

I b[ Yk Ò\ b`]W\ Y` < chY`dYf`Yb`]b`GdUb]Yb.  
: ØbZ; Y\ Y]a h]ddg`ZØf`9f`YVb]ggi W\ YbXY`

9bhXYW\_Yb`G]Y`ZØbZUi » Yf[ Yk Ò\ b`]W\ Y` < chY`g`]b`GdUb]Ybž  
X]Y`≠fYb`i f`Ui V`i bj Yf[ Ygg`]W\ `a UW\ Yb`!`j cb`\]ghcf]gW\ Yb  
6Ui k Yf\_Yb`V]g`a cXYfbYa `8Yg][ b"



7 UbZfUbW`GdUb]Yb`!`≠`8Yi hgW`UbX`[ ]Vh`Yg`ZUgh`%("\$\$\$`< chY`gž  
XcW`bi f`k Yb][ Y`YVYb`g]W\ `Xi fW\ `]\fY`9]bn][ Ufh][ \_Y]h`\Yf] cf"  
9]bY`XYf`VYa Yf\_Ybgk YfhYghYb`BYi YfÖZbi b[ Yb`]gh`7 UbZfUbW  
9ghUW]i bž`U`F`cmU``< ]XYUk Um`< chY`žXUg`&\$&`'`bUW`Y]bYa  
) \$!`Å\ f][ Yb`@YfghUbX`YfÖZbYh`k i fXY`"i fgdfØb[ `]W\ `%- &  
Y]b[ Yk Y]\hž`k Uf`X]Y`9ghUW]i b`≠hYfbUW]cbU`XY`7 UbZfUbWY]bYf`XYf  
[ fÖ» hYb`6U\ b\ÖZY`9i fcdUg`i bX`X]YbhY`U`g`k ]W\ h][ Yf  
I a ghY][ Ydi b\_higck ]Y`K c\ b!`i bX`J Yfk U`hi b[ g[ YVÄi XY"

8 ]Y`]bhYfYggUbhY` ; YgW\ ]W\ hY`XYg` ; YVÄi XYg`fY]W\ h`V]g`]b`X]Y`NY]h  
XYg`Nk Y]hYb`K Y`h\_f]Y[ g`ni fØW`ž`U`g`Yg`ZØf`XYb`K UfYbj Yf\_Y\ f  
[ Ybi hnh`k i fXY`"B UW\ `Y]bYa ` ; ØhYfni [ i b[ `ØW`\_]a `≠\ f`%- + \$`Z]Y`  
XUg` ; YVÄi XY`]b`Y]bYb`Ni ghUbX`XYf`J YfbUW\ `Ägg][ i b[ `A ]h`XYf

i a ZUggYbXYb`F YghUi f]Yfi b[ `Xi fW`X]Y`6UfW`i !; fi ddY`YfghfU`h  
XUg`<chY`bi b`k ]YXYf`]b`j c`Ya `; `Ubn`i bX`V]YhYh%\$( `N]a a Yfž  
j ]Yf`Gi ]hYb`gck ]Y`Y]b`F YghUi fUbh`i bX`Y]bY`@ci b[ YVUf`a  
`]ghcf]gWYb`Gh`"

## 9]bn][ Ufh][ Y`9f`YVb]ggY`]b`XYb`DmfYb`AYb

8 Ug`<chY`\_ca V]b]Yfh`]\ghcf]gWY`9`Ya YbhY`a ]h`a cXYfbYa  
?ca Zcfh`i bX`df`AgYbh]Yfh`Y]bY`J YfV]bXi b[ `j cb`HfUX]h]cb`i bX  
`bcbj Uh]cb`"8]Y`Y`Y[ UbhYb`N]a a Yf`g]bX`XUfUi ZUi g[ Y`Y[ hžXYb  
; `AghYb`Y]bY`k Ufa Y`i bX`Yi \_`i g]j Y`i bhYf`\_i bZ`ni `V]YhYb`"Ni XYa  
\_`ObbYb`X]Y`6Ygi WYf`Y]bY`[ Ughfcbca ]gWY`9fZU`fi b[ `Yfk UfhYbž  
X]Y`X]Y`hfUX]h]cbY`Y`UfU[ cbYg]gWY`?ØWY`a ]h`a cXYfbYb  
5\_nYbhYb`j YfY]bh`"

