

B Yi Yg '@YVYb 'ja 'XYb\_a U`[ YgWk ØhnhYb  
DZUff\Ui g. 'GYWk g'K c\bi b[ Yb 'YbhghY\Yb °

5fWk ]hY \_h'5`YI UbXYf'6Y\fybXh'gUb]Yfh'XUg  
XYb\_a U`[ YgWkØhnhY 'DZUff\Ui g']b'6fi Wk\Ui gYb!J]'gYb'i bX  
gWk UZZh'gYWk g'VUff]YfYZfY]Y'K c\bi b[ Yb"



6fi Wk\Ui gYb!J]'gYbž'8Yi hgWk`UbX'!'5fWk]hY\_h'5`YI UbXYf  
6Y\fybXh'\Uh'XUg'XYb\_a U`[ YgWkØhnhY'DZUff\Ui g'Ua'?'fWk d`Uhn']b  
6fi Wk\Ui gYb!J]'gYb'Yfk cfVYb"8Ug'; YVÄi XYž'XUg'gY]h'ØVYf'%'\$ \$  
›\fyb']b'XYf'BA\Y'XYf'Gh"!7mf]U\_i g!?'fWkY'ghY\hž'k ]fX'U\_hi Y`  
Y]bYf'?YfbgUb]Yfi b[ 'i bhYfnc[ Yb"6Y\fybXh'd`Ubhž']bg[ YgUa h  
gWk g'K c\bi b[ Yb']a 'DZUff\Ui g'ni 'gWk UZZYb"8]Y  
9bh\_Yfbi b[ gUfVY]hYb'\UVYb'VYfY]hg'j cf'j ]Yf'K cWkYb'VY[ cbbYbž  
i bX'XYf'›bYb'fUi a 'dfÄgYbh]Yfh'g]Wk'XYfnY]h'U'g'6Ui ghY`Y'a ]h  
YbhZYfbhYb'8YW\_Yb'i bX'b]Wk'h'fU[ YbXYb'›bYbk ÄbXYb"8]YgY  
A U›bU\ a Yb'g]bX'HY]'Y]bYg'i a ZUggYbXYb'FYbcj ]Yfi b[ gdfc'Y\_hgž  
i a 'XYb'5bZcfXYfi b[ Yb'Ub'a cXYfbY'K c\bghUbXUfXg[ YfYWk'h'ni  
k YfXYb'i bX['Y]Wk'nY]h][ 'XYb'8Yb\_a U'gWk'i hnVYgh]a a i b[ Yb'ni  
Ybhgd'fYWkYb"

8]Y`Yj Ub[ Y`]gWk!`i h\Yf]gWkY` ; YgUa h\_]fWkYb[ Ya Y]bXY  
6fi Wk\Ui gYb!J ]`gYb`\UhY`XUg`DZUff\Ui g`j Yf\_Ui Zh`k Y]`XY  
=ghUbX\U`hi b[ `Z]bUbn]Y``b]Wk`h`a Y\`f`ni `ghYa a Yb`k Uf``6]g`j cf  
Y]bYa `]U\`f`k i fXY`XUg` ; YV`Ai XY`gck c\`U`g`K c\b\Ui g`U`g`Ui Wk  
U`g`6Øfc` [ Ybi hnh`k cVY]`Y]b][ Y`F`Ai a Y``Yf`ghUbXYb``6Y\`fYbXh  
\_cbbhY`g]Wk`a ]h`gY]bYa `Bi hmi b[ g\_cbnYdh[ Y[ Yb`UbXYfY  
=hYfYggYbhYb`Xi fWk`gYhYb`i bX`d`Ubh`z`Y`XfY]`K c\bY]b\Y]hYb`ja  
9fX[ YgWk`cgg`i bX`ja `YfghYb`GhcW`\_a ]h`Y]bYf` ; fO»Y`j cb` ) `V]g`- \$  
E i UXfUha YhYfb`Y]bni f]Wk`hYb``9g`]gh`j cf[ YgY\`Yb`z`X]Y`K c\bi b[ Yb  
VY]`6YXUfZni gUa a Ybni `Y[ Yb`z`i a `Y]bY`j ]Y`Z`A`h][ Y`A ]YhYfgWk`UZh  
Ubni gdfYWk`Yb`z`X]Y`j cb`F`YbhbYfb`ØVYf` : Ua ]`Yb`V]g`\]b`ni  
A YbgWk`Yb`a ]h`6Y]b]hf`A`Wk]h[ i b[ Yb`fY]Wk`h`

## 6Uff]YfYZfY]\Y]h`i bX`8Yb\_a U`gWk`i hn

9]bY`VYgcbXYfY`<YfUi gZcfXYfi b[ `ghY``h`X]Y`VUff]YfYZfY]Y  
 ; YghU`hi b[ `XYf`i bhYfYb`K c\bi b[ Yb`XUf`z`Øf`X]Y`Y]b`@]Zh  
Y]b[ Yd`Ubh]`gh``8Yf`Ni [ Ub[ `j cf`XYf`<Ui ghØf`]gh[ Y[ Ybk`Åfh][ `ni  
gWk`a U`Øf`F`c``ghi `ZU\`fYf`z`Y`XcWk`k i fXY`ja `F`U`a Yb`XYg  
8Yb\_a U`gWk`i hnYg`VYfY]hg`Y]bY`@Øgi b[ `[ YZ` bXYb``8Yf  
8Yb\_a U`dZY[ Yf`XYg`@UbX`fY]gYg`\Uh`dfU[ a Uh]gWk`Y`5bg`ÅhnY  
i bhYfghØhnh`z`i a `XUg`9fgWk`Y]bi b[ gV]`X`XYg`\]ghcf]gWk`Yb` ; YV`Ai XYg  
ni `Yf\U`hYb`z`k`Å\`fYbX`[ `Y]Wk`nY]h][ `a cXYfbY`GhUbXUfXg  
Y]b[ Y\U`hYb`k`YfXYb`

