

J ]Y`ZU`h`di f. `A i g]\_ZYgh]j U` ]b`6f][ ]hhYbUi  
VY[ Y]ghYfh` ; fc» `i bX`? `Y]b`°

9f`YVYb`G]Y`Ua `%"'ž`]'&\$&) `]b`6f][ ]hhYbUi `Y]b`YVYbX][ Yg  
?i`hi`fYfY][ b]g`a ]h`A i g]\_ž`A Uf`\_hi`bX`]bhYfU`\_h]j Ya  
5i`ghUi`gW`"



6f][ ]hhYbUi ž`² ghYffY]W` !`ž`XYf`6f][ ]hhYbUi `V`Ø`hY`Ua  
j Yf[ Ub[ YbYb`GUa ghU[ `XUg`@VYb` `i bX`XUg[ Ub`n`VYgcbXYfg`VY]  
`Yff`]W`Ya `GcbbYbgW`Y]b`i bX`ZUgh` \$` ; fUX`"8Yf`<Ubbcj Yfa Uf`\_h  
k Uf`[ i h`VYgi W`hž`i bX`hfch`XYf`<]hnY`nc[ Yb`X]Y`A YbgW`Yb`X]Y  
Gh`AbXY`i bX`XUg[ YgW`ÄZh][ Y`HfY]VYb`Ub`"9]bY`Vi bhY`A ]gW`i b[  
Ui`g`6Ui Yfba Uf`\_hž`cW`YfYb` ; Ygd`f`ÄW`Yb`i bX`a i g]\_U`]gW`Yb  
8UfV]Yhi b[ Yb`gcf[ hY`XUZØfž`XUgg`\_Y]bY`@Ub[ Yk`Y]Y`Ui`Z`Ua`"  
**BYcg`K ]Yb`**VYf]W`hYh`ØVYf`X]Y`j ]Y`Yb` : UW`hhYb`X]YgYg`YV`UZhYb  
A Uf`\_hYg`"

5`g`<][ `\\][ `h`XYg`HU[ Yg[ [ UV`Yg`Y]bYb`5i` Zh]hh`XYf`hU`Ybh]YfhYb  
A Uf`YbY`N]a` a Yf`ž`X]Y`fi`bX`Y]bY`Ghi`bXY`Ub[ `XUg`Di`V`\_i`a`a` ]h  
]`fYb`[ YZØ`j`c`Yb`6U`UXYb`i`bX`VY`\_UbbhYb`5i`ghfcdcd!`?`Ugg]\_Yfb

j YfnUi VYfhY" ÆfY'A ]gWxi b[ 'Ui g'A i g]\_j cb'GHGžK c`Z[ Ub[  
5a Vfcg'i bX'FY]b\UfX': YbXf]Wž[ YdUUfha ]h'Y][ YbYb'Gcb[ gž`Y»  
X]Y'6Ygi WYf.]bbYb'ZØf'Y]bYb'A ca Ybh'XYb'5`hU[ 'j Yf[ YggYb"  
l fgdfØb[ `]W'Ui g'XYa 'K U`Xj ]YfhY'žVf]b[ h'g]Y`Y]bY`YfZf]gWYbXY  
J c fghY`i b[ 'Ui Z'X]Y'6Ø\ bYž'X]Y`VY]`XYb'; ÅghYb'[ i h'Ub\_Ua "

## A i g]\_U`]gWY`J ]Y`ZU`h'U`g'5bn]Y\ i b[ gdi b\_h

B UW`N]a a Yf`g'5i Zhf]hh'Zc`[ hYb'?Uf]a '7\U`fmi bX'9X]h\`@YhnbYfž  
XYfYb'Gh]'Y]bY`gdUbbYbXY'?`Ub[ YfZU\fi b[ 'Vch'7\U`fmž'Y]b  
a Ufc\_\_Ub]gWYf`GÅb[ Yfž; ]hUff]gh'i bX'?ca dcb]ghžj YfV]bXYh  
UfUV]gWY`F\mh\ a Yb'a ]h'Δnnž: i b\_`i bX'6'i Yg"GY]bY`K i fnY`b  
gd]Y[ Y`h'Yf]b`YXYa `Hcb`k ]XYf'i bX`j YfnUi VYfh'XUa ]h'XUg  
Di V`\_i a " Æ`K ]Yb`YVh'Yf'gY]h'&\$\*\$`i bX`Vf]b[ hj ]Y`\_i `hi fY`Yb  
FY]W`hi a `a ]h'gY]bYf'A i g]\_`Yf\Yf" **BYcg`K ]Yb`**\YVh`Yfj cfž`k ]Y  
A i g]\_XYb'5i ghUi gW`nk ]gWYb`XYb'A YbgWYb`ZØfXYfhž`k Ug`g]W  
]b`XYf'ÆhYfU\_h]cb'a ]h'XYb`Ni \ØfYfb`XYi h]W`nY][ hY` : chcgž  
J ]XYcg'i bX`Ub[ YfY[ hY` ; YgdFÅWY`k UfYb`Ub`XYf`HU[ YgcfXbi b[ "

