

Nk Y]Ä\ f][ Yf' [ YZÄ\ fXYh. 'Dc` ]nY]`ghc d d h  
: U\ fh'Ui Z' < c`nVfYhh`]a `5b\Äb[ Yf°

5a `+"\$\*"&\$&) `k i fXYb`]b`DZUZZYb\Ui gYb`Y]b`i b[ Yg]WXYfhYg  
?]bX`i bX`Y]b`GYb]cf`Ui ZY]bYa `5b\Äb[ Yf`YbhXYW`h`"8]Y  
Dc` ]nY]`j Yf\ ]bXYfhY`X]Y`K`Y]hYfZU\ fh"



DZUZZYb\Ui gYbž'8Yi hgW\`UbX`!`ħ`Y]bYa `VYgc f[ b]gYffY[ YbXYb  
J cfZU``k i fXY`Ua `: fY]hU[ `]b`DZUZZYb\Ui gYb`fP`fY]g`l bhYfU``[ Äi Ł`Y]b  
XfY]Ä\ f][ Yg? ]bX`YbhXYW`hž`XUg`i b[ Yg]WXYfh`Ui ZY]bYa `cZYbYb  
5b\Äb[ Yf`gU»`"8Yf`5b\Äb[ Yfž`Ui ZXYa `Ui W`Y]b`+, !`Ä\ f][ Yf  
A Ubb`D`Uhn`[ Ybca`a`Yb`\UhYž`k`Uf`a`]h`a`Y\`fYfYb`; UfhYb[ YfÄhYb  
VY`UXYb`i bX`k i fXY`j`cb`Y]bYa `5i`hc`[`Ync[`Yb`"8]Y`Dc` ]nY]`ghc d d hY  
XUg`; YgdUbb`i bX`j`Yf\ ]bXYfhY`gca`]h`X]Y`K`Y]hYfZU\ fhž`i`a`X]Y  
G]WXYf\Y]h`XYf`ħ`gUggYb`ni`[`Yk`Ä\`f`Y]ghYb`"8]Y`+&!`Ä\ f][ Y  
5i`hc`ZU\`fYf]bž`X]Y`9\`YZfUi`X`Yg`+, !`Ä\ f][ Ybž`k`]fX`bi`b`a`]h`Y]bYa  
6i`»`[`Y`X`VY`Y[`hi`bX`\`fY`l`bY]bg]W`h][`\_Y]h`ZØ\`fhY`X`Uni`ž`XUgg`X]Y  
: U\`fYf`Ui`Vb]gVY\`ÖfXY`]b`Zcfa`]Yfh`k`i`fXY`"8]Yg`k`]fZi[`fi`bX`Y[`YbXY  
: fU[`Yb`ni`f`G]WXYf\Y]h`j`cb`?`]bXYfb`]a`GhfU»`Ybj`Yf`\_Y\`f`Ui`Zž  
]bgVYgcbXYfY`]b`5bVYhfUW`h`XYf`J`c`fgW`f]ZhYb`]b`8Yi`hgW\`UbX`"

