

5`Ufa `]b` : fUb\_Yb.`5g]Uh]gW\Y`H][ Yfa ØW\_Y  
j YfVfY]hYh`g]W\ `fUgUbh°

5g]Uh]gW\Y`H][ Yfa ØW\_Y`VfY]hYh`g]W\ `]b` : fUb\_Yb`Ui`g`i`bX  
Vf]b[ h` ; Ygi`bX\Y]hg]g]\_Yb`a` ]h`g]W\`"5\_hi`Y`Y`K`Ufbi`b[ Yb  
i`bX`6Y\_Åa`dZi`b[ gghfUhY[ ]Yb"



: Øfh\ ž`8Yi`hgW\`UbX`!`8]Y`5g]Uh]gW\Y`H][ Yfa ØW\_Y`fBYXYg  
U`Vcd]Whi`gk`gcf[ h]b` : fUb\_Yb`ZØf`5`Ufa`gh]a`a`i`b[ ž`bUW\XYa  
a`Y\fyfY`G]W\hi`b[ Yb`]b`XYf`FY[ ]cb`[ Ya`Y`XYh`k`i`fXYb`"@Ui`h`  
**]b` : fUb\_Yb`]**gh`X]Y`A`ØW\_Y`]b`XYf`@U[ Yž`YVYbg[ YZÅ\`f`]W\Y  
?fUb\_\Y]hgYffY[ Yf`k`]Y`XUg`8Yb[ i`Y!J]fi`g`ni`ØVYfhfU[ Yb`"8Ug  
6UmYf]gW\Y`@UbXYgUa`h`ZØf` ; Ygi`bX\Y]hi`bX  
@VYVbga`]hY`g]W\Yf\Y]h`f@`@k`\Uh`YbhgdFYW\YbXY`K`Ufbi`b[ Yb  
Ui`g[ YgdfcW\Yb"

8]Y`J`YfVfY]hi`b[ `XYf`5g]Uh]gW\Yb`H][ Yfa ØW\_Y`]b`8Yi`hgW\`UbX`]gh  
Y]b`U`Ufa`]YfYbXYg`9f[ YVb]g`XYg`?`]a`Uk`UbXY`gž`XYf`]XYU`Y  
6YX]b[ i`b[ Yb`ZØf`X]Y`5bg]YX`i`b[ `i`bX`, VYfk`]bhYfi`b[ `X]YgYf  
A`ØW\_YbUfh[ YgW\UZZYb`\Uh`"Æ` : fUb\_Yb`g]bX`]bnk`]gW\Yb`[ UbnY  
Dcdi`Uh]cbYb`]b`GhÅXhYb`k`]Y` : Øfh\`i`bX`K`ØfnVi`f[ `ZYgh[ YghY`h  
k`cfXYbž`k`Å\fybX`]b`nU`\fy]W\Yb`@UbX\_fY]gYbž`XUfi`bhYf`5bgVUW\ž

6UmfYi h\ i bX'GWk Y]bZ fhž'9]bnY`Zi bXY`Xc\_i a Ybh]Yfh'k i fXYb"

## DchYbn]Y`Y` ; Ygi bX\Y]hgf]g]\_Yb

8]Y` ; YZU\fybž'X]Y`j cb`X]YgYf`]bj Ug]j Yb`A ØW\_YbUfh'Ui g[ Y\Ybž  
g]bX`b]W'h'ni`i bhYfgW`ÅhnYb"8]Y`A ØW\_Y`\_Ubb`Y]bY`J]Y`nU\`j cb  
?fUb\_\Y]hYb`ØVYfhfU[ Ybž'XUfi bhYf`b]W'h'bi f`8Yb[ i Yž'gcbXYfb  
Ui W`7\`\_i b[ i bmU! : ]YVYf`i bX`XUg`K Ygh`B`!J]fi g"9fghY  
?fUb\_\Y]hgUi gVfØW`Y`]b`GØXYi fcdU`i bX`XYb`i G5`UVYb`[ YnY][ hž  
XUgg`X]Y`5g]Uh]gW`Y`H][ Yfa ØW\_Y`Y]bY`Yfbgh\UZhY`6YXfc\i b[ `ZØf  
X]Y`ÖZYbh]W`Y` ; Ygi bX\Y]h`XUfghY`h"

I fgd fØb[ `]W`]b`C ghUg]Yb`VY\Y]a UhYhž`j YfvfY]hYh'g]W`X]Y  
5g]Uh]gW`Y`H][ Yfa ØW\_Y`gY]h`XYb`%- , \$Yf!X\fyb`]b`9i fcdUž`a Y]gh  
Xi fW`X`Yb`]bhYfbUh]cbU`Yb`< UbXY`a`]h` ; YVfUi W`hfY]ZYb`"⊕  
8Yi hgW`UbX`k i fXY`X]Y`A ØW\_Y`gY]h`&\$%%`fY[ Y`a`Å»][  
bUW`[ Yk ]YgYbž`i bX`\fy`5bdUggi b[ gZ\`[\_Y]h`Ub`[ Ya`Å»][ hYg  
?`ja U`Yfa Ö[ `]W`h`Y]bY`5i gVfY]hi b[ `]b`]a`a Yf`b`ØfX`]W`YfY  
FY[ ]cbYb"

