

HfÀbYb`i bX`9bhhÀi gWÀi b[ .`9`j YfgVYf[  
j YfdUggh`6i bXYg`][ U!5i Zgh]Y[  
XfUa Uh]gWÀ`

GJ`9`j YfgVYf[`j YfdUggh`6i bXYg`][ U!5i Zgh]Y[`bUWÀ  
XfUa Uh]gWÀYf`B]YXYf`U[ Y`[ Y[ Yb`<Y]XYb`Y]a ``9a`ch]cbYb  
i bX`HfU]bYf[ YfØWÀhY`dfÀ[ Yb`XUg`Gd]Y`



9`j YfgVYf[ ž`8Yi hgWÀ`UbX`!`8Yf`GJ`9`j YfgVYf[`ghY`h`bUWÀ  
Y]bYa`XfUa Uh]gWÀYb`F`Y`Y[ Uh]cbggd]Y`j cf`XYb`HfØa`a`Yfb`gY]bYf  
6i bXYg`][ U!HfÀi`a`Y``HfU]bYf`<cfgh`GhY`ZYb`k`Uf`g]WÀh`]WÀ`VYhfØVh  
bUWÀ`XYf`%`&!B]YXYf`U[ Y`[ Y[ Yb`XYb`%``: 7`<Y]XYb`Y]a`ž`X]Y`]b`XYf  
ZØbZhYb`A`]bi`hY`XYf`B`UWÀgd]Y`nY]h`Xi`fWÀ`Y]b`Hcf`j`cb`@YcbUfXc  
GW]YbnU`VYg]Y[ Y`h`k`i`fXY``8]YgY`B]YXYf`U[ Y`ZØ`fh`X`Uni`ž`XUgg`X]Y  
A`UbbgWÀ`UZh`]\fY`[ Yd`UbhY`: Y]Yf`Ui`Z`A`U`cfWÀ`UVgU[ hž`k`À`fYbX`X]Y  
Gd]Y`Yf`a`]h[`fc»Yf`9bhhÀi`gWÀi`b[`i`bX`6]hhYf`\_Y]h`Ui`Z`X]Y`j`YfdUgghY  
7`UbWÀ`V`]W`\_Yb``?`Ud]hÀb`F`cV]b`: Y``\`Ui`Yf`i`bX`Hcfk`Ufh`B]WÀ`Ug  
?f]ghcZ`Ài`»`YfhYb`g]WÀ`VYhfc`ZYb`ØVYf`X]Y`gWÀ`a`Yfn`UZhY`G]hi`Uh]cb`

8 Ug`Ya`ch]cbU`Y`<][`\\][`\\h`XYg`Gd]Y`g`k`Uf`:`]gb]\_`5g`Ub]ž`XYf`U`g  
Hcd!Hcf`Ä[`Yf`j`cb`9`j`YfgVYf[`j`YfUVgW]YXYh`k`]fX```b`Y]bYa  
VYk`Y[`YbXYb`b`hYfj`]Yk`b`UW`XYa`Gd]Y`g`W`k`]Y[`Yf`b]W`h`ØVYf  
gY]bY`HfUi`Yf`i`bX`VYnY]W`bYhY`XYb`5i`g[`Ub[`XYf`GU]gcb`U`g  
gW`]a`a`ghY`GY]hY`XYg`:`i`»`VU``g`"``9g`ZØ`h`Y`g]W`U`b`k`]Y`Y]b  
GW`U[`]bg`:`Yg]W`h`ž`gU[`hY`5g`Ub]i`bX`nY][`hY`g]W`ØVYfk`Ä`h][`h  
j`ca`G`i`ddcfh`XYf`:`Ubg``8]Y`A`UbbgW`UZh`\\`Uh`%&\$`Dfc`nY`bh  
[`Y[`YVYb`i`bX`Yg`\\`Ä`hY`a`Y`\\f`:`ØW`\_`[`YVfUi`W`h`ž`i`a`Ui`Zni`ghY][`Yb`ž  
Yf[`Ä`bnhY`Yf`ž`k`Ä`\\fYbX`Yf`g]W`j`cb`XYb`5b`\\`Ä`b[`Yfb`j`YfUVgW]YXYhY  
i`bX`XYfYb`i`bhYfghØ`hni`b[`XUb`\_`hY`"

## HfU]bYf`GhY`ZZYb`]a`:`c`\_`i`g`

8Yf`8fi`W`\_`Ui`Z`HfU]bYf`<`c`f`gh`GhY`ZZYb`k`Ä`W`gh`ž`XU`Yf`bi`b`]a`\_`J`]g]Yf  
a`Y`\\fYfYf`6i`bXYg`][`]ghYb`ghY`\\`h`ž`XUfi`bhYf`K`YfXYf`6fYa`Yb`ž`%``:7  
?`Ø`b`ž`J`Z@`K`c`ZgVi`f[`i`bX`F`6`@Y]dn][`"Hfcm`XYf`:`YfØW`hY`ØVYf  
gY]bY`Ni`\_`i`b`Zh`Y`b`\_`h`GhY`ZZYb`XYb`:`c`\_`i`g`Ui`Z`XUg`K`c`\\`gY]bYf  
Gd]Y`Yf`i`bX`gi`W`h`b`UW`K`Y[`Yb`ž`g]Y`b`UW`X]YgYa`Ya`ch]cbU`Yb  
F`ØW`gW`\_`U[`Ui`Zni`f]W`hYb``9g`]gh`gW`k`Yf`ž`X]Y`Gd]Y`Yf`ni`hf`ØghYb`ž  
[`YghUbX`XYf`7c`UW`"GY]b`:`Y[`Yb`ØVYf`ž`<`Y]XYb`\\Y]a`g`HfU]bYf`:`fUb`\_`  
GW`a`]Xh`ž`nY][`hY`J`Yfgh`Ä`b`Xb]g`ZØf`X]Y`9b`h`Ä`i`gW`i`b[`XYg  
9j`YfgVYf[`Yf`HfU]bYfg`i`bX`k`ØbgW`hY`XYa`J`YfY]b`ž`[`Ygh`Ä`f`\_`h`Ui`g  
X]YgYf`B]YXYf`U[`Y`\\Yfj`cfni`[`Y`\\Yb`"