⊕'8Yi hgW`UbX'g]bX`Ui h'XYf`GhfU» Ybj Yf\_Y\fgcFXbi b[ `fGhJ CŁ  
?]bXYf`V]g'ni `%&`⋄\fYb`cXYf`Y]bYf`?`ØfdYf[ fØ»Y`j cb`%ž) \$`a `XUni  
j YfdZ]W`hYhž`b`Y]bYa `[ YY][ bYhYb`? ]bXYfg]hn`[ Yg]W`Yfh`ni  
k YfXYb`"8]YgY`J cfgW`f]Zh`k i fXY`%-`-`Y]b[ YZØ\fh`i bX`gc``X]Y  
G]W`Yf\Y]h`j cb`? ]bXYfb`ja`5i hc`Yf\Ø\Yb`"8]Y`? ]bXYfg]hnY`a` ØggYb  
XYb`DfØZbcfa`Yb`i B`979`FY[ ""( (`cXYf`%&-`YbhgdFYW`Ybž`k cVY]  
X]Y`i bhYfhY]i b[ `]b`; Yk ]W`hg`UggYb`i bX`; fØ»Yb`Y]bY  
YbhgW`Y]XYbXY`F c``Y`gd]Y`h`J YfghØ»Y`[ Y[ Yb`X]YgY`J cfgW`f]ZhYb  
\_ØbbYb`a`]h`6i » [ Y`XYfb`j cb`a`]bXYghYbg`' \$`9i fc`V]g'ni `+`\$`9i fc  
gck ]Y`Di b`hYb`]b`:`YbgVi f[ `] YU\bXYh`k YfXYb`"6YgcbXYfg  
U`Ufa ]YfYbX`]ghž`XUgg`bi f``) `DfcnYbh`XYf`? ]bXYf`\_cffY`\_h]a  
?]bXYffØW`\_U`hYgmghY`a`[ Yg]W`Yfh`g]bXž`k Ug`X]Y`B`chk`YbX][`\_Y]h  
j Yfgh`Åf`\_hž`ØVYf`\_cffY`\_hYg`J Yf\U`hYb`i bX`G]W`Yf\Y]h`]a  
GhfU» Ybj Yf\_Y\f`Ui`Zni`\_`ÅfYb`"

## ? ]bXYfg]hndZ`]W`h`]a` `GhfU» Ybj Yf\_Y\ f

@Ui h'XYb`5i gZØ\fi b[ Yb`XYf`6i bXYgUbghU`h`ZØf`GhfU» Ybk YgYb  
f65Gh`a` ØggYb`]b`8Yi hgW`UbX`bi f`, +`DfcnYbh`U`Yf`? ]bXYf  
]bbYfcfhg`[ Yg]W`Yfh`fY]gYbž`VY]`? ]bXYfb`V]g'ni `ZØbZ`⋄\fYb`g]bX`Yg  
gc[ Uf`-`-`DfcnYb`h`8Yb`bcW`V`Y]Vh`X]Y`:`fU[ Yž`k ]Y`YZZY`\_h]j`X]YgY  
FY[ Y`i b[ Yb`]b`XYf`DfUI ]g`i a`[ YgYmh`k YfXYb`"8]Y`U`\_hi`Y`Yb  
[ YgYhn`]W`Yb`6Ygh]a`a`i b[ Yb`VYgU[ Ybž`XUgg`ni [ Y`UggYbY  
?]bXYfg]hnY`j Yfk`YbXYh`k YfXYb`a` ØggYbž`X]Y`a`]h`YbhgdFYW`YbXYb  
DfØZnY]W`Yb`[ Y`Yb`bnY]W`bYh`g]bX`"⊕gVYgcbXYfY`? ]bXYfg]hnY`XYf  
?`UggYb`\$Ž`a` ØggYb`fØW`\_k`Åfhg[ Yf]W`hYh`a`cbh]Yfh`k YfXYbž  
k`Å\YbX`X]Y`?`UggYb`=i bX`=gck c\`j`cfk`Åfhg`U`g`Ui`W`fØW`\_k`Åfhg  
[ Ybi`mh`k YfXYb`\_ØbbYb`"8]YgY`FY[ Y`i b[ Yb`k`i fXYb`Y]b[ YZØ\fhž  
i`a`?]bXYf`j`cf`gW`k`YfYb`J`Yf`Yhni`b[ Yb`VY]`J`Yf\_Y\fgi`bZ`Yb`ni  
gW`ØhnYb`"