## 6Y\_Åa dZi b[ ga U» bU\ a Yb`i bX`]bbcj Uh]j Y 5bgÅhnY

⊕`5bVYhfUW`h`XYf`6YXfc\i b[ `Xi fW`X]Y`5g]Uh]gW`Y`H][ Yfa ØW\_Y  
k ]fX`Ub`j YfgW`]YXYbYb`6Y\_Åa dZi b[ gghfUhY[ ]Yb`[ YUfVY]hYh"9]bY  
j]Y`j YfgdfYW`YbXY`A Yh\cXYž'X]Y`Ug`V]c`c[ ]gW`Y` : Yi Yfk Y\f  
VY\_Ubbh]ghž`bi hnh`F B 5!⊕hYfZYfYbn`f`F B 5]Łž`i a`gdYn]Z]gW`Y` ; YbY  
]b`XYb`A ØW\_Yb`UVni`gW`U`hYb"8]YgY`HYW`b]\_`Yfa Ö[ `]W`h`Ygž'X]Y  
Dcdi`Uh]cbYb`X]YgYf`]bj Ug]j Yb`GhYW`a ØW\_Yb`]b`Y]bYa`c`\_U`  
VY[ fYbnhYb`6YfY]W`ni`fYXi`n]YfYbž`c\bY`XYb`9]bgUhn`j`cb  
DYgh]n]XYbž`k ]Y`**B Uh]cbU` ; Yc[ fUd\ ]WVYf]W`hYh"**

8]YgY`]bbcj Uh]j Yb`5bgÅhnY`UVYb`XUg`DchYbn]U`ž'X]Y`5i gVfY]hi b[  
XYf`A ØW\_Y`g][ b]Z]\_Ubh'ni`\_cbhfc`YfYbž'XU`g]Y`[ Yn]Y`h`Ui Z`X]YgY  
5fh`UVn]Y`Ybž`c\bY`UbXYfY`⊕gY`\_hYb`cXYf`XYb`A YbgW`Yb`ni  
[ YZ\`fXYb"Å ]\_`i`g`6½]bhž`DfcZYggc`f`Ub`XYf`š`ghi`g!@]YV][ !  
I b]j Yfg]h`Åh` ; ]Y»Ybž`[ Y\`Øfh'ni`XYb`<Ui dhUi hcfYb`XYf` : cfgW`i b[ ž

X]Y`X]YgY`A Yh\cXY`Ybhc ]W\_Y`h`Uh"

### „ VYfk UWÅ i b[ `]b` < YggYb

8]Y`Ug]Uh]gWÅY`H][ Yfa ØW\_Y`k i fXY`Ui WÅ`]b`a Y\ fYfYb`@UbX\_fY]gYb  
 i bX`\_fY]gZfY]Yb`GhÅXhYb`]b`< YggYb`bUWÅ [ Yk ]YgYb""8cfh[ Y\h`a Ub  
 XUj cb`Ui gžXUgg`Yg`Ui Z[ fi bX`j cb`9fgha Y`Xi b[ Yb`Ui g`XYf  
 6Yj Ø`\_Yfi b[ `a ]hh`Yfk Y`]Y`ni `Y]bYf`ghUV`]Yb`„ VYfk ]bhYfi b[ `XYf  
 A ØW\_Y`\_ca a h`8 Ug`< Ygg]gWÅY`@UbXYgUa h`ZØf`; Ygi bX\Y]h`i bX  
 DZY[ Y`fk @Z: DŁZØ\fh]b`Ni gUa a YbUfVY]h`a ]h`XYf`?ca a i bU`Yb  
 5\_h]cbg[ Ya Y]bgWÅUZh`ni f`6Y\_Åa dZ b[ `XYf`GWÅbU\_Ybd`U[ Y  
 fP 56GŁ`Y]b`i a ZUggYbXYg`A cb]hcf]b[ `Xi fWÅž`i a `X]Y`J YfVfY]h`i b[  
 X]YgYf`A ØW\_Y`ni `UbU`mg]YfYb`i bX`[ YY][ bYhY  
 6Y\_Åa dZ b[ ga U» bU\`a Yb`Y]bni `Y]hYbž`k ]Y`Ui ZXYf`K YVgY]hY`XYg`  
 < @Z; D`ni ``YgYb`]gh"

÷g[ YgUa h`ghY`h`X]Y`5g]Uh]gWÅY`H][ Yfa ØW\_Y`b]WÅh`bi f`Y]bY  
 < YfUi gZcfXYfi b[ `ZØf`X]Y`; Ygi bX\Y]h`XUfž`gcbXYfb`Ui WÅ`ZØf`X]Y  
 bUhi ffÅi a `]WÅY`6U`UbWÅ""9ZZ]n]YbhY`6Y\_Åa dZ b[ gghfUhY[ ]Yb`i bX  
 \_cbh]bi ]Yf`]WÅY`„ VYfk UWÅ i b[ `g]bX`i bYf`Àgg`]WÅž`i a `XYf  
 6YXfc\`i b[ `Xi fWÅ`X]YgY`]bj Ug]j Yb`÷gY\_hYb`k ]f\_gUa `ni  
 VY[ Y[ bYb"

8YhU]`g	
J c fZU``	?`]a Uk UbXY`
I fgUWÅY	?`]a Uk UbXY`
C fh	: Øfh\ž`8Yi hgWÅ`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb_Yb"XY</li> <li>• k k k "bUh]cbU`[ Yc[ fUd\]WXY</li> <li>• \`Z[ d`\YggYb"XY</li> </ul>

6Ygi WÅYb`G]Y`i bg`Ui Z.`b!U[ "XY