ch]cbU`Yb`  
A ca`YbhY`a` ]h`]\fYb`?Ua`YfUg`ZYghni` \U`hYb`"K`À`fYbX`XYg`  
8]YbghYg`\Uh`FA`ž`VYbZU`g`\_Øfn`]W`Yb`hUggYb`ž`gY]bY`9fZU`fi`b[ Yb`  
[ YhY`]\hi`bX`VYhcbh`ž`k` ]Y`k` ]W`h][`Y`g`]ghž`X]Y`A`YbgW`Yb`ž`X]Y`XUg`  
@UbX`gW`ØhnYb`ž`ni` `gW`À`hnYb`"

**bmh]a`Yg`W`a**

J`i`bX`FA`k`i`fXYb`Ua` `8]YbghU[ `YVYbZU`g`Ui`g`XYa` `A` ]]h`À`fX]Ybgh`  
Ybh`UggYb`"J`ž`&-` `]\fY`U`h`ž`hfi` [ `VY]`gY]bYf`F`ØW`\_`Y`f`6`i`a`Yb`ž`  
k`À`fYbX`FA`ž` ` \$`]\fY`U`h`ž`Y]b`GUI`cd`cb`XUVY]` \U`hY`i`bX`Y]bY`  
\_`i`fnY`8`UfV]Yhi`b[ ` [ `UV`"8]Y`9bh`Uggi`b[ `j`cb` `]a` ]b`ž`ž`b[ `?`cc`\_`i`bX`  
Gi` [ `U`Z]Y` `]b`Y]bY`NY]h`ž`]b`XYf`;`Yf`ØW`hY`ØVYf`Y]bY`a` Ò[ `]W`Y`  
5i`Z`Øgi`b[ `XYf`;`fi`ddY`i`a` \Yf[ `]b[ Yb`ž`X]Y`Y`XcW`j`cb`XYf`6`UbX`  
j`Y`Y`a`Ybh`XYa`Ybh]Yfh`k`i`fXYb`"9]b`7`ca`YVUW`\_`XYf`;`fi`ddY`k`]fX`]b`  
bU`Yf`Ni`\_`i`b`Zh`Yfk`UfhYh`ž`gc`XUgg`X]Y`;`Ubg`Ui`Z`Y]bY`F`ØW`\_`Y`f`XYf`  
VY`]YVhYb`7`\Ufhg`À`b[ Yf` \c`ZYb`\_`Ø`b`b`Yb`"

**hn`XY**

## 8]Y`?!Dcd!GYbgUh]cb

6HG`]gh`Y]bY`XYf`YfZc`[ fY]W`ghYb`?!Dcd!;`fi`ddYb`U`Yf`NY]hYb`i`bX`  
VY[ Y]ghYfh`gY]h`]\fYf`8`YV`Øhg]b[ `Y` Bc`A`cfY`8`fYUa` ž`X]Y`]a` `ž`b`]  
&\$%` `j`Yf`Ø`ZYbh]W`h`k`i`fXY`ž`A` ]`]cbYb`j`cb`;`Ubg`k`Y`hk`Y]h`"8]Y`  
;`fi`ddY`]gh`VY`\_`Ubbh`Z`Øf`<`]hg`k` ]Y` `8`mb`Ua` ]hY` `i`bX` `DYfa` ]gg]cb`hc`  
8`Ub`W` ž`X]Y`gck`c` `]b`G`ØX`\_`cfYU`U`g`Ui`W` `]bhYfb`Uh]cb`U`  
YfZc`[ fY]W`g]bX`"A`]h`XYf`K` ]YXYfj`YfY]b][`i`b[ `XYf`A`]h[ `]YXYf`]b`  
G]W`h` \c`ZYb`X]Y`;`Ubg`Ui`Z`b`Yi`Y`A`i`g]\_`i`bX`Ui`Z`fY[ YbXY`D`fc`Y`\_`hY`ž`  
X]Y`XUg`b`À`W`ghY`?`Ud]hY` `]b`XYf`;`YgW`]W`hY`j`cb`6`HG`Y]b`À`i`hYb`"

**gd]Y[ Y`"XY**

8YhU]`g	
J`cf`ZU` ``	Gcbgh][`Yg
C`fh`	M`cb`W`Y`cb`ž`G`ØX`_`cfYU`
E`i`Y`Y`Yb`	<ul style="list-style-type: none"> <li>• k k k "hn"XY</li> <li>• k k k "bmh]a`Yg`W`a</li> <li>• k k k "gd]Y[ Y`"XY</li> </ul>

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