

K UbXYfVi g'Vf]b[ h'bYi Y'F ci hYb']bg  
5W\YbhU`. '9bhXYW\_Yb'G]Y'X]Y'B Uhi f°

8Yf'K UbXYfVi g'ja '5W\YbhU`'ghUfhYh'Ua '&\* "'A U] &\$&) 'a ]h  
Yfk Y]hYfhYa ': U\fd`Ub'ZØf'bUW\U'h][ Yb'Hci f]ga i gi bX  
6Uff]YfYZfY]\Y]h"



A Ufei UfhghY]bž8Yi hgW\`UbX`!8]Y`JcfZFYi XY`Ui Z`X]Y  
K UbXYfgU]gcb`ja`5W\YbhU`ghY][`h`5a`&\*"A U]&\$&) `ghUfhYh`XYf  
bYi Y`K UbXYfVi gž`XYf`Y]bY`VYXYi hYbXY`9fk Y]hYfi b[ `]a  
J Yf\`À`hb]g`ni f`YhnhYb`GU]gcb`V]YhYh`8]Y`⊖]h]Uhj Y`\Uh`XUg  
[ Ya Y]bgUa Y`N]Y`XYf`5W\YbhU`!; Ya Y]bXYbž`XUfi bhYf  
I bhYfk ÖggYbž`A Ufei UfhghY]bž`GhUi XUW`!9[ YfbXUW`i bX  
GW\`YW\]b[ ž`ni gUa`a Yb`a`h`FY]h`ja`K`]b\_`ž`X]Y`A`cV`]h`h`]b`XYf  
FY[ ]cb`ni`j`YfVYggYfb`i bX`[ `Y]W\N]h][`X]Y`I`a`k`Y`hVY`Ughi b[ `ni  
fYXi n]YfYb`"@Ui h`GUa`YfVYf[ Yf`B`UW`f]W`hYb`k`]fX`XYf  
K UbXYfVi g`bi b`Ub`ZØbZ`HU[ Yb`dfc`K`cW\Yž`a`cbhU[ g`V]g`ZFY]hU[ gž  
ZU\`fYbž`k Ug`Y]bYb`Yf\`YV`]W\Yb`Ni [ Yk`]bb`Ub`:`YI`]V`]h`h`ZØf  
K UbXYfVY[ Y]ghYfhY`VYXYi hYh`

8]Y`bYi Y`GU]gcb`j`Yfgdf]W`h`b]W`h`bi f`Y]bY`Yf\`Ø`hY`:`fYei Ybnž  
gcbXYfb`Ui W`ni g`h`n`]W`Y`<U`hYghY`Yb`"B`Yi`i]a`:`U\`fd`Ub`g]bX`X]Y  
<U`hYdi b`\_`hY`Ub`XYf`HU`ghUh]cb`XYf`<c`W`d`U`hhYb`VU`b`]b  
A Ufei UfhghY]b`gck ]Y`X]Y`<U`hYghY`Y`A`Ø`k`]b\_`]b`GhUi XUW`!  
9[ YfbXUW`"6YghY`YbXY`N]Y`cfhY`k`]Y`GhfY]W`Ybž`K`Y]hgYY`i bX  
K ]b\_`a`ccg!5`a`V`Y]VYb`Yf\`U`hYbž`k Ug`K UbXYfYfb`X]Y`A`Ö[ `]W`\_Y]h  
V]YhYhž`X]Y`VYY]bXfi W`\_YbXY`BUhi f`XYg`5W\YbhU`g`ni`Yf`\_i`bXYb`"

B UW\`U`h][`\_Y]h`i`bX`6Uff]YfYZfY]\`Y]h`]a  
: c`\_i`g

9]b`nYbhfU`Yg`N]Y`XYg`K UbXYfVi ggYg`]gh`X]Y`9bh`Ughi b[ `ghUf`\_  
ZfYei Ybh]YfhYf`K UbXYfdUf`\_d`h`nY`gck ]Y`X]Y`FYXi n]Yfi b[ `XYg  
⊖X]j ]Xi U`j Yf`\_Y\`fg"`8]Yg`Yfa`Ö[ `]W`h`K UbXYfYfbž  
, VYfgW`fY]hi b[ ghci fYb`nk ]gW`Yb`FY]h`]a`K`]b\_`i`bX`XYa  
5W\YbhU`cXYf`]bbYf\`U`V`XYg`5W\YbhU`g`[ Ubn`c`\bY`5i`hc`ni  
i bhYfbY`a`Yb`"I`a`X]YgY`⊖]h]Uhj Y`k`Y]hYf`ni`i`bhYfgh`Ø`hnYbž`\UVYb  
X]Y`J`YfUbhk`cfh`]W`Yb`Y]bYb`:`mYf`a`]h`gdYn]Z]gW`Yb  
Hci fYbj`cfgW`À[ Yb`Ybkh`]W`\_Y`hž`X]Y`X][`]hU`Ui`Z`XYb  
Hci fYbdcfhU`Yb`XYg`5W\YbhU`Hci f]ga`i`g`i`bX`FY]h`]a`K`]b\_`  
j`YfZØ[`VUf`g]bX`"

