

A ]YhYb!7\ Ucg]b'8Yi hgW\`UbX.  
I bhYfgW\ ]YXY`V]g'ni '&&'9i fc'dfc  
E i UXfUha YhYf°

A ]YhYb`]b'8Yi hgW\`UbX`&\$&). I bhYfgW\ ]YXY`nk ]gW\Yb  
GhUXhhY]`Ybž\`ÖW ghY`i bX`b]YXf][ ghY`DfY]gY`gck ]Y`U\_hi Y`Y  
HfYbXg`ja` , VYfV`]W`"



A ØbW\Ybž'8Yi hgW\`UbX`!`8]Y`A ]YhdfY]gY`]b'8Yi hgW\`UbX`nY][ Yb  
Yf\YV`]W\Y`I bhYfgW\ ]YXYž`UV\`Äb[ ] [ ]`j`cb`GhUXhi bX`GhUXhhY]`"Gc  
[ ]`h`VY]gd]Y`gk Y]gY`?Ya`a`]b[ \`Ui`gYb`]b'8cfha`i bX`a`]h`bi`f`)'ž`-  
9i`fc'dfc`E`i`UXfUha`YhYf`U`g`[`Øbgh][`Yf`GhUXhhY]`ž`k`Ä`fYbX`XUg  
<UW`Ybj`]YfhY`]b`A`ØbW\Yb`a`]h`&+ž+,`'9i`fc'dfc`E`i`UXfUha`YhYf`X]Y  
\`ÖW`ghY`A`]YhY`Ui`Zk`Y]gh`'8Yf`I`bhYfgW\ ]YX`nk`]gW\Yb`XYa  
hYi`YfghYb`i`bX`XYa`[`Øbgh][`ghYb`GhUXhhY]`VY`Äi`Zh`g]W\`gca`]h`Ui`Z  
&&ž`-`'9i`fc'dfc`E`i`UXfUha`YhYf`"`æ`'8i`fW\`gW\`b]h`nU\`Yb`A`]YhYf`]b  
8Yi`hgW\`UbX`Yhk`U`%%`'9i`fc'dfc`E`i`UXfUha`YhYf`ž`k`Ug`Ui`ZX]Y  
fY[ ]cbU`Yb`I`bhYfgW\ ]YXY`\`]bk`Y]ghž`X]Y`Xi`fW\`j`YfgW\ ]YXYbY  
: U`hc`fYb`VYY]bZi`ggh`k`YfXYb"

6YgcbXYfg'Ui g[ YdfÀ[ h'g]bX'X]Y'A ]YhdfY]gi bhYfgWk]YXY'ja 'GØXYb  
8Yi hgWk`UbXg"@Ui h'cd!cb`]bY"XY`UVYb'; fc» ghÀXhY'j]b'6UmYfb  
i bX'6UXYb!K ØfhYya VYf[ 'hYbXYbn]Y`'\Ø\YfY'A ]YhdfY]gY": Øf'X]Y  
hYi YfghYb`GhUXhhY]`Y`ZØ\fh'A ØbWkYb`X]Y`@ghY'Ubž[ YZc`[ hj cb  
k Y]hYfYb`A ØbWkYbYf`GhUXhhY]`Yb`k ]Y`XYa`'9b[ `]gWkYb'; UfhYb`GØX  
i bX`@Y\Y`"

## HYi YfghY`i bX`[ Øbgh][ ghY`GhUXhhY]`Y

- %"< UW\_Ybj ]YfhY`fA ØbWkYbŁ`&+ž+, '9i fc
- &"9b[ `]gWkYf'; UfhYb`GØX`fA ØbWkYbŁ`&+ž( \$'9i fc
- ' "'@Y\Y`fA ØbWkYbŁ`&\*ž-' '9i fc
- ( "'GWk Ubh\U`Yf\Ø\Y`fA ØbWkYbŁ`&\*ž+\* '9i fc
- ) "'CVYfY`5i`fA ØbWkYbŁ`&\*ž \$'9i fc
- \*"'< UZYb7]hm'fk Ua Vi f[ Ł`&\*ž%\$'9i fc
- +"'GWk UV]b[ `C gh'fA ØbWkYbŁ`&) ž-' '9i fc
- , "'; `cW\_YbVUWk`fA ØbWkYbŁ`&) ž+( '9i fc
- - "'BYi ZfY]a Ubb`fA ØbWkYbŁ`&) ž&( '9i fc
- %\$"A ØbWkYbYf': fY]\Y]hi bX`GWk YfY!F Y]hYf!GhfU» Y  
fA ØbWkYbŁ`&) ž\$ \$'9i fc

8 Ug'6Y]gd]Y`Y]bYf') \$`E i UXfUha YhYf'[ fc» Yb`K c\bi b[  
j YfXYi h]Wk h'X]YgY`DfY]ggdUbbY`Y]bXfi W\_gj c``. 'a`< UW\_Ybj ]YfhY`  
k ØfXY`X]YgY`K c\bi b[ '%", - '9i fc`\_cghYbž`k À\fybX`A ]YhYf'j]b  
?Ya a ]b[ \Ui gYb`bi f`&, &'9i fc`nU\`Yb`a ØggYb"

