

: 7`6UmYfb. `? fUhhYba UW\ Yf`a ]h[ fc» Yb  
N]Y`Yb`ni f`7`i V!K A `]b`XYb`l G5`°

: 7`6UmYfb`A ØbW\Yb`c`h`A Ui f]W`? fUhhYba UW\ Yf`ni fØW`ZØf  
X]Y`7`i V!K A `]b`XYb`l G5`"8Yf`%- !À\ f][ Y`V]YhYh`Zf]gW\Y  
C ZYbg]j \_fUZh"



6UX`5]V`]b[ ž`8Yi hgW\`UbX`!`8Yf` : 7`6UmYfb`A ØbW\Yb`c`h`U  
gY]bYb`? UXyf`ZØf`X]Y`VYj c fghY\YbXY`7`i V!K A `ZYgh[ Y`Y[ h`i bX  
XUVY]`Ui W`Ui Z`XUg`HU`Ybh`j cb`A Ui f]W`? fUhhYba UW\ Yf`[ YgYhnh`  
8Yf`Yfgh`%- !À\ f][ Y`C ZYbg]j gd]Y`Yf`\_Y\fh`j cfnY]h][ `j ca`GGJ`l`a  
ni fØW`i bX`k ]fX`UV`XYa`"%"`ž`b]`ni a`? UXyf`XYg`FY`cfXa`Y]ghYfg  
[ Y\ØfYb`"8]Y`7`i V!K A `Z]bXYh`j ca`%)`"ž`b]`V]g`%"`"ž`b]`]b`XYb`l G5  
ghUhh`ž`k c`XYf` : 7`6UmYfb` ; Y[ bYf`k ]Y`5i W`\_UbX`7]hm` : 7ž`75`6cWU  
ž`b]c]fg`i bX`6YbZ]WU`@]ggUVcb`Yfk UfhYb`XUfZ`"8]Y`9bhgW\Y]Xi b[  
ni f`F ØW`\_Y\`f`k i fXY`Ua` : fY]hU[ `cZZ]n]Y`VYgh`Àh][ h`ž`i bX  
GdcfhX]fY`\_hc`f`7\`f]ghc`d\` : fYi bX`Ài » YfhY`g]W\`c`VYbX`ØVYf`X]Y  
: cfhgW\`f]hhY`ž`X]Y`? fUhhYba UW\ Yf`]b`XYf`UV[ Y`Ui ZYbYb`GU]gcb  
[ Ya UW`h`\Uhž`U`g`Yf`Y]\`k Y]gY`VY]`l`a`gd]Y`hY"

?fUhhYba UWXYfz[ YVcfYb`]b`6UX`5]V`]b[ ž`6UmYfbž`Uh]b`XYf  
j Yf[ Ub[ YbYb`GU]gcb`" `DZ]W hgd]Y`Y`ZØf`XYb`GGJ`I`a`UVgc`j ]Yfhž  
XUj cb`&( `U`g`GhUfhYf`9f`Yfn]Y`hY`XfY]HcfY`i bX`VYfY]hYhY`UW h  
HfYZZYf`j cf`8Yf`4 b[ Y`Gd]Y`Yf`Uh`ni XYa`VYfY]hg`gYW`ga U`ZØf`X]Y  
I &\$!5i gk U\`XYg`8: 6 [ Ygd]Y`h`9f`k ]fX`]b`XYb`I G5`X]Y  
A Ò[ `]W`\_Y]h`\UVYbž`YfghY`9fZU\fi b[ Yb`a`h`XYf`DfcZ]a UbbgW`UZh  
ni`gUa`a`Y`bž`k Ug`ZØf`gY]bY`k Y]hYfY`9bhk ]W`i b[ `j cb`[ fc»Yf  
6YXYi hi b[ `gY]b`k ]fX`"B UW`XYa`Hi fb]Yf`\]Yf`k YfXYb`X]Y  
bÅW`ghYb`GW`f]hY`ZØf`gY]bY`? Uff]YfY`VYgd`fcW`Ybž`k cVY`Y]bY  
YfbYi hY`@Y]\Y`ZØf`X]Y`\_ca`a`YbXY`GU]gcb`XYb`\_VUf`]gh"

?fUhhYba UWXYfg`K`YfXY[ Ub[ `i bX`@Y]ghi b[ Yb

8Yf`K`Y[ `j cb`A`Ui`f]W`?fUhhYba UWXYf`ZØ\fh`ØVYf`j`YfgW`]YXYbY  
GhUh]cbYb`]b`6UmYfbg`š [ YbXZ`»VU`""9f`k`YW`gY`hY`&\$%` `]b`X]Y  
6UmYfb!š [ YbX`i bX`gd]Y`hY`Y]b][ Y`šU\fy`VY]`XYf`GdJ [ [ ]  
I bhYf\UW`]b[ ž`VYj`cf`Yf`]a`Y`hnhYb`šU\f`ni`a` : 7`6UmYfb  
ni`fØW`\_Y\fhY`"Ni`j`cf`k`i`fXY`Yf`ZØf`Y]bY`GU]gcb`Ub`XYb`GGJ`I`a`  
j`Yf`]Y\Ybž`i`a`Gd]Y`dfU]`g`ni`gUa`a`Y`b`"8]YgY`ghfUhY[ `]gW`Y  
9bhgW`Y]Xi`b[ `nY][ hž`k`]Y`XYf` : 7`6UmYfb`gY]bY`HU`Yb`hY`VY\`i`hgUa  
Ui`ZXYb`DfcZ]VYfY]W`j`cfVYfY]hYh"