8Yf`K UbXYfVi g`]gh`b]W`h`bi f`Y]b`:`cfhVYk`Y[i`b[`ga`]h`hY`ž`gcbXYfb

Ui W`Y]b`6Y]gd]Y`Z0f`ni \_i bZhgzA`][ Y`A cV`]hA`h]b`XYf`F Y [ ]cb`i bX  
k i fXY`gc [ Uf`a ]h`XYa `GcbXYfd`fY]g`Z0f`B UW`U`h][ \_Y]h]a `F U`a Yb  
XYg`5857`Hci f]ga i gdfY]gYg`Ui g [ YnY]W`bYh`8 ]Y  
Ni gUa a YbUfVY]h`nk ]gW`Yb`F Y]h]a `K ]b`\_`i bX`XYb`5W`Yb`hU`!  
; Ya Y]bXYb`k ]fX`U`g`Xi fW`k Y [ `YfZc` [ fY]W`VYgW`f]YVYb`i bX`nY][ [ h  
XUg`DchYbn]U`z`XYb`K UbXYfVi g`ni `Y]bYa `Z`A`W`Yb`XYW`\_Yb`XYb  
A cV`]`hA`hg`\_cbnYdh`Z0f`X]Y` [ YgUa hY`F Y [ ]cb`Ui gni VUi Yb`"

## '=bZcfa Uh]cbYb`ni f`6Uff]YfYZfY]\Y]h

: 0f`X]Y`K YVg]hY`XYg`K UbXYfVi ggYg`k ]fX`YVYbZU`g`Ui Z  
6Uff]YfYZfY]\Y]h [ YUW`hYh`8 ]Y`9bhk ]W`\_Yf`gYhnYb`g]W`XUZ0f`Y]bž  
X]Y`K YV`7cbhYb`h`5W`W`gg]V`]hm; i ]XY`]bYg`&`%`fK`75; `&`%`L`Ui Z`55!  
9VYbY`Y]bni `U`hYb`"Bi hnYf`a ]h`i bhYfgW`]YX`]W`Yb`6Y`]\bXYfi b [ Yb  
k ]Y`GY`V`Y`]\bXYfi b [ Yb`cXYf`a chcf]gW`Yb`6YY]bhf`A`W`h][ i b [ Yb  
Yf`U`hYb`gdYn]Y`Y`l bhYfgh0hni b [ "`6Y]gd]Y`gk Y]gY`V]YhYh`X]Y  
K YVg]hY`Y]bY`6Uff]YfYZfY]\Y]hggW`b]hghY`Y`ž`X]Y`Yg`Bi hnYfb  
Yfa 0 [ `]W`hž`X]Y`6Ybi hnYfcVYfZ`A`W`Y`Ubni dUggYb`"

8]Y`K YVgY]hY`bi hnh`Y]bY`? ≠VUg]YfhY`5bk YbXi b [ ž`X]Y  
\_cb]bi ]Yf`]W`XYb`6Uff]YfYZfY]\Y]hg [ fUX`cd]h]a ]Yfhž`k A`fYbX`5F`5!  
5hhf]Vi hY`ja d`Ya Ybh]Yfh`g]bXž`i a `g]W`Yfni ghY`Ybž`XUgg  
GW`YYbFYUXYf`X]Y`K YVg]hY`YZZ`\_hj `bi hnYb`\_0bbYb`"BYVYb  
[ fi bX`Y [ YbXYb`UW`W`gg]V`]hm! i b`\_h]cbYb`\_0bbYb`Bi hnYf`Ui W`  
GW`f]Zh [ f0» Yž`GW`f]ZhUfhž`5Vgh`A`bXY`i bX` : UfVYb`bUW`\_]`fYb  
6YX0fZb]ggYb`UbdUggYb`"9]b`6`]W`\_Ui Z`X]Y`@]ghY`XYf`i bhYfgh0hnhYb  
6Y`]\bXYfhYbdfcZ]`Y`j YfXYi h]W`h`XUg`9b [ U [ Ya Ybh`Z0f`=b`\_i g]cb`ja  
X][ ]hU`Yb`F Ui a .

- 9d]`Ydg]Yg]W`YfYf`A cXi g
- GY`V`Y`]\bXYfhYba cXi g
- ?c [ b]hj Y`6Y`]\bXYfi b [ ga cXi g
- 58 < G!ZfYi bX`]W`Yf`A cXi g
- 6`]bX`Y]hga cXi g
- HUghUhi fbUj ][ Uh]cbgdfcZ]`Z0f`a chcf]gW`6YY]bhf`A`W`h][ hY

8]YgY`J cf`\_Y`fi b [ Yb`nY][ Ybž`XUgg`gck c`X]Y`d`mg]gW`Y`U`g`Ui W`  
X]Y`X][ ]hU`Y`A cV`]hA`h]a `5W`Yb`hU`Yfbgh`[ Ybca a Yb`k ]fXž`k Ug`X]Y

F Y [ ]cb'bcW\`UhhfU\_h]j Yf'ZØf'U`Y`6Ygi W\YbXYb'a UW\h"K Y]hYfY  
 ðZcfa Uh]cbYb'ni a `: U\fd`Ub'i bX'ni `XYb`VUff]YfYZfY]Yb  
 5b[ YVchYb'g]bX`Ui Z'XYf'K YVg]hY`XYg'5W\YbhU`g'ni `Z]bXYb"

ðg[ YgUa h'V]YhYh'XYf'K UbXYfVi g']a `5W\YbhU`Y]bY  
 j ]Y'j YfgdfYW\YbXY`@Øgi b[ ž'X]Y`b]W\h'bi f'XYb'6YXØfZb]ggYb'j cb  
 K UbXYfYfb `[ YfYW\h'k ]fXž'gcbXYfb`Ui W\`ni a `bUW\`U`h][ Yb  
 Hci f]ga i g']b`XYf'F Y [ ]cb`VY]hfÄ[ h" ðZcfa Uh]cbYb'g]bX`Yf\Ä`h]W\  
 i bhYf'UW\YbhU`"WŁa "

8 YhU]`g	
C fh	A Ufei UfhghY]bž'8 Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gUa YfVYf[ Yfb UW\ f]W\ hYb"X Y</li> <li>• k k k "UW\YbhU`"WŁa</li> </ul>

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