

; Yf]W h`Yf\_`Àfh'5gm!Ni fØW\_k Y]gi b[ `]b  
6fUbXYbVi f[ `ZØf`fYW hgk ]Xf][ °

6i bXYgdc`nY]`k ]Yg`XfY]`gca U`]gWY`5gmgi WYbXY  
fYW hgk ]Xf][ `ni fØW\_"; Yf]W h`Yb hgW Y]Xyh[ Y[ Yb`8cVf]bXhg  
bYi Y`FY[ Y`i b[ "



: fUb\_Zi fh`fC XYfłž`8Yi hgW`UbX`!`5a`'&"'† b]`&\$&) `k i fXY`Y]b  
VYXYi hYbXYg`i fhY]`XYg`6Yf`]bYf`J Yfk U`hi b[ g[ Yf]W hg`VY`\_Ubbhž  
XUg`X]Y`Ni fØW\_k Y]gi b[ `]cb`5gmgi WYbXYb`VY]; fYbn`cbhfc`Yb  
]b`8Yi hgW`UbX`U`g`fYW hgk ]Xf][ `Y]bghi Zh`8Yf: U`VYhf]Zh`XfY]  
gca U`]gWY`5gmgi WYbXYž`X]Y`Ua`'-`"A U]`Ua`'6U`b`cZ`]b  
: fUb\_Zi fh`fC XYfłž`]cb`XYf`6i bXYgdc`nY]`\_cbhfc`Yfh`k i fXYbž  
bUW`XYa`'g]Y`a`]h`XYa`'Ni [ `Ui`g`Dc`Yb`Y]b[ YfY]gh`k UfYb`"8cfh  
`UhhYb`g]Y`Y]b`5gm[ Ygi W`[ YÄi » Yfhž`k i fXYb`YXcW`bcW`Ua  
gY`VYb`HU[ `bUW`Dc`Yb`ni fØW\_[ Yk ]YgYb`"8]Y`6i bXYgdc`nY]  
fYW hZf]h[ hY`X]YgY`A U» bU`a`Y`a`]h`XYf`6Y`U`i`dhi b[ ž`X]Y`DYfgcbYb  
gY]Yb`Ui`g`Y]bYa`'g]W`YfYb`8f]hghUUh`Y]b[ YfY]gh`"8]Yg`k Uf`YXcW`  
b]W`h`fYW`ha`À» ][ ž`k ]Y`XUg; Yf]W h`Yb hgW ]YX"

8 Ug' l fhY]`ghY`h'X]Y`YfghY` [ Yf]W h]W X Y`9bhgW X Y]Xi b [ `]b`6Yni [ `Ui Z  
Y]bY`BYi fY [ Y`i b [ `j cb`6i bXYg]bbYba `]b]ghYf`5`Yi UbXYf`8cVf]bXh  
f7Gi Ě`XUfž`XYf`bUW`gY]bYa`5a hgUbhf]hh`5bZUb [ `A U]`Y]bY  
`hYbg]j ]Yfi b [ `XYf`; fYbn`cbhfc`Yb`UbcfXbYhY`"8]YgY  
BYi fY [ Y`i b [ `Yfa`Ö [ `]W hY`X]Y`F`ØW`k Y]gi b [ `j cb`5gm`gi W X YbXYb  
Ub`XYf`; fYbnYž`ZUbX`YXcW`\_Y]bYb`fYW h]W X Yb`<`U`h]a`l fhY]`XYg  
J Yfk U`hi b [ g [ Yf]W hg`"8cVf]bXh`UhhY`Yf`\_`Äfhž`XUgg`X]Y  
j YfgW`ÄfZhYb`?`cbhfc`Yb`b]W h`Ui Z`Ub [ Y`8Ui Yf`Ub [ Y`Y [ h`g]bX`i bX  
VYgcbXYfg`j Yf`Yh`W X Y`; fi ddYb`k ]Y`?`]bXYf`i bX`GW`k Ub [ YfY`j cb  
XYb`Ni fØW`k Y]gi b [ Yb`Ui g [ Ybca`a Yb`g]bX"

## F Y W X hgk ]Xf][ Y`F`ØW`k Y]gi b [

@Ui h'XYa`J Yfk U`hi b [ g [ Yf]W h`i`gg`X]Y`6i bXYgdc`nY]`ni b`ÄW`gh  
XUg`8i V`]b]J YfZU`fYb`Y]b`Y]hYbž`VYj`cf`Y]bY`F`ØW`k Y]gi b [ ]  
j cf [ Ybca`a Yb`k YfXYb`\_`Ubb`"8]Y`9bhgW X Y]Xi b [ `YVh`Yfj`cfž`XUgg  
8Yi hgW`UbX`XYb`J YfdZ]W h`i b [ Yb`[ Ya`Ä`XYf`8i V`]b]J YfcfXbi b [ ]  
XYf`9i`bUW`\_ca`a Yb`a`i`gg`"8UfØVYf`Y]bUi`g`k`i`fXY`ZYgh [ YghY`hž  
XUgg`Yg`Ub`Y]bYf`Ui`gfY]W X YbXYb`8Uf`Y [ i b [ `Y]bYf`6YXfc`i b [ `ZØf  
X]Y`ÖZYbh]W X Y`G]W X Yf`Y]h`cXYf`C`fXbi b [ `ZY`Yž`X]Y`Y]bY  
5i gbU`a Y`j cb`X]YgYb`J YfdZ]W h`i b [ Yb`fYW hZYfh][ Yb`\_`ÖbbhY`  
8]Yg`VYXYi hYhž`XUgg`X]Y`i ba`]hY`VUFY`F`ØW`k Y]gi b [ `bUW`Dc`Yb`]b  
X]YgYa`gdYn]Y`Yb`i`U`U`g`fYW X hgk ]Xf][ `Y]b [ Yghi`Zhik`i`fXY"

