

# G]W\ Yf\ Y]hgi dXUhY`VY]`BYk g`7cfd. K YVj Yf\_Y\f`i bhYf`? cbhfc`Y°

9fZU\ fYb`G]Yž`k ]Y`BYk g`7cfd`5i ghfU`]U`bYi Y`GcZk UfY`ni f  
J Yfk U`hi b[ `j cb`7fUk `Yf!6ch!J Yf\_Y\f`Y]bgYhnh`i bX`k Y`W\Y  
<YfUi gZcfXYfi b[ Yb`X]Yg`a ]h]g]W`Vf]b[ h`



; YfUž`8Yi hgW\ `UbX`!`A ]h`Y]bYa `]bhY`][ YbhYb`GW\ f]h`i]b`X]Y  
X][ ]hU`Y`Ni \_i bZhifYj c`i h]cb]Yfh`BYk g`7cfd`5i ghfU`]U`XYfnY]h`XYb  
l a [ Ub[ `a ]h`7fUk `Yf!6chg`Ui Z`gY]bYb`K YVg]hYg`K ]Y`b`hbYk g  
VYf]W\hYhž`\Uh`XUg`l bhYfbY\`a Yb`Y]bY`bYi Y`GcZk UfY`Y]b[ YZØ\ fhž  
X]Y`XUZØf`gcf[ hž`XUgg`XYf`J Yf\_Y\f`Ui Z`gY]bYb`D`UhhZc`fa Yb`VYggYf  
fY[ i `]Yfh`k ]fX``8]Yg`VYXYi hYh`b]W\h`bi f`Y]bYb`GW\ i hm`[ Y[ Yb  
7mVYfUb[ f]ZYž`gcbXYfb`Ui W\`Y]bY`J YfVYggYfi b[ `XYg  
6Ybi hmYfYf`YVb]ggYg"

8]Y`bYi Yb`A U» bU\`a Yb`g]bX`HY]`Y]bYg[ `cVU`Yb`HfYbXgž`XYf  
nY][ hž`XUgg`A YX]Ybi bhYfbY\`a Yb`ni bY\`a YbX`Ui Z`7mVYf!  
G]W\ Yf\ Y]h`gYhnyb`"6Ybi hmYfž`X]Y`VY]a `Ni [ f]Z`Ui Z`b\`U`hY  
ZÄ`gW\ `]W\Yfk Y]gY`U`g`7fUk `Yf!6chg`]XYbh]Z]h]Yfh`k YfXYbž`\UVYb`Yg

\]b[ Y[ Yb`b]W\h`Y]W\h"i a`k Y]hYf\]b`Ui Z`X]Y`[ Yk ØbgW\hYb  
≠Zcfa Uh]cbYb`ni [ fY]ZYb`ni `̀ÖbbYbž`a ØggYb`g]Y`cZh5XV`cW\_Yf  
i bX`G\_f]dh!6`cW\_Yf`XYU\_hj] YfYb`i bX`g]W\YfghY`Ybž`XUgg`]\f  
6fck gYf`≠j UGWf]dh`i bhYfghØhnh"

## H]d dg`ZØf`VYhfc ZZYbY`Bi hnYf

8]Y`GcZhk UfY`j cb`BYk g`7cfd`5i ghfU`]U`\_ca a h[ YbUi`ni f`fYW\hYb  
NY]hž`XU`Ui hca Uh]g]YfhY`6chg`a ]h`Yfk Y]Y`fi bX`" \$i`XYg[ `cVU`Yb  
K YVj Yf`\_Y\fg`Ui ga UW\Ybž`k ]Y`**WmVYfgYW f]hmbYk g`**ZYgh[ YghY`h  
\Uh"8]Y`a U» [ YV`]W\Y`<YfUi gZcfXYfi b[ ``]Y[ h`XUf]bž`X]Y`6U`UbW  
nk ]gW\Yb`G]W\Yf\Y]h`i bX`Ni [ Åb[ `]W\Y]h`ni `Z]bXYb"8U\Yf`\Uh`XUg  
l bhYfbY\`a Yb`\_`UfY`GWf]hY`ni f`J YfZØ[ i b[ ` [ YghY`hž`X]Y`XYb  
VYhfc ZZYbYb`Bi hnYfb`\Y`ZYb`gc`Yb.

- HYa dcfÅfYg`8YU\_hj] YfYb`j cb`5X6`cW\_Yfb`i bX`Dcd!i d!  
6`cW\_Yfb
- 8]Y`K YVg]hY`ni f`Yf`Ui VhYb`@]ghY`XYf`j Yfk YbXYhYb`6`cW\_Yf  
\]bni ZØ[ Yb
- , VYfdfØZYb`XYf`6fck gYfY]bghY`i b[ Ybž`]bgVYgcbXYfY`cV  
≠j UGWf]dh`U\_hj] Yfh`]gh
- 8Yb`6fck gYf`ghYhg`Ui Z`X]Y`bYi YghY`J Yfg]cb`U\_hi U`]g]YfYb

K Yf`hfc h`X]YgYf`A U» bU\`a Yb`k Y]hYf\]b`DfcV`Ya Y`\Uhž`\_Ubb`g]W\  
X]fY`\_h`Ub`X]Y`Gi ddcfh!5XfYggY`**UWWWgg]ggi Yg4 bYk g"Wča "Ui**  
k YbXYb`i bX`gc`hY`XUVY]`gY]bY`≠!5XfYggY`f| ) "%` "%\*`\*"%&\*Ł`i bX  
Y]bY`FYZYfYbnbi a a Yf`f\$"( Z&W%( \$&"%+) &' ) &\*, &"( XWZ( +WZŁ  
Ub[ YVYb"

## 8]Y`F c``Y`XYf`7fUk`Yf!6chg

7fUk`Yf!6chg`g]bX`YXcW`b]W\h`bi f`Y]b`Yf[ Yfb]gž`gcbXYfb`\UVYb  
Ui W\Y]bY[ fi bX`Y[ YbXY`F c``Y`]b`XYf`Ghfi`\_hi f`XYg`X][ ]hU`Yb  
≠Zcfa Uh]cbgZi ggYg"8Yf`UbghY][ YbXY`9]bgUhn`j cb`? ≠7fUk`Yfbž  
X]Y`Xi fW`[ fc»Y`GdfUW`a cXY`Y`Ybcfa Y`A Yb[ Yb`Ub`K YVXUhYb  
VYbØh][ Ybž`\Uh`ni`Y]bYa`fUgUbhYb`5bghY[ `]\fYf`Bi hni b[ `[ YZØ\fh"  
8Yf`**5i ghfU`]Uh]a Yg`**\YVh`\Yfj cfž`XUgg`X]YgY`9bhk ]W`i b[ `X]Y`5fh  
i bX`K Y]gY`j YfÅbXYfhž`k ]Y`≠Zcfa Uh]cbYb`]a`≠hYfbYh] YfUfVY]hYh

k YfXYb"

⊖`XYf`HUh`Yf`YVhYb`Y]b][ Y`? ⊕7fUk `Yfž`k ]Y`CdYb5=g`; DH6chž  
nk ]gWXYb`A U]`&\$&( `i bX`A U]`&\$&) `Y]bYb`VY]gd]Y``cgYb`5bgh]Y[  
j cb`ØVYf` \$ \$i " `8]YgY`XmbUa ]gWXY`A Uf\_hj YfÅbXYfi b[ `nY][ hž  
XUgg`hfUX]h]cbY``Y`A Yh\cXYb`XYf`9]bgWfÅb\_i b[ `j cb`6chg`cZh  
b]W`h`Ui`gfY]WXYbž`XU`j ]Y`Y`X]YgYf`7fUk `Yf`gc[ Uf  
GhUbXUfXj YfnY]W`b]ggY`i`a [ Y\Yb`\_ØbbYb``Bi`f`%(i `XYf  
i bhYfgi W`hYb`8ca U]bg`\UVYb`gdYn]Z]gWXY`F ]W`h`b]Yb`ZØf`5⊕6chg  
i`a [ YgYmhž`k Ug`X]Y`<YfUi`gZcfXYfi b[ Ybž`j cf`XYbYb`7cbhYbh!  
5bV]YhYf`ghY\Ybž`k Y]hYf`j YfXYi`h`W`h"

5i ZXYa `K Y[ `ni`g]WXYfYfYb`X][ ]hU`Yb`D`UhhZcfa`Yb`]gh`Yg  
i bYf`Ågg]W`ž`gck`c\`X]Y`G]WXYf\Y]h`U`g`Ui`W`X]Y  
6Ybi`hnYfZfYi`bX`]W`\_Y]h`ni`cdh]a ]YfYb``BYk`g`7cfd`5i`ghfU`]Ybg  
Yb[ U[ ]YfhYg`J`cf[ Y\Yb`\_ØbbhY`gca ]h`U`g`A`i`ghYfVY]gd]Y``ZØf  
UbXYfY`i`bhYfbY\`a`Yb`X]YbYbž`X]Y`g]W`a ]h`Å`b`]WXYb  
<YfUi`gZcfXYfi b[ Yb`]a`X][ ]hU`Yb`J`Yf`\_Y`f`\_cbZfcbh]Yfh`gY\Yb"

8YhU]`g	
Cfh	; YfUž`8Yi`hgW`U`bX
Ei`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "bhYk`g"W`a`"Ui</li> <li>• Ui`ghfU`]Uh]a`Yg"W`a</li> <li>• WmVYfgYW`f]hmbYk`g"W`a</li> </ul>

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