8Yf`HfYbX`]a`Yi`fcdÅ]gW`Yb` : i »VU`""nY][ hY]bY`ni`bY\`a`YbXY  
Cf]Ybh]Yfi`b[ `j`]Y`Yf`Hcdj`YfY]bY`Ui`ZX]Y`5i`gV]`Xi`b[ `i`bX  
: ØfXYfi`b[ `Y][ YbYf`HU`Yb`hY`"@Ui`hY]bYf`Ghi`X]Y`XYg` 7`9G` : cchVU`  
C`VgYfj`Uhcfm`k`]fX`XUg` ; YgW`ÅZ`hga`cXY`""XYf`5i`gV]`Xi`b[ ž`XYf  
9]b[ `]YXYfi`b[ `]b`XYb`DfcZ]VYfY]W`i`bX`XYf`a` Ò[ `]W`Y  
K`Y]hYfj`Yf`\_Ui`Zj`cb`HU`Yb`hYb`]a`a`Yf`k`]W`h][ Yf`"8Yf` : 7`6UmYfb  
A`ØbW`Yb`[ Y\`Øfhž`a`]h`%,` \Yfj`cf[ YVfUW`hYb`Gd]Y`Yfb`]b`XYb  
\`ØW`ghYb`Yi`fcdÅ]gW`Yb`@[ Ybž`ni`XYb`7`i`Vgž`X]Y`Ui`ZY]bY`ghUf`\_Y  
š [ YbXU`\_UXYa`]Y`gYhYb`"Gd]Y`Yf`k`]Y`H\ca`Ug`A`Ø`Yf`i`bX`D\]`]dd  
@U\`a`g]bX`bi`f`Y]b][ Y`6Y]gd]Y`Y`ZØf`XYb`9fZc`[ `X]YgYf`GhUfY[ ]Yž  
X]Y`XYf`J`YfY]b`ØVYf`X]Y`šU\fy`\]bk`Y[ `j`YfZc`[ h"

?fUhhYba UWXYf`fYdf`ÅgYbh]Yfh`X]Y`bÅW`ghY` ; YbYfUh]cb`X]YgYf  
HU`Yb`hYž`i`bX`j`]Y`Y`6UmYfb! : Ubg`ZFYi`Yb`g]W`VYfY]hg`XUfUi`Zž`\b`]b  
5\_h]cb`ni`gY\Yb`"GY]b`9b[ U[ Ya`Ybh`]b`XYf`6i`bXYg][ U`i`bX`XYf  
]bhYfbUh]cbU`Yb`7`i`V!K`A`]gh`b]W`h`bi`f`Y]bY`dYfg`Øb`]W`Y

<YfUi gZcfXYfi b[ 'ZØf'\bž'gcbXYfb'Ui W'Y]b'NY]WYb'XUZØž'XUgg  
 XYf': 7'6UmYfb']b'Ni \_i bZh'k Y]hYf\]b'Ui Z'gY]bY'↑ b[ Yb'Gd]Y'Yf  
 gYhh'i bX'g]W'['Y]W'nY]h][ 'ja ']'bhYfbUh]cbU'Yb'K YhhVYk YfV  
 VY\Ui dhYh"

8Yf'6`]W'Ui ZX]Y'7'i V!K A 'k ]fX'nY][ Ybž'k ]Y'g]W'X]YgY'GhfUHY [ ]Y  
 ]b'XYf'DfUI ]g'Ui gk ]f\_h'i bX']bk ]YZYfb'?fUhhYba UW'Yf'XUVY]Y]bY  
 Fc`Y'gd]Y'Yb'\_Ubb"'8Yf'8fi W'Ui ZX]Y'↑ b[ Yb'Gd]Y'Yf']gh'\cW'ž  
 XcW'X]Y'9bhk ]W'\_i b[ gdYfgdY\_h]j Ybž'X]Y'g]W'Ui g'gc`W  
 ]bhYfbUh]cbU'Yb'9fZU\fi b[ Yb'Yf[ YVYbž'g]bX'i bVYnU\`VUf"

8YhU]`g	
J c f ZU``	Gcbgh][ Yg
C fh	6UX'5]V`]b[ ž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• Vbb"XY</li> <li>• k k k "hfUbgZYfa Uf_h"XY</li> <li>• k k k "Zi ggVU``hfUbgZYfg"Ťa</li> </ul>

6Ygi W'Yb'G]Y'i bg'Ui Z.'b!U[ "XY