

7cV]Y`Ga i`XYfg`j YfghÄf_h` H\Y`@]bWt`b
@Uk mYf` `GhUZZY``(`ghUfhYh`VU`X`°

7cV]Y`Ga i`XYfg`hf]hh`XYa`7Ugh`XYf`j]YfhYb`GhUZZY``j cb
/ ei ch\H\Y`@]bWt`b`@Uk mYf/ ei ch`Ui Z`BYhZ]I`VY]ž`X]Y`Ui Z
A]W\UY``7cbbY``mg`Fca`Ub`VUg]Yfh"



B]W\h`Ub [Y [YVYb`"!`8]Y`VY`]YVhY`B`YhZ]I`!GYf]Y` H\Y`@]bWt`b
@Uk mYf`Yf\Ä`h`Zf]gW\Yb`K]bX`a]h`XYf`B`Yi ni [Äb [`]W\Y]hj cb
7cV]Y`Ga i`XYfgž`X]Y`bi b`HY]`XYg`7Ughg`XYf`j]YfhYb`GhUZZY``]gh`
K]Y`hn`XY`VYf]W\hYhž`k]fX`X]Y`bYi`Y`GhUZZY``i a`nY\`b`9d]gcXYb
Yf [Äbnhž`k Ä`fYbX`X]Y`DfcXi`_h]cb`VYfY]hg`VY [cbbYb`\Uh"

H\Y`@]bWt`b`@Uk mYf`VUg]Yfh`Ui Z`XYa`6YghgY`Yf` H\Y`@Uk`cZ
=bcWbW`j cb`A]W\UY``7cbbY``m`A`Ubi`Y``; UfW]U!Fi`Zc`k]fX
YfbYi`h]b`XYf`<`Ui`dhfc`Y`XYg`A]W\Ymi`<`U`Yf`ni`gY\`Yb`gY]bž`Y]bYa
J`YfhY]X][`Yfž`XYf`gY]bY`; Ä`Y`Ui`g`XYa`F`ØW_g]hn`gY]bYg`@]bWt`b
Hck`b`7Ufg`VYUfVY]hYh"

B Yi Yg`WUgh'i bX`VY_UbbhY` ; Yg]W\ hYf

Ni gÄhn`]W`ni`Ga i`XYfg`i a ZUggh`X]Y`6YgYhni b[`Ui W\`BYj Y
7Ua`dVY`ž`6YW_]`BYk hcb`i bX`X]Y`BYi ni [Äb[Y`GUg\U`5`YI UbXYf
gck]Y`7cbghUbW`N]a`a`Yf`"8]Y`Fc`Y`j`cb`7cV]Y`Ga i`XYfg`V`Y]Vh
V]g\Yf`i b`_Ufž`XcW\`YfZU\`fYbY`GW\Ui`gd]Y`Yf`k]Y`g]Y`Vf]b[Yb
g]W\Yf`]W`gdUbbYbXY`9`Ya`YbhY`]b`X]Y` ; YgW\]W`hY`a`]h`Y]b`"

8]Y`Xf]hY`GhUZZY`YbXYhY`a`]h`Y]b`Ya` `7`]ZZ\Ub[Yf`i bX`Äggh`X]Y` : Ubg
[YgdUbbh`Ui`ZX]Y` : cfhgYhni b[`k`UfhYb`"8]Y`Ni`gW\Ui`Yf`XØfZYb`g]W\
Ui`ZA`]W`Ymg`_ca`a`YbXYb` : U`ZfYi`Ybž`XYf`U`g`gY]bY`dYfgØb`]W`ghY
<YfUi`gZcfXYfi b[`VYgW\]YVYb`k`]fX`i bX`X]fY`_h`Ub`X]Y`9fY][`b]ggY
XYg`GhUZZY`Z]bU`Yg`Ub`_bØdZYb`k`]fX`"8]Y`YfghY`9d]gcXY`k`]fX`X]Y
[fi bX`Y[YbXYb`8YhU]`g`ni`XYb`5b`_U[Yb`i bX` ; Y[bYfb`j`cb
A`]W`Ym`dfÄgYbh]YfYbž`k`]Y`**a`cj`]Yk`YV`"W\`a` `Zc`_i`gg]Yfh`"**

9fZc`[`g[`YgW\]W`hY`j`cb`A`]W\UY`7`cbbY`m

A`]W\UY`7`cbbY`m]gh`VY`_Ubbh`ZØf`gY]bY`_ca`d`YI`Yb`7`\UfU`_hYfY
i bX`dUW`_YbXYb` ; YgW\]W`hYbž`X]Y`ni`YfZc`[`fY]W\Yb`HJ`!5XUdh]cbYb
[YZØ\`fh`\UVYb`" `H\Y`@]bW\`b`@Uk`mYf` `fY]\`h`g]W\`XUa`]h]b`X]Y
9fZc`[`g[`YgW\]W`hY`XYf`5XUdh]cbYb`gY]bYf`K`Yf`_Y`Y]bž`ni`XYbYb
i bhYf`UbXYfYa`X]Y`GYf]Yb`6cgW\`i bX`6cgW\`@Y[`UWm
[Y\`ØfYb`"8`UVY]`VUg]Yfh` `H\Y`@]bW\`b`@Uk`mYf` `Ui`ZXYb`F`ca`UbYb
ØVYf`XYb`J`YfhY]X][`Yf`A`]W`Ym`<U`Yfž`X]Y`g]W\`a`]h`j`]Y`Yb
fYW`h]W\Yb`8`fUa`Yb`i bX``bhf][`Yb`VYZUggYbž`k`]Y`
bcj`Y`gi`gdYWhg`"W\`a` `VYgW\`fY]Vh`"

8]Y` : Ubg`_ØbbYb`g]W\`Ui`ZX]Y`F`ØW`_Y\`f`XYf`GYf]Y`ZfYi`Ybž`X]Y
Y]b][`Y`gdUbbYbXY`9`bhk`]W`_i`b[Yb`VYfY]h`Ä`h`"K`Y]hYfY`8`YhU]`g`ni`f
Fc`Y`j`cb`7`cV]Y`Ga`i`XYfg`i`bX`XYa` `ca`a`YbXYb` : U`j`cb`A`]W`Ym
<U`Yf`k`YfXYb`a`]h`GdUbbi`b[`Yfk`UfhYh`"A`]h`XYa` `c\`Yb`A`U»`Ub
E`i`U`]h`Ä`hž`XUg`X]Y`GYf]Y`V]g\Yf`[`YnY][`h`\U`hž`XØfZYb`X]Y`Ni`gW\Ui`Yf
Ui`Zj`]Y`Y`ZYggY`bXY`9d]gcXYb`c`ZYb`"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	B]W\h'Ub[Y[YVYb"
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hn"XY • a c j]Yk YV"WŁa • k k k "bcj Y`gi gdYWhg"WŁa

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