8]Y`@U[ Y`XYg`<chY`g`]a `<YfnYb`XYf`5fU[ cb]gWYb`DmfYb`AYb  
a UW`hYg`ni `Y]bYa `Yfgh`\_Ugg][ Yb`N]Y`ZØf`8Yg][ b`]YV\UVYf`i bX  
: Y]bgW`a YW`Yfž`X]Y`bUW`Y]bn][ Ufh][ Yb`9f`YVb]ggYb`gi WYb`  
8cddY`n]a a Yf`]a `7UbZfUbW9ghUW]i b`g]bX`UV`&%\*`9i fc  
Yf\`À`h]W`"

## K Y]hYfY`Ui » Yf[ Yk Ò\ b`]WY`<chY`g`]b GdUb]Yb

B]W`h`bi f`7UbZfUbW9ghUW]i b`n]Y`h`F`Y]gYbXY`Ubž`gcbXYfb`Ui W`  
j ]Yf`k`Y]hYfY`Ui » Yf[ Yk Ò\ b`]WY`<chY`gž`X]Y`]b`8Yi hgW`UbX  
k Yb][ Yf`VY`\_Ubbh]g]bX.

- DUfUXcf`XY`G][ ØYbnUž`NYbhfU`gdUb]Yb.`b`Y]bYf  
a ]hY`U`hYf`]WYb`6i f[ `XYf`Dfcj ]bn`; i UXU`U`UfU`[ Y`Y[ Ybž  
V]YhYh`X]YgYg`J ]YfghYfbY`chY``\]ghcf]gWY`A ÒVY`i bX`Y]bY  
Yi ei ]g]hY`fY[ ]cbU`Y`?ØWY`"8cddY`n]a a Yf`g]bX`VYfY]hg`UV  
%%(`9i fc`Yf\`À`h]W`"
- <chY`A Ufei `Ag`XY`F ]gWU`ž`6Ug`\_Yb`UbX.`9]b  
Zi hi f]gh]gWYg; ØbZGhYfbY!<chY`]b`9`W]Y[ cžYb`hk`cfZYb  
j cb`i: fUb`\_`C`"; Y`fmž`a ]hY]bYa `GdU!`i bX  
K Y`bYggVYfY]W`"8]Y` , VYfbUW`hi b[ Yb`VY[ ]bbYb`VY]`(&(

9i fc"

- DUfUXcf`XY`GUbh]U[ c`XY`7ca dcghY`Už'; U`]W]Yb.  
6Y\_Ubbh`U`g`XUg`À`hYghY`<chY`GdUb]Ybgž`XUg`%) \$%`U`g  
D]`[ Yfgd]hU`YfVUi h`k i fXY`"FY]gYbXY`[ Yb]Y» Yb`\\Yf`Y]bY  
?ca V]bUh]cb`Ui g`hfUX]h]cbY`Yf`[ U`]n]gWYf`?ØWY`i bX  
Y`Y[ UbhYa`5a V]YbhY`UV`%+( `9i fc`dfc`BUW`h"
- 7i Yj Ug`XY`HÉc`HcVUgž`5bXU`i g]Yb. `8]YgYg`8fY]!  
GhYfbY!<chY`b`i a [ YVUi hYb`<Ò`Yb`]b`; i UX]I `V]YhYh  
b]W`hibi f`?ca Zcfhž`gcbXYfb`Ui W`Y]b`Y]bn][ Ufh][ Yg  
9fZU`fi b[ Ybž`X]Y`FY]gYbXY`]b`]\fYb`6Ubb`n]Y`Yb"

8]Y`J]Y`ZU`h`Ub`Ui »Yf[ Yk`Ò`b`]W`Yb`<chY`g`]b`GdUb]Yb`nY][ hž`XUgg  
Yg`b]W`hibi f`i a `GW`Uzd`À`hnY`[ Y`hž`gcbXYfb`i a `Y]ba`U][ Y  
9fZU`fi b[ Ybž`X]Y`FY]gYbXY`]b`]\fYb`6Ubb`n]Y`Yb"

8YhU]`g	
Cfh	7UbZfUbWž`GdUb]Yb
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "k Y`h"XY</li> <li>• a `_h"VUfVW`c"WŁa</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY