

9\ fYbUa h`]W\ Y`K Y[ Yk UfhYb. `Gc`k ]fX`XUg  
K UbXYfb `]a `@UbX\_fY]g`GWk Y]bZi fh  
VYggYf°

8Yf`@UbX\_fY]g`GWk Y]bZi fh`ZØfXYfh'a ]h`ØVYf`%(\$  
K UbXYfk Y[ Yb`Y\ fYbUa h`]W\ Y`K Y[ Yk UfhYb`i bX`ghY`h`bYi Yb  
DZY[ Y`Y]hZUXYb`j`cf"



GWk Y]bZi fh`8Yi hgW\ `UbX`!`8]Y`K UbXYfZYi bXY`]a `@UbX\_fY]g  
GWk Y]bZi fh`\UVYb`U`Yb`; fi bX`ni f`: fYi XY`°, VYf`%(\$  
K UbXYfk Y[ Y`i bhYfgW\ ]YX`]W ghYf`@Ab[ Y`i bX`GWk ]Yf][`\_Y]h`V]YhYb  
b]W h`bi f`\Yfj`c ffU[ YbXY`A Ø[`]W`\_Y]hYb`ni f`BU\Yf\`c`i b[ ž  
gcbXYfb`ZØfXYfb`Ui W\`XYb`Hci f]ga`i`g`i bX`X]Y`; Ygi bX\Y]h`XYf  
6Øf[ Yf`"8cW`XUa ]h`X]Y`K UbXYfk Y[ Y`ghYhg`[ i`h`VY[ Y\`VUf`g]bXž  
VfUi W`h`Yg`fY[ Y`a`À»][ Y`?cbhfc`Yb`i bX`DZY[ YY]bg`ÀhnY``Y]bY  
5i Z[ UVYž`X]Y]j`cf`U`Ya`X]Y`Y\ fYbUa h`]W\ Yb`K Y[ Yk UfhYb  
ØVYfbY\`a`Ybž`**VYf]W`h`h`GK`%`B`Y`k`g`"**

I a`X]YgY`Yb[ U[ ]YfhYb`<Y`ZYf`i bX`<Y`ZYf]bbYb

ni gUa a Ybni Vf]b[ Ybžj YfUbgH`hYhY`XUg`F Y[ ]cbU`a UbU[ Ya Ybh  
XYg`@UbX\_fY]gYg`GWk Y]bZ fh`Y]b`BYhmk Yf\_hfYZZYb`ja  
@UbXfUhgUa h``@UbXfUh: `cf]Ub`HÖddYf`k ØfX][ hY`XUVY]`XUg  
i bYfa ØX`]WY`9b[ U[ Ya Ybh`XYf`K Y[ Yk UfhYb`i bX`ghY`hY`Y]bYb  
bYi Yb` @Y]hZUXYb`ni f`DZY[ Y`j cb`K UbXYfk Y[ Yb` `j cf``8]YgYf`[ ]Vh  
k Yfhj c``Y`<]bk Y]gY`ni`H\Ya Yb`k ]Y`K Y[ Ya Uf\_]Yfi b[ ž  
6YgW]`XYfi b[ `i bX`ϕZfUghfi \_hi fni ghUbXž`UVYf`Ui W`ni a`l a [ Ub[  
a ]h`9i hfYa k YhhYfYfY][ b]ggYb"

B Yi Y`X][ ]hU`Y`< ]`Zga ]hhY``ZØf`X]Y

K Y[ Yk Ufhi b[

9]b`<][ \`][ \h`XYg`HfYZZYbg`k Uf`X]Y`9]bZØ\fi b[ `Y]bYg`X][ ]hU`Yb  
GWUXYbga Y`XYfg``8]YgYf`Yfa Ö[ `]W h`Yg`XYb`6Øf[ Yfbž`gWbY``  
i bX`i b\_ca`d`n]Yfh`GW`AXYb`Ub`F UX!`i bX`K UbXYfk Y[ Yb`ni  
a Y`XYb``8]Y`A Y`Xi b[ Yb`\_ÖbbYb`ØVYf`Y]b`C b`]bYzcf a i`Uf  
Y]b[ YfY]W h`k YfXYb`i bX`Yb`h`U`hYb`GhUbXcfhUb[ UVYb`gck ]Y`: chcg"  
8 Ug`F Y[ ]cbU`a UbU[ Ya Ybh`Y]hYh`X]YgY`<]bk Y]gY`XUbb`Ub`X]Y  
ni gh`AbX][ Yb`GhY`Yb`k Y]hYfž`k Ug`X]Y`K Ufhi b[ `XYf`K Y[ Y`XYi h`]W  
Yf`Y]W hYfh"