6Y\`fYbXh`ghfYVh`Ub`z`X]Y`GUb]Yfi b[ gUfVY]hYb`V]g`9bXY`A`U]`&\$&\*<br>UVni gWk`]Y»Yb``8Yf`Gh]`ghUbX`ja `DZUff\Ui g`]gh`gca ]h`VYYbXYh`z<br>Ui Wk`k`Ybb`Y]b[ `YbUi Yf`HYfa ]b`Øf`XYb`9]bni [ `XYf`YfghYb`A ]YhYf<br>bcWk`b]Wk`h`ZYgh[ Y`Y[ h`k`YfXYb`\_Ubb``8]YgY`F`Yj ]hU`]g]Yfi b[ `XYg<br>XYb\_a U`[ YgWk`ØhnhYb` ; YV`Ai XYg`\_ØbbhY`Ui Wk`U`g`6Y]gd]Y`Øf`Y]bY<br>YfZc`[ fY]Wk`Y`5`hVUi gUb]Yfi b[ `X]YbYb`z`X]Y`c`Z`h`a ]h<br><YfUi gZcfXYfi b[ Yb`k`]Y`YbYf[ Yh]gWk`Yf`GUb]Yfi b[ `\_cbZfcbh]Yfh`]gh`<br>Gc`Wk`Y`Dfc`Y`\_hY`g]bX`Øf`GY`Vghbi`hnYf`i bX`?`Ud]hU`Ub`Y[ Yf`\`Åi`Z][<br>UhhfU`\_h]j`z`XU`g]Y`Y]bY`A`Ø[ `]Wk`\_Y]h`V]YhYb`z`XYb`K`c\b`\_ca`Zcfh`ni<br>Yf\`Ø\`Yb`i bX`[ `Y]Wk`nY]h][ `X]Y`K`YfhY`j`cb`=a`cV`]Yb`ni<br>ghUV`]`g]YfYb`

## 8Yf`?`cbZ`]\_h`nk ]gWk`Yb`8Yb\_a U`gWk`i hn`i bX

# ? `]a UgWł i hn

æ `?cbhYl hj cb`GUb]Yfi b[ Yb`XYb\_a U`[ YgWłØhnhYf`æ a cV`]Yb`]gh  
 XYf`?cbZ]\_h`nk ]gWłYb`8Yb\_a U`gWł i hn`i bX`?`]a UgWł i hn`j cb  
 ni bY\ a YbXYf`6YXYi hi b[ "K Å\ fYbX`YbYf[ Yh]gWł Y  
 GUb]Yfi b[ ga U» bU\ a Yb`ni f`J YfVYggYfi b[ `XYg  
 9bYf[ ]Yj YfVfUi Wł`gi bX`XUa ]h`ni f`GhY][ Yfi b[ `XYg  
 Bi hni b[ g\_ca Zcfhg`VY]hfU[ Yb`\_ØbbYbž`a ØggYb`X]YgY`cZhi bhYf  
 6YfØW\_g]Włh][ i b[ `XYg`Åi » YfYb`9fgWł Y]bi b[ gV]`Xg`XYg; YVÅi XYg  
 Xi fWł [ YZØ\ fh`k YfXYb`"8Yf` : ØfXYfVUi ghY]b` 9Z]n]Ybn\Ui g  
 8Yb\_a U` ž`gY]h`5df]`&\$%&`j YfZØ[ VUfž`V]YhYh`Z]bUbn]Y`Y  
 l bhYfghØhni b[ `ZØf`gc`Wł Y`Dfc`Y`\_hY`i bX`n]Y`h`XUfUi ZUVž  
 XYb\_a U`[ YfYWł hY`GUb]Yfi b[ Yb`ni `ZØfXYfb"

8]Y`YbYf[ Yh]gWł Y`9fhØWł h][ i b[ `j cb`6Ui XYb\_a U`Yb`i bX`5`hVUi hYb  
 k ]fX`b]Wł h`bi f`j cb`XYb`8Yb\_a U`gWł i hnVY\ ØfXYb`[ YZcfXYfhž  
 gcbXYfb`]gh`Ui Wł`Y]b`Yb`hgWł Y]XYbXYf`GWł f]h]a `Ni gUa a Yb\Ub[  
 a ]h`XYb`< YfUi gZcfXYfi b[ Yb`XYg`?`]a Uk UbXY`g`i bX`XYf  
 Bch`k YbX][ \_Y]hž`F Yggci fWł b`ni `gWł cbYb`"8i fWł `X]Y`l bhYfghØhni b[  
 XYf`8Yi hgWł Yb`Gh]Zhi b[ `8Yb\_a U`gWł i hn`\_ØbbYb`gc`Wł Y`; YVÅi XY  
 Yf\U`hYb`i bX`[ `Y]Wł nY]h][ `Ub`a cXYfbY`K c\bghUbXUfXg`Ub[ YdUggh  
 k YfXYb"

|           |  |
|-----------|--|
| 8YhU]`g   |  |
| J c fZU`` | l bhYfbY\ a YbgZ] g]cb   |
| C fh      | 6fi Wł \Ui gYb!J ]`gYbž`8Yi hgWł `UbX  |
| E i Y`Yb  | <ul style="list-style-type: none"> <li>• k k k "_fY]gnY]hi b[ "XY</li> <li>• k k k "XUg!VUi XYb_a U`"XY</li> <li>• k k k "XYb_a U`gWł i hn"XY</li> </ul> |

6Ygi Wł Yb`G]Y`i bg`Ui Z.`b!U[ "bYh