8]Y`5f [ i a YbhUh]cb`XYf`6i bXYgdc`nY]ž`XUgg`Y]bY`F`ØW`k Y]gi b [ ]  
Ui Z [ fi bX`Y]bYg`bUh]cbU`Yb`B`chghUbXg`cXYf`ni`f`K`U`fi b [ `XYf  
ÖZYbh]W X Yb`G]W X Yf`Y]h`b`ch`k`YbX][ `gY]ž`k`i`fXY`ni`fØW`[ Yk`]YgYb`  
C`V`k`c`Y`8cVf]bXh`j`Yfgi`W h`UhhYž`g]W X`Ui Z`5fh]\_Y`+`&`XYg  
J YfhfU [ Yg`ØVYf`X]Y`5fVY]hgk`Y]gY`XYf`9i`fcd`Ä]gW X Yb`l`b]cb`ni  
ghØhnYbž`\_`cbbhY`XUg`; Yf]W h`X]YgY`Dcg]h]cb`b]W h`VYgh`Äh][ Yb`" `h  
XYa`J YfZU`fYbž`XUg`j`cb`XYb`6Yhfc`ZYbYb`ØVYf`Y]b`9]`j`YfZU`fYb  
Ub [ Yghc`»`Yb`k`i`fXYž`k`i`fXY`ni`XYa`ZYgh [ YghY`hž`XUgg`X]Y  
6YgW`ØggY`XYg`J Yfk U`hi b [ g [ Yf]W hg`i`bUbZYW hVUf`g]bX"

## 5i gk ]f`\_i b [ Yb`i bX`d`c`]h]gW X Y`F`YU`\_h]cbYb

8]Y`9bhgW X Y]Xi b [ `XYg`6Yf`]bYf`J Yfk U`hi b [ g [ Yf]W hg`\_`ÖbbhY  
k`Y]hfY]W X YbXY`i`c`[ Yb`ZØf`X]Y`ni`\_`ØbZh][ Y`<`UbX`UVi`b [ `j`cb

:`ØW h]b[ gUbhfÅ[ Yb`]b`8 Yi hgW`UbX`UVYb"6YfY]hg`Yhnh`k ]fX`X]Y  
 fYW h]WY` ; fi bX`U[ Y`ZØf`X]Y`F ØW\_k Y]gi b[ `j cb`5gm`gi WYbXYb`Ub  
 XYb`XYi hgWYb` ; fYbnYb`]bZFU[ Y`[ YghY`h"9g`V`Y]Vh`UVni k UfhYbž  
 cV`8cVf]bXh`i bX`X]Y`6i bXYgfY[ ]Yfi b[ `Ui ZXUg`l fhY`fYU[ ]YfYb  
 i bX`cV`a Ò[ `]WYfk Y]gY`k Y]hYfY`↑ f]gh]gWY`GW f]hY  
 i bhYfbca a Yb`k YfXYb"

: Øf`X]Y`VYhfcZZYbYb`5gm`gi WYbXYb`\_ØbbhY`XUg` ; Yf]W hgi fhY`  
 Y]bY`K YbXY`Vf]b[ Yb`"G]Y`UVYb`Yhnh`X]Y`A Ò[ `]W`\_Y]hž`]\fY  
 5bgdfØWY`Xi fW`Y]bYb`cZZ]n]Y`Yb`5gm`UbhfU[ `]b`8Yi hgW`UbX  
 fYW h]W`[ Y`hYbX`ni `a UWYbž`UbghUhh`bUW`Dc`Yb`ni fØW`\_YgW ]W\_h  
 ni `k YfXYb"8]Yg`ghY`h`Y]bYb`k ]W h][ Yb` : cfhgW f]hh]a `l a [ Ub[ `a ]h  
 5gm`gi WYbXYb`XUf`i bX`\_f]h]g]Yfh`X]Y`f][ ]XYb`A U» bU`a Ybž`X]Y`]b  
 XYb`YhnhYb`K cWYb`VYgW`cggYb`k i fXYb"

: Øf`k Y]hYfY`↯Zcfa Uh]cbYb`ni `X]YgYa `H`Ya U`j Yfk Y]gYb`k ]f`Ui Z  
 X]Y`6Yf]W hYfghUhh`i b[ `j cb`A 8F ž`A cn`i bX`NY]h"

8YhU]`g	
J c fZU``	5gm] YfZU`fYb
I fgUWY	fYW hgk ]Xf][ Y`Ni fØW_k Y]gi b[
C fh	: fUb`_Z` fh`fC XYfłž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Xf"XY</li> <li>• k k k "a cn"XY</li> <li>• k k k "nY]h"XY</li> </ul>

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