8 Ug`6Y]gd]Y`Ui g`XYa`@UbX\_fY]g`GWk Y]bZ fh`nY][ hž`k ]Y`k ]W h][  
XYf`9]bgUm`j cb`9\fybUa h`]W Yb`ZØf`XYb`9f`U`h`i bX`X]Y`DZY[ Y  
j cb`K UbXYfk Y[ Yb`]gh``Y`b`]W Y`6Ya Ø\i b[ Yb`[ ]Vh`Yg`b]W h`bi f`]b  
6UmYfbž`gcbXYfb`Ui W`XUfØVYf`\]bUi g``8Yf`**8 Yi hgW Y**  
**K UbXYfj YfVUbX`**gYhnh`g]W`VY]gd]Y`gk Y]gY`ZØf`XYb`9f`U`h`Y]bYg  
6`]bXYb!K U`Xk UbXYfdZUXYg`ja`? UggY`Yf`<UV]W hgk U`X`Y]bž`Y]bYf  
XYf`Ä`hYghYb`gY]bYf`5fh]b`8Yi hgW`UbX``8]YgYf`DZX`\_ÖbbhY  
XYa b`ÄW`gh`UV[ YVUi h`k YfXYbž`XU`X]Y`J Yf`Y`fgg]W Yfi b[ gdZ]W h  
\Ö\Yf`[ Yk ]W hYh`k ]fX``8Yf`8K J`ghY`h`\_Ufž`XUgg`ZØf`bUhi f!`i bX  
k U`Xhmd]gW Y`; YZU`fYb`\_Y]bY`Yf`Ö`hY`J Yf`Y`fgg]W Yfi b[ gdZ]W h  
VYghY`h`i bX`XUgg`YX][ `]W`X]Y`hYW`b]gW Y`G]W Yf`Y]h  
[ Yk Ä`f`Y]ghYh`k YfXYb`a ØggY"

8 Yf`GhY`Yb`k Yfh`XYf`K UbXYfk Y[ Y

K UbXYfk Y[ Y`g]bX`a Y`f`U`g`bi f`DZUXY`Xi fW`X]Y`BUhi f/g]Y`g]bX

Di b\_hY`XYf`9f\c`i b[ `i bX`hfU[ Yb`a U» [ YV`]W`ni f`@YVYbgei U`]hÅh  
 XYf`A YbgW`Yb`VY]"`8i fW`X]Y`U\_hj] Y`A ]hUfVY]h`XYf  
 9\fYbUa h`]W`Yb`k ]fX`b]W`h`bi f`X]Y`DZY[ Y`[ Yg]W`Yfhž`gcbXYfb  
 Ui W`XUg` ; Ya Y]bgW`UZhg[ YZØ\` [ YghÅf`\_h" `8 ]YgY`Y`fYbUa h`]W`Yb  
 HÅh][ \_Y]hYb`g]bX`Y]b`k ]W`h][ Yf`6YghUbXhY]`XYg`BUhi fgW`i hnYg`i bX  
 nY][ Ybžk ]Y`c`\_U`Y`9b[ U[ Ya Ybhg`Y]bYb`bUW`U`h][ Yb`9]bZi gg`Ui Z  
 X]Y`I a k Y`hi bX`X]Y` ; YgY`gW`UZh`UVYb`\_ØbbYb"

8][ ]hU`Y` ðbcj Uh]cbYb`k ]Y`X]Y`ja `@UbX`fY]g`GW`k Y]bZi fh  
 Y]b[ YgYhnhY`X][ ]hU`Y`K UbXYfk Y[ Yj Yfk U`hi b[ ` \_ØbbYb`ni XYa  
 Y]bYb`k Yfhj c`Yb`6Y]hfU[ `Y]ghYbž`i a `XUg`9\fYbUa h`UhfhU`\_hj] Yf`ni  
 [ YghU`hYb" `8Yf`6i bXYga ]b]ghYf]i a `ZØf`I a k Y`h`YVh`Yfj cfž  
 k ]Y`k ]W`h][ `gc`W`Y`Dfc`Y`\_hY`ZØf`XYb`Y`fYbUa h`]W`Yb`BUhi fgW`i hn  
 g]bX`i bX`VYhcbh`X]Y`A Ø[ `]W`\_Y]hYb`j cb`X][ ]hU`Yb`@Øgi b[ Yb`ZØf`X]Y  
 K Y[ Yk Ufhi b[ "

K Yf`U`gc` [ YfbY`Ui Z`XYb`K UbXYfk Y[ Yb`XYg`@UbX`fY]gYg  
 GW`k Y]bZi fh`i bhYfk Y[ g`]ghž`XUfZg]W`Ui Z[ i h[ YdZY[ hY`DZUXY  
 ŽYi Yb` `XUb`\_XYg`i bYfa ØX`]W`Yb`9]bgUmYg`j ]Y`Yf  
 9\fYbUa h`]W`Yf`i bX`]bbcj Uh]j Yb`≠XYb`°

8YhU]`g	
C fh	GW`k Y]bZi fhž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• gk %"bYk g</li> <li>• k k k "k UbXYfj YfVUbX"XY</li> <li>• k k k "Va i j "XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[ !VUmYfb"XY