- ? ]bXYfg]hnY`gc``hYb`]XYU`Yfk`Y]gY`Ui`Z`XYf`F`ØW`\_V`Ub`\_  
a`cbh]Yfh`k`YfXYb`"
- 9]b`ja` `6Y]ZU`fYfg]hn`]bghU``]YfhYf`? ]bXYfg]hn`a`i`ggž`gc`ZYfb  
fØW`\_k`Åfhg[ Yf]W`hYhž`a`]h`Y]bYa` `XYU`\_hj ]YfhYb`5]fVU[  
Ui`g[ YghUhhYh`gY]b`"
- 8]Y`DfØZnY]W`Yb`fØ`i`bX`F`Ł`g]bX`k`]W`h][`Y`<]bk`Y]gY`Ui`Z`X]Y  
G]W`Yf\Y]h`j`cb`? ]bXYfg]hnYb`"

Hfc hn`X]YgYf`\_UfYb`J cf[ UVYb`nY][ h`X]Y`F YU`]h`h`Y]bY`@W\_Y`]b`XYf  
 9]b\U`hi b["`J]Y`Y`9`hYfb`g]bX`g]W`a`Ò[`]W`Yfk`Y]gY`XYf`F]g]\_Yb  
 b]W`h`VYk`i`gg`h`cXYf`][ bcf]YfYb`X]YgY`Ui`g`l`bUW`hgUa`\_Y]h`"8]Y  
 65Gh`ghY`h`j`YfgW`]YXYbY`≠Zcfa`Uh]cbga`UhYf]U`]Yb`ni`f`J`YfZØ[ i b[ ž  
 i`a`X]Y`²`ZYb`h]W`\_Y]h`ØVYf`X]Y`f]W`h][`Y`Bi`hni`b[`]j`cb`?]bXYfg]h`mYb  
 Ui`Zni`\_`ÀfYb`"9`hYfb`\_`ØbbYb`g]W`\_Ub`X]Y`65Gh`k`YbXYb`i`bX  
 Yf\U`hYb`≠Zcfa`Uh]cbYb`]b[`]YXfi`W`\_hYf`i`cfa`i`cXYf`U`g`8ck`b`cUX"  
 8]YgY`A`U»`bU`a`Yb`g]bX`Yb`hgW`Y]XYbXž`i`a`i`bZ`À`Y`ni`j`Yfa`Y]XYb  
 i`bX`XUg`@VYb`j`cb`?]bXYfb`ni`g`W`Ø`h`mYb"

8Yf`J`cfZU``]b`DZUZZYb\Ui`gYb`j`YfXYi`h]W`hž`XUgg`5i`Z`\_`Àfi`b[`]gUfVY]h  
 i`bX`X]Y`8i`fW`gY`hni`b[`]j`cb`J`Yf`\_Y`f`g`j`c`f`g`W`f]Z`hYb`i`bj`Yfn]W`h`VUf  
 g]bXž`i`a`X]Y`G]W`Yf\Y]h`X`Yf`Øb[`]ghYb`J`Yf`\_Y`f`ghY]`bY`a`Yf`ni  
 [`Yk`À`f`Y]ghYb`"G]W`Yf\Y]h]a`i`GhfU»`Ybj`Yf`\_Y`f`VY[`]bb`h`a`]h`X`Y`f  
 f]W`h][`Yb`5i`gfØghi`b[`]i`i`bX`XUg`[`]h]bgVYgcbXYfY`ZØf`X]Y  
 \_`Y]bghYb`i`U`f[`]ÀghY"

8YhU]`g	
J`c`f`ZU``	B`c`h`ZU``
I`f`g`U`W`Y	I`b[`]Yg]W`Y`f`h`Y`g`i`U`f`Y`b
C`f`h	DZUZZYb\Ui`gYb`ž`8Yi`hgW`_Ub`X
:`Y`gh`b`U`a`Y`b	%
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "dbd"XY</li> <li>• k k k "Vi`gg[`]Y`X`_`UhU`c[`]c`f[`</li> <li>• k k k "VUgh"XY</li> </ul>

6Ygi`W`Y`b`G]Y`i`bg`Ui`Z`b!U[`]b`Y`h