

B Yi Y`F Y[Y`b`ZØf`7cc_]Yg.`Gc`a Y]ghYfb
HfUi bghY]bYf`X]Y`8 UhYbgWxi hn!:`i h°

9fZU\fyb`G]Y`U`Yg`ØVYf`X]Y`bYi YghYb`9bhk]W`i b[Yb`ni f
7cc_]Y!JYfk U`hi b[`i bX`8 UhYbgWxi hn`]b`HfUi bghY]b`
]bZcfa Uhj`i bX`U_hi Y`"



HfUi bghY]bž`8 Yi hgWx`UbX`!`9]b`]bhYfYggUbhYf`GhUfh`]b`X]Y
K`cWxY`i`b`XYb`Y`hnhYb`HU[Yb`[UV`Yg`Y]b][Y`BYi Yfi b[Yb`]b`XYf
GhUXh`HfUi bghY]bž`X]Y`ZØf`5i ZgY\Yb`gcf[Yb``8]Y`5i gghY`i b[`XYf
gh`Xh]gWxYb`; U`Yf]Y`n]Y`h]]Y`Y`_i bgh]bhYfYgg]YfhY`6Øf[Yf`Ub`i bX
V]YhYh`Y]bY`D`UhhZcfa`ZØf`fY[]cbU`Y`?Øbgh`Yf``G]Y`k]fX`fY[Y`a`À»][
U_hi U`]g]Yfh`i bX`d`f`ÄgYbh]Yfh`K`Yf`_Yž`X]Y`XUg`_fYUhj`Y`GWxUZZYb`]b
XYf`F`Y[]cb`k]XYfgd]Y[Y`b``<]Yf`YfZ`Ä`fh`a`Ub`a`Y`f`ØVYf`c`U`Y
HU`YbhY`i bX`XYfYb`b`gd]fUh]cbYbž`X]Y`a`Y`f`g]bX`U`g`bi f
VUmYf]gWxY`?`]gWxYYg"

8cWx`b]Wx`h`bi`f`X]Y`?`i`bghgnYbY`]gh`Y]b`H\Ya`Už`XUg`U_hi`Y``\Y]»
X]g`_i`h]Yfh`k`]fX``5i`Wx`X]Y`K`Y`h`XYf`7cc_]Yg`i`bX`8`UhYbgWxi`hn`\Uh
]b`XYb`Y`hnhYb`K`cWxYb`]Yfgh`Ä`f`_h`]b`X]Y`GWx`U[nY]Yb`[YZ`bXYb`"

@Ui h'hfUi b ghY]b "XY 'g]bX'7cc_]Yg'Y]b'ghAbX][Yf'6Y['Y]hYf'ja
=hYfbYh"G]Y'k YfXYb'j Yfk YbXYhzi a 'XUg'Gi fZ] Yf\U'hYb'XYf
Bi hnYf'ni 'Yf_YbbYb'i bX'gca]h'XUg'5b[YVch'ni 'cdh]a]YfYb"8 UVY]
[]Vh'Yg'i bhYfgW]YX`]WY'5fhYb'j cb'7cc_]Ygž'X]Y'j cb'XYf'K YVgY]hY
gY'Vgh'cXYf'j cb'8f]hU'V]YhYfb'[YgYhnh'k YfXYb" 'A YX]U'\cW]ja
?i fg'ghY\Yb'j cf'U''Ya 'X]Y'gc[YbUbbhYb'GhUh]gh]_!7cc_]Ygž'X]Y
XUVY]\Y'ZYbž'XUg'Bi hnYfj Yf\U'hYb'ni 'UbU'mg]YfYb"

7cc_]Yg']a '8YhU]'