8Yf`J`Yf`i`ghj`cb`5g`Ub]ž`XYf`ni`gY]bYa`GhUa`a`j`YfY]b`HG;`%`--  
<`c`ZZYb`\\Y]a`ni`fØW`\_`Y`\\fYb`k`]fX`ž`]gh`Y`XcW`b]W`h`XYf`Y]bn][`Y  
dYfgcbY`Y`GW`U[`ZØf`9j`YfgVYf[``5i`W`U`b`XYfY`Ui`g[`Y`Y`\\YbY  
Gd]Y`Yf`k`]Y`A`i`\\Ua`a`YX`8Ua`Uf`i`bX`9`]Ug`6Ui`a`k`YfXYb`XYb  
J`YfY]b`j`Yf`UggYb``8]YgYf`i`a`Vfi`W`\_`ØbbhY`k`Y]hfY]W`YbXY  
5i`gk`]f`\_`i`b[`Yb`Ui`Z`X]Y`b`Ä`W`ghY`GU]gcb`\\UVYb`i`bX`X]Y`:`fU[`Y  
Ui`Zk`YfZYb`ž`k`]Y`b`UW`\\U`h][`X]Y`9bhk`]W`\_`i`b[`Yb`i`bhYf`HfU]bYf  
GhY`ZZYb`g]bX`"

## ?`cb`hYI`h`ni`HfU]bYfk`Y`W`gY`b`]a`:`i`»`VU``

8]Y`G]hi`Uh]cb`k`]f`Zh`Ui`»`YfXYa`:`fU[`Yb`ni`f`GhUV`]h`Ä`h`j`cb  
HfU]bYf`hYUa`g`Ui`Z`]bgVYgcbXYfY`]a`\_`@]W`h`XYf`\\`Ä`i`Z][`Yb  
HfU]bYfYbh`Uggi`b[`Yb`]a`:`i`»`VU``"``@Ui`h`Y]bYf`5b`U`mgY`j`cb

Gdcfhdgm\c`c [ Yb`Vf]b[ Yb`gc`W\Y`K YW\gY`cZi\_i fnZf]gh][ Y  
 9fZc`[ Yž[ YZc`[ hj cb`Y]bYa`FØW\_ZU``]b`U`hY`A i ghYf`9a ch]cbYb  
 i bX`ÖZZYbh]W\Y`9fk Ufhi b[ Yb`VYY]bZi ggYb`a U» [ YV`W\`X]Y  
 9bhgW\Y]Xi b[ Yb`fi bX`i a`HfU]bYfk YW\gY`žgcXUgg`Yg`j cb`[ fc»Yf  
 6YXYi hi b[ `]ghž`Y]bY`\_UfY`GhfUHY[ ]Y`ni`j YfZc`[ Yb`"?cbh]bi ]hÅh]a  
 HfU]bYfhYUa`k ]fX`XU\Yf`U`g`9fZc`[ gZU`hcf`Ub[ YgY\YbžY[ U`k ]Y  
 X]Y`U`hi Y`Y`HUVY`Ybg]hi Uh]cb`Ui gg]Y`h"

: Øf`XYb`GJ`9`j YfgVYf[ `V`Y]Vh`UVni k UfhYbž`k ]Y`g]W\`X]Y  
 J YfY]bgZØ\fi b[ `i bX`XUg`HYUa` `]b`XYb`\_ca a YbXYb`K cW\Yb  
 Ui ZghY`Yb`k YfXYb`"8]Y`9bhÅi gW\i b[ `]gh`Ybcfa ž`UVYf  
 a Ò[ `]W\Yfk Y]gY`Ui W\`Y]bY`7\UbW`ZØf`Y]bYb`BYi UbZUb[ "

8]Y`8YhU]`g`ni a`Gd]Y`i bX`XYf`Ya ch]cbU`Yb`DfYggY`\_cbZYfYbn`g]bX  
 i bhYf`j YfgW\]YXYbYb`6Yf]W\hYb`ni`Z]bXYb.`HU[ Yggd]Y[ Y`ž`  
 Gdcfh%i bX`X]Y!gdcfhdgm\c`c [ Yb`XY"

8YhU]`g	
J c fZU``	Gdcfh
C fh	9`j YfgVYf[ ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "hU[ Yggd]Y[ Y`XY</li> <li>• k k k "gdcfh%"XY</li> <li>• k k k "X]Y!gdcfhdgm\c`c [ Yb`XY</li> </ul>

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