9X]h\`@YhnbYfž'X]Y`]bhYfbUh]cbU`U`g`hU`Ybh]YfhY`GUI cd\cb]gh]b`i bX  
8i Xi `!Gd]Y`Yf]b`VY`Ubbh]ghž`ZY]Yfh'a ]h'X]YgYa `5i Zhf]hh'Ui W`]\fYb  
gYW`n][ ghYb'; YVi fhghU[ "G]Y`YfZc'fgW`h'Y]bY`VfY]hY`DU`YhY`j cb  
A i g]\_gh]Yb`i bX`\Uh]b`j YfgW]YXYbYb`ΔnngnYbYb`k Y`hk Y]h  
9fZU\fi b[ Yb'[ YgUa a Y`h" ÆfY'a i g]\_U`]gWY`FY]gY`\Uh'g]Y`b`X]Y  
<YfnYb`XYf'A YbgWYb`]a `Δnn!A Y\_\_U`<Uf`Ya `gck ]Y`b`X]Y  
]a d'fcj ]g]YfhY`A i g]\_gnYbY`]b`BYk `Mcf`\_ni fØW\_[ YZØ\fh" 8]Y  
5i gk U\`Ub`A i g]\_Yfb`ZØf`]\f'?cbnYfh'k Uf`U`Yg`UbXYfY`U`g`Y]W`hž  
XU`g]Y`j ]Y`Y` : fYi bXY`i bX`?c`Y[ Yb`\Uhž'X]Y`U`Y`]\fY`Y][ YbYb`Gh]`Y  
i bX`; YgW]W`hYb'a ]hVf]b[ Yb" **Dcf[ m/`6Ygg`**VYf]W`hYhj cb`]bYb  
i bX`\YVh'ni XYa `Yfj cfž`XUgg`]\fY`Ni gUa a YbUfVY]h'a ]h  
j YfgW]YXYbYb`?i `hi fYbž`k ]Y`dYfg]gWYb`i bX`bcfXUzf]\_Ub]gWYb  
A i g]\_Yfbž`Ui W`ZØf`XUg`Dfc[ fUa a `j cb'[ fc»Yf'6YXYi hi b[ `]gh"

## ? i `hi fY`Y`J ]Y`ZU`h'U`g'; fi bXdZY]`Yf

8]Y`9fY][ b]ggY`Ua `<Ubbcj Yfa Uf\_h'g]bX`b]W`h'bi f`Y]b  
Y]bXfi W\_gj c`Yg`NY]WYb`ZØf`X]Y`\_i `hi fY`Y`J ]Y`ZU`h]b`K ]Ybž  
gcbXYfb`nY][ Yb`Ui W`ž`k ]Y`k ]W`h][ `X]YgY`J ]Y`ZU`h`ZØf`XUg

[ YgY`gWUZh]WY`A ]hY]bUbXYf`]gh"8]Y`I B9G7C!?.cbj Ybh]cb`ni a  
 GWi hn`i bX`ni f` : ÒfXYfi b[ `XYf`J ]Y`ZU`h`\_i `hi fY`Yf  
 5i gXfi W\_gZcfa Ybž`X]Y`gY]h`&\$)\$) `VYghY`hž`X]Ybh`U`g` ; fi bX`U[ Y`ZØf  
 gc`WY`J YfUbgH`hi b[ Yb"8Yf`8Yi hgWY`A i g]\_fUh`YVh`X]Y  
 6YXYi hi b[ `X]YgYf`?cbj Ybh]cb`Yfj cfž`X]Y`a ]h`Yfk Y]`Y`j cb`ØVYf  
 %(\$`GhUUhYb`i bhYfnY]WbYh`k i fXY" `G]Y`VYhcbh`XYb`GWi hn`XYg  
 \_i `hi fY`Yb`9fVYg`i bX`i bhYfghØhnh`nY]h[ YbØgg]gWY`\_Øbgh`Yf]gWY  
 5i gXfi W\_gZcfa Yb"

9]b`gc`WYg` : Ygh`k ]Y`XYf`<Ubbcj Yfa Uf`h`]gh`Y]b`gW`ØbYg`6Y]gd]Y`  
 XUZØfž`k ]Y`?i `hi f`A YbgWYb`j YfV]bXYh`i bX`k ]Y`A i g]\_`U`g  
 i b]j YfgY`Y`GdfUWY`X]Ybhž`i a `XYYb`i bX`K ØbgWY  
 Ui gni hUi gWYb"8]Y`6Ygi WYf.]bbYb`[ YbcggYb`XYb`HU[ `i bX  
 \UVYb`nU`fY]WY`9]bXfØW`Y`a ]h[ Ybca`a`Yb"J]Y`Y]W`h`Y[ h`X]Y  
 bÅW`ghY`a i g]\_U`]gWY`9bhXYW`\_i b[ `gW`cb`VY]a `bÅW`ghYb  
 A Uf`hVYgi W`[ `Y]W`i a `X]Y`9W`Y`

8YhU]`g	
C fh	6f][ ]hYbUi ž`2 ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> <li>• k ]Yb"bYcg"Yi</li> <li>• k k k "dcf[ m"Uh</li> <li>• k k k "a i g]_fUh"XY</li> </ul>

6Ygi WYb`G]Y`i bg`Ui Z.`a Y]b!k ]Yb"bYh