≠`XYb`[ Øbgh][ ghYb`GhUXhhY]`Yb`8Yi hgWk`UbXg'ghY\Yb`j cf`U`Ya  
C fhY'j]b`7\Ya b]hnž`GU`n[ ]hhYf'i bX`6chh'cd"'8]YgY'[ Yc[ fUZ]gWkYb  
l bhYfgWk]YXY`gd]Y[ Y`b`g]Wk`Ui Wk`j]b`XYb`Xi fWk gWk b]hh]WkYb  
A ]YhdfY]gYb`k ]XYf"

## 9b hk ]W\_`i b[ `XYf`A ]YhdfY]gY

@Ui h'a ]Yhgd]Y[ Y`hUVY`Y"XY`ghY][ Yb`X]Y`A ]YhdfY]gY'j]b`XYb  
A Yh'fcd`fY[ ]cbYb`Ui Z[ fi bX`j cb`K c\bfUi a a Ub[ Y`ž`c\Yb  
6Ui \_cghYb`i bX`Yf\Ø\hYf`Ni k UbXYfi b[ "'8]Yg`ZØ\fh`XUni ž`XUgg  
A ]YhdfY]gY'j]b`ghfi \_hi fgWk`k`ÀWkYfYb`fY[ ]cbYb`ghU[ b]YfYb`cXYf  
gc[ Uf`ni fØW\_[ Y\Yb"'9]bY`5i ZbU`a Y`j]b`X]Y`U\_hi Y`Y`

A ]YhdFY]gghUh]gh]\_ZØf'&\$&) 'nY][ h'X]Y'hYi YfghYb'GhÅXhYž'k cVY]  
A ØbWYb'a ]h'&&ž\* &'9i fc'dfc'E i UXfUha YhYf'XYb'YfghYb'D'Uhn  
Y]bb]a a hž'[ YZc`[ hij cb'6Yf']b'i bX': fUb\_Zi fh'Ua 'A U]b'a ]h'%+ž +  
i bX'%+ž&- '9i fc"

: Øf'[ Øbgh][ Y'GhÅXhY''Y[ h'7\Ya b]hn'Ub'XYf'Gd]hnY'a ]h'Y]bYa 'DfY]g  
j cb') ž , '9i fc'dfc'E i UXfUha YhYfž'k Ug'X]Y'6YgcbXYf\Y]hYb'XYg  
cghXYi hgWYb'A Uf\_hYg\Yfj cf\YVh"<]Yf'g]bX'X]Y'; fØbXY'ZØf'X]Y  
b]YXf][ YfYb'A ]YhdFY]gY'cZi'Ui ZY]bYb'\Äi Z][ YfYb'@YfghUbX'i bX  
Y]b', VYfUb[ YVch'Ub'K c\bFUi a 'ni fØW\_ni ZØ\FYb"

9]b'6Y]gd]Y''Ui g; Øh]b[ Yb'nY][ h'X]Y'fY[ ]cbU'Yb'A ]YhdFY]ghfYbXg  
[ Ubn'\_Uf''8]Y'GhUXh\Uh'Y]bY'Xi fW\gW\ b]h]W\Y'?U'ha ]Yh'j cb  
%ž\* + '9i fc'dfc'E i UXfUha YhYfž'k Ug]a 'J Yf[ 'Y]W'ni  
B]YXYfgUW\gYb'i bX'8Yi hgW\UbX'Y]bY'a cXYfUhY'9]bghi Zi b[  
XUfghY''h'K Y]hYfY'8YhU]`g'ni 'XYb'A ]YhdFY]gYb'bUW'N]a a YfUbnU\`  
VY'Y[ Ybž'XUgg'Y]b'N]a a Yf'a ]h'% ž\* '9i fc'i bX'Y]b'Nk Y]n]a a Yf  
a ]h'%ž( &'9i fc']a 'cVYfYb'A ]YhgY[ a Ybh'Ub[ Yg]YXY'hig]bX''8]YgY  
8UhYb'g]bX'i bhYf'a ]Yhgd]Y[ Y'hUVY''Y"XY'ni 'Z]bXYb"

Ni gUa a YbZUggYbX''Äggh'g]W'gU[ Ybž'XUgg'X]Y'A ]YhdFY]gg]hi Uh]cb  
]b'8Yi hgW\UbX'j cb'[ fc»Yb'fY[ ]cbU'Yb'l bhYfgW]YXYb'[ YdfÄ[ h  
]gh''8]Y'ghÅXh]gW'Y'B UW ZFU[ Y'hfY]Vh'X]Y'DfY]gY']b'XYb  
A Yhfcdc'fY[ ]cbYb']b'X]Y'< Ø\Yž'k Ä\fybX'ghfi \_hi fgW\k ÄW'YfY  
; YV]YhY'i bhYf'dfY]g`ØgYbXYb'9ZZ\_hYb''Y]XYb''5i Z'XYb'A ]Yhgd]Y[ Y`  
ni fØW\_ni [ fY]ZYbž'\_Ubb'ZØf'A ]YhYf'i bX'J Yfa ]YhYf'Y]bY'\]ZfY]W\Y  
Cf]Ybh]Yfi b[ 'V]YhYb'i bX'X]Y'HfUbgdUfYbn'Ui ZXYa  
=a a cV]'Yba Uf\_h'Yf\Ø\Yb"

8YhU]`g	
C fh	A ØbWYbž'8Yi hgW\UbX
E i Y''Yb	<ul style="list-style-type: none"><li>• k k k "cd!cb`]bY"XY</li><li>• a ]Yhgd]Y[ Y'hUVY''Y"XY</li><li>• a ]Yhgd]Y[ Y'hUVY''Y"XY</li></ul>

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