

5 f]UbU'; fUbXY`YfcVYfh'< c`mk ccX. 'A ]h  
8 Y`B ]fc`]b`'A YYh'h\Y`DUfYbhg'(``°

5 f]UbU'; fUbXY`k ]fX`HY]`XYg'7 Ughg`XYf`? ca`ÖX]Yb!  
: cfhgYhni b[ / ei ch/A YYh'h\Y`DUfYbhg'(/ ei ch/Ub`XYf`GY]hY  
j cb`F cVYfh'8 Y`B ]fc"



6 cWU`F Uhc bž`I G5`!`8 ]Y`9fZc`[ gghefmij cb`5 f]UbU'; fUbXY`[ Yk ]bbh  
Y]bY`bYi Y`8 ]a Ybg]cbž`XU`X]Y`j ]Y`gY]h][ Y`?Øbgh`Yf]b`bi b`]\fY  
GWUi gd]Y`\_Uff]YfY`\_cbgYei Ybh`Ui gVUi h`5`\_hi Y`'\Uhig]Y`Y]bY  
Fc`Y`]b`XYf`[ Yd`UbhYb` : cfhgYhni b[ `XYf`VY`]YVhYb`? ca`ÖX]Y` A YYh  
h\Y`DUfYbhg`ni [ YgU[ h`'`X]YgYf`bYi Yb`9d]gcXY`k ]fX`g]Y`Ub`XYf  
GY]hY`j cb`<c`mk ccX!; fÖ»Yb`k ]Y`FcVYfh'8 Y`B ]fc`i bX`6Yb`Gh]`Yf  
Ui ZhfYhYbž`X]Y`VY]XY`]b`]\fYb`]\_cb]gWYb`Fc`Yb`ni fØW`\_Y`fYb  
k YfXYb`"6Yb`Gh]`Yf`k ]fX`YfbYi h`U`g; fY[ : cW`Yf`ni`gY`Yb`gY]bž  
k`À`fYbX`FcVYfh'8 Y`B ]fc`U`g`JW`\_6mfYbYg`Ui Zhf]hž`k Ug`X]Y  
J cfZfYi XY`Ui ZXUg`Dfc`Y`\_hi f`bcW`ghY][ Yfh"; fUbXY`Ài » YfhY`g]W  
]b`Y]bYf`'`ghU[ fUa`!Ghefm`YfZfYi h`ØVYf`XUg; ]a`dfc`Y`\_hi bX`nY][ h  
g]W`VY[ Y]ghYfhj cb`XYf`Ni gUa`a YbUfVY]hia`]hgc`W  
fYbca`a ]YfhYb`?c`Y[ Yb`"HU[ Yggd]Y[ Y`'VYf]W`hYhž`XUgg`XUg

[ YbUi Y'9fgWXY]bi b[ gXUhi a 'XYg: ]`a g'Z0f'Bcj Ya VYf'&\$&\*  
[ Yd`Ubh]gh"

8Yf'D`chh'XYf': cfhgYhni b[ 'gck ]Y`X]Y`gdYn]Z]gWXY`F c``Y`j cb ; fUbXY  
g]bX`XYfnY]h'bcW`b]W`h'VY`Ub b h z`Y`Xc W`k ]fX`Ub [ Y`0bX][ h z`XUgg  
g]Y`Y]bY : ][ i f'gd]Y`Yb`k ]fX z`X]Y`U`g` Y]bY`fYgc`i hY : fUi z`X]Y`Z0f  
; fY[ `: cW`Yfg`Gc`b [ Ubni`ZU`gW`YfgWXY]bh`VYgW`f]YVYb`k ]fX"  
8]YgY`]bhYfYggUbhY`K YbXi b[ `]b`XYf`7`UfU`hYfYb`hk ]W`i b[ `XYi hYh  
XUfUi Z`\]b z`XUgg`XYf': ]a`bYi Y`\_ca`0X]Ubh]gWXY : UW`hYb  
Yf\_i bXYb`\_0bbhY" `F Y[ ]ggYi f`x`b`<Ua Vi f[ z`XYf`VYfY]hg`Ub`XYb  
8fY`V0W`Yfb`XYf`YfghYb`XfY]: ]a`Y`a`]h[ YgW`f]YVYb`U`h z`k ]fX  
Ui W`X]Yga U`X]Y`F Y[ ]Y`0VYfbY`a`Yb`i bX`XUg`G`\_f]dhj`YfZUggYb`"  
**MU\cc`**Yf[ `Abnh z`XUgg`6`mh`Y`8UbbYf`i bX`HYf]`Dc`c`VYbZU`g`Z0f  
X]Y : cfhgYhni b[ `ni f0W`\_Y`fYb`gc``Yb z`cV`k`c`\`XYfYb`J`YfhfA [ Y  
XYfnY]h'bcW`b]W`h`Z]bU`]g]Yfh`g]bX"

