

Ni \_i bZh'j cb`9`j YfgVYf[ `i b[ Y\_`Àfh.  
HfU]bYf`i bX`GdcfhWXYZ`]a `Nk Y]ZY`°

HfU]bYf`< c fgh`GhYZZYb`i bX`GdcfhX]fY`\_hcf`B]`g!C`Y`6cc`\_j cb  
GJ`9`j YfgVYf[ ``UggYb`] \fY`Ni \_i bZh`cZZYb`bUWX`j YfdUgghYa  
6i bXYg`][ U!5i Zgh]Y[ "



9`j YfgVYf[ ž`8 Yi hgW`UbX`!`#`XYf`i` » VU`k Y`h`V`Y]Vh`U`Yg  
gdUbbYbXž`]bgVYgcbXYfY`bUWX`XYf`FY`Y[ Uh]cbž`X]Y`ZØf`X]Y`GJ  
9`j YfgVYf[ `Ua` `&\*''A U] &\$&) `YbXYhY``B UWX`Y]bYa` \_bUddYb`%.&  
fP%.%&`]a` FØW\_gd]Y``[ Y[ Yb`XYb`%":`7`<Y]XYb`Y]a` ]gh`XYf`5i Zgh]Y[  
]b`X]Y`6i bXYg`][ U`ZØf`9`j YfgVYf[ `[ Yd`Uhh``8Yf`HfU]bYf`< c fgh  
GhYZZYb`i bX`GdcfhX]fY`\_hcf`B]`g!C`Y`6cc`\_nY][ Yb`g]W`U`Yg`UbXYfY  
U`g`\_Uf`VYnØ[ `]W`]\fYf`Ni \_i bZh]b`XYa` `?`i`V"

< c fgh`GhYZZYbž`XYf`gY]h`C`\_hcVYf`&\$%, `XUg`5a` h`XYg`HfU]bYfg`XYf  
GJ`9`j YfgVYf[ `]bbY`Uhž``Àggh`cZZYbž`cV`XUg`Gd]Y``[ Y[ Yb  
<Y]XYb`Y]a` `gY]b`YmhYg`ZØf`XYb`J`YfY]b`k`Uf``5i W`GdcfhX]fY`\_hcf  
B]`g!C`Y`6cc`\_[ `]Vh`\_Y]b`Y]bXYi`h][ Yg`6Y`\_Ybbhb]g`UV"  
5i ggW`Y]Y`»Yb`\_Ubb`a` Ub`b]Y`Yhk`Ug`ž`Ai`»YfhY`Yf`g]W`j`U[ Y`i`bX

VYn]Y\h'g]W\XUa ]h'Ui Z'gY]b'9b[ U[ Ya Ybh'VY]'9'j YfgVYf[ ž]b'XYa  
Yf'YbhgW\Y]XYbX'Ub'XYb'HfUbgZYfg'a ]hk ]f\_hYž'X]Y'XYa 'J YfY]b'XYb  
K Y[ 'Ui g'XYf'FY[ ]cbU''[ U'V]g'ni f'FY'Y[ Uh]cb']b'X]Y'6i bXYg'[ U  
YVbYhYb''8]YgY'I bg]W\Yf\Y]hYb'ØVYf'X]Y'Ni \_i bZh'\_ca a Yb'ni  
Y]bYf'NY]hž]b'XYf'gck c\'']b'XYf'6i bXYg'[ U'U'g'Ui W\']b'XYf'&''@[ U  
Y]b][ Y'bUa \UZhY'7'i Vg'bUW\ 'bYi Yb'HfU]bYfb'gi W\Yb''hn"XY  
VYf]W\hYh"

## GhYZZYbg'K YfXY[ Ub[ 'i bX'D\]'cgc d\ ]Y

GhYZZYb'\_Ubb'Ui Z'Y]bY'&!'Å\ff][ Y' ? Uff]YfY'U'g': i » VU''hfU]bYf  
ni fØW\_V']W\_Yb''GY]bYb'5bZUb[ 'a UW\hY'Yf'a ]h'XYa '5i Zgh]Y[ 'XYg  
G7' ? UdY''Yb!9fZh]b'X]Y'J YfVUbXg'[ U'i bX'Xi fW\']YZ'GhUh]cbYb'U'g  
BUW\k i W\gW\UW\ ]b'8i ]gVi f[ 'i bX'A ØbW\Yb[ 'UXVUW\ž'VYj cf'Yf  
ZØf'nk Y]'Å\Yf'VY]'XYb'Ghi hh[ UfhYf'?'W\_Yfg'k ]f\_hY'i bX'\_i fnnY]h][ 'j  
A ØbghYf'i bX'7\Ya b]hn'hÅh][ 'k Uf''GY]h'gY]bYf'5bghY''i b[ 'VY]  
9'j YfgVYf[ 'UfVY]hYhY'Yf'Yb[ 'a ]h'GdcfhX]fY\_hcf'B]'g]C'Y'6cc\_  
ni gUa a Ybž'XYf'↑ b[ Y'i bX'hU'Ybh]YfhY'Gd]Y'Yf'Ui g'Y]\h'I bhYf  
GhYZZYb[ Y'Ub[ '&\$&&'XYf'5i Zgh]Y[ 'j]b'X]Y'' ''@[ U'i bX'Y]b'Å\f  
gdÅhYf']b'X]Y'&''6i bXYg'[ U"