## 5f]UbU` ; fUbXYg`K Y [ `ni f`GW`Ui gd]Y`YfY]

5f]UbU` ; fUbXY`k i fXY`%-`-` `]b`6cWU`F`U`h`c`b`z` : `cf]XUz`[ YVcfYb`i bX  
]gh`X]Y`HcW`hYf`]hU`]Yb]gW`Yf`9]bk`UbXYfYf`a` ]hJ`cfZU`fYb`Ui`g  
G]n]Y]b`i bX`XYb`5Vfi`nnYb`" `A`fY`K`i`fnY`b`i`bX`]\`fY`@Y]XYbgW`UZh  
Z0f`X]Y`60`bYb`\_i`bgh`nY][ Yb`g]W`VYfY]hg`]b`]\`fYf`Zf0`Yb`?`Uff]YfY"  
; fUbXY`VY[ `Ubb`]a` `@]h`Y`DU`a` `H`Y`U`h`f`Y`Z`c`f`M`c`i`b[ `DY`cd`Y`ni  
gW`Ui`gd]Y`Yfb`i`bX`hf`U`h`gd`A`hYf`]a` `7`\`X`fYb`g`H`Y`U`h`f`Y`]b` : cfh  
@]i`XYfXU`Y`Ui`Z`G]Y`Yf`\]Y`h`5bYf`\_Yb`bi`b[ `Z0f`]\`fY`F`c``Y`]b`XYa  
6fc`UX`k`Um`!`A`i`g]WU` ` %` `z`k`Ug`XYf`G`h`U`f`hg`W`i`gg`Z0f`]\`fY`?`Uff]YfY`U`g  
GW`Ui`gd]Y`Yf]b`k`Uf`**K`\_]dYX]U`**]bZcfa` ]Yfh`XUf0VYfz`XUgg`g]Y`Ui`W  
]b`j`YfgW`]YXYbYb`B]W`\_Y`cXYcb`!G`Yf]Yb`z`k`]Y` `J]W`h`c`f]c`i`g` `i`bX` `GUa  
/` `7U`h`z`gck`]Y`]b`XYf`HJ`!G`Yf]Y` `GW`fY`Ua` `E`i`YYbg` `i`bX`]a` `: ]a  
`8cb`h`@`c`\_`l`d` `f`&`\$`&`%`&`a` ]hgd]Y`hY"

5VYf`b]W`h`b`i`f`]\`fY`GW`Ui`gd]Y`YfY]`gc`f[ `h`Z0f`5i`ZgY`Yb`z`Ui`W` `]\`fY  
a`i`g]\_U`]gW`Y`?`Uff]YfY`]gh`VY`a`Yf`\_Yb`gk`Yfh`"; fUbXY` `U`h`h`Y  
nU`\`fY]W`Y`9fZc`[ Y`a`]h`]\`fYb`5`VYb`z`X]Y`a`Y`\`fYfY`5i`gnY]W`bi`b[ Yb  
bUW`g]W`nc[ Yb`"5`\_hi`Y``]gh`g]Y`Z0f`]\`fY`F`c``Y`U`g` ; `]bXU`]a  
A`i`g]WU` `K` ]W`\_Y`X` z`XUg`nk`]gW`Yb`&`\$`&(`i`bX`&`\$`&)` `Y`f`U`i`g`\_ca`a`h`z  
Z0f`Y]bYb` ; c`XYb` ; `c`VY`i`bX`Y]bYb`C`gWUf`b`ca` ]b]Yfh`z`k`Ug`]\`fY  
J]Y`gY]h][ \_Y]h`i`bhYfghfY]W`h`" `A`fY`a`i`g]\_U`]gW`Yb`D`f`c`Y`\_hY`z`X]Y

h\Ya Uh]gW\Y`H]YZY`i bX`dYfgÖb`jW\Y` : fY]\Y]h`ZÖfXYfbž`gW\ UZZYb`Y]b  
VYa Yf\_Ybgk YfhYg; `Y]W\ [ Yk ]W\h`ni `]\fYb`gW\Ui`gd]Y`Yf]gW\Yb  
5a V]h]cbYb`i bX`hfU[ Yb`ni`f`K`Y]hYfYbhk`]W\_`i b[ `]\fYg  
\_Øbgh`Yf]gW\Yb`5i`gXfi`W\_g`VY]"

8YhU]`g	
C fh	6cWU`F Uhc bž`l G5
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "hU[ Yggd]Y[ Y`"XY</li><li>• k k k "mU\cc"WŁa</li><li>• XY"a "k ]_]dYX]U"cf[</li></ul>

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