GY]b'Gd]Y'gh]'nY]W\ bYh'g]W\Xi fW\ '6U''VYg]hnž]bhYbg]j Yg'DfYgg]b[  
i bX'\_ØfdYf']W\Y'DfÅgYbn'Ui g''ϕ'XYf'UV[ Y'Ui ZYbYb'GU]gcb'Yfn]Y'hY  
9'j YfgVYf[ 'a ]h'\* ( 'HcfYb'XYb'nk Y]hVYghYb'K Yfh]b'XYf'&''@[ U"  
Hfchn'XYg'9fZc'[ g'k i gghY'GhYZZYbž'XUgg'gY]b'HYUa 'b]W\h'U'g  
: Uj cf]h]b'X]Y'FY'Y[ Uh]cb'[ ]b[ "'9f'V']W\_hY'Ui ZX]Y'Yb[ Yb  
6Yn]Y\i b[ Yb'ni '<Y]XYb\Y]a g'HfU]bYf': fUb'\_GW\ a ]Xh'ni fØW\_ž'X]Y  
Ui g[ 'Ya Y]bgUa Yb'8f]hh][ UnY]hYb'ghUa a Yb''GhYZZYb'nY][ hY  
ni XYa 'ϕhYfYggY'Ub'Y]bYf'a Ø[ 'W\Yb'HfU]bYf\_Uff]YfY]b'XYf  
6i bXYg'[ Už'k Å\YfYbX'Yf']b'XYf''YhnhYb'K cW\Y'Ui W\ 'U'g  
HfU]bYf\_UbX]XUh'VY]a '%': 7' ? Ø'b']b'XYf'8]g\_i gg]cb'k Ufž'XYf  
[ YfUXY]b'X]Y'6i bXYg'[ U'ni fØW\_[ Y\_Y\fh]gh''hUn"XY'VYgW\ fY]Vh  
k Y]hYfY'8YhU]'g'ni 'gY]bYf'9f'WUfYfYf"

## HfU]bYfk YW\gY'']b'XYf'6i bXYg'[ U

8]Y'G]hi Uh]cb'i a 'HfU]bYfk YW\gY''i bX'bYi 'UbVU\ bYbXY' ? Uff]YfYb  
]ghj cf'XYa '<]bhYf[ fi bX'ghY][ YbXYf'K YW\gY'nU\ 'Yb']b'XYf

6i bXYg`][ U'ni 'VYhfUWk hYb"GY]h'XYf'GU]gcb '%- \*' #%- \*( 'V]g'ni f  
 [ Y[ Ybk Àfh][ Yb'GU]gcb'&\$&( #&\$&) 'nY][ h'Y]bY'5bU'mgY'j cb'  
**GhUh]ghU**žXUgg'X]Y'5bnU\`'XYf'HfU]bYfk YWk gY``]b'XYf'\ÒWk ghYb  
 XYi hgWk Yb'Gd]Y`\_UggY`\_cbh]bi ]Yf`]Wk `Ub[ Ygh]Y[ Yb`]gh"8]Yg`]gh'Y]b  
 ðX]n'XUZØfž'XUgg'Y]bY'J]Y`nU\`'Ub'?`i Vg'bUWk `Zf]gWk Yb`a di `gYb  
 gi Wk h"

8]Y'I bg]Wk Yf\Y]hYb'fi bX'i a 'GhYZZYb'i bX'6cc\_k YfXYb'X]Y  
 Ni \_i bZij cb'9]j YfgVYf[ 'ghUf\_'VYY]bZi ggYb"'6Y]Y]bYa `Ub\U'hYbX  
 YfZc`[ fY]Wk Yb'Ni ghUbX'i bX'Y]bYf`\_UfYb'J]g]cb`\_ÒbbhYb'g]Y  
 a Ò[ `]Wk Yfk Y]gY'Ui Wk `XYb'Ni [ Ub[ `ni `XYb'Ub[ YghfYVhYb'\Ò\YfYb  
 @[ Yb'YVbYb"

8YhU]`g	
J c fZU``	Gcbgh][ Yg
C fh	9]j YfgVYf[ ž8Yi hgWk `UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "hn"XY</li> <li>• hUn"XY</li> <li>• XY"ghUh]ghU"Wk a</li> </ul>

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