8]Y'ghAxh]gWY'K YVg]hY'j Yfk YbXYh'j YfgW]YXYbY'7cc_]Ygž'i a
]\fY'8]Ybgh'Y]ghi b[Yb'ni 'j YfvYggYfb"9]b'6Y]gd]Y''gh'XUg'7cc_]Y'
YhSU''ck SWc_]Ygž'XUg'X]Y'9bhgWY]Xi b['XYf'Bi hnYf'ØVYf'X]Y
7cc_]Y!Bi hni b['gdY]WYfh"8 UbYVYb'[]Vh'Yg'7cc_]Yg'k]Y'
YhSgWfc``SXYdh\ž'XUg'X]Y'GWfc``h]YZ'Ui ZXYf'K YVg]hY'i bhYfgi W'hž
gck]Y'YhShU[A UbU[Yf9bhf]Ygž'XUg'ZØf'X]Y'?cbZ][i fUh]cb'j cb
HU['A UbU[Yf!9]bhfA[Yb'ni ghAbX]['gh"8]YgY'7cc_]Yg'\UVYb
i bhYfgW]YX`]WY '@VYb'gXUi Yfbž'j cb'bi f'k Yb][Yb'GY_i bXYb'V]g
\]b'ni 'Y]bYa 'ž\ f"

- BUa Y. 'YhSU''ck SWc_]Yg' '8Ui Yf. '%('HU[Y
- BUa Y. 'YhSgWfc``SXYdh\ '8Ui Yf. '\$'HU[Y'fGYgg]cbł
- BUa Y. 'YhShU[A UbU[Yf9bhf]Yg' '8Ui Yf. '\$'HU[Y'fGYgg]cbł

8]Y': fU[Y'V'Y]Vh'6fUi WYb'k]f'U''X]YgY'7cc_]Ygž'@Ui h'XYf'
8UhYbgW i hn"XY 'gh'Y]bY'9]bk]''[i b['XYf'Bi hnYf'ZØf'X]Y
GdY]WYfi b['j cb'7cc_]Yg'bchk YbX][ž'Yg'gY]'XYbbž'Yg'\UbXY'h
g]W' i a 'hYW]b]gW' bchk YbX][Y'7cc_]Ygž'X]Y'ZØf'X]Y'6YfY]hghY''i b[
XYg'8]Ybgh'Yg'i bYf'Àgg]W'g]bX" 'Gc'_ØbbYb'GY]hYbVYhfY]VYf'XYb
5i Zk UbX'XYf'9]b\c'i b['j cb'9]bk]''[i b[Yb'fYXi n]YfYb"

Bi hnYfZfYi bX`]W _Y]h']a ': c_i g

8Ug'H\Ya U'k]fX'Xi fW'X]Y'9]bZØ\fi b['XYg'bYi Yb'HH8G;
fHY'Y_ca a i b[_Uh]cb!HY'Ya YX]Yb!8UhYbgW i hm!; YgYhł'bcW
fY'Yj UbhYf"9]b'nYbhfU'Yf'5gdY_h]gh'X]Y'9hUV`Y]fi b['j cb'DYfgcbU'
=Zcfa Uh]cb'A UbU[Ya Ybh'GmghYa g'fD=A Glž'X]Y'XYb'Bi hnYfb'a Y\ f
?cbhfc``Y'ØVYf'\fY'9]bk]''[i b[Yb'[YVYb'gc``Yb"8]YgY'GmghYa Y

ÖbbhYb`\\Y`ZYbž`X]Y`J]Y`nU\\`Ub`7cc]Y!6UbbYfbž`X]Y`cZh:k Yb][
hfUbgdUfYbh[YghU`hYh'g]bXž`]b`XYb'; f]ZZni`VY`ca a Yb"
J YfVfUi W\\Yf'i bX`X]Y`J YfVfUi W\\YfnYbhfU`Y`g]bX`g]W\\`Y]b][ž`XUgg
@Ögi b[Yb`[YZi bXYb`k YfXYb`a ØggYbž`X]Y`gck c`\\`bi hnYfZfYi bX`]W\\
U`g`Ui W\\`_cgYb[Øbgh][`g]bX" 8Ybb`Yg`]gh`\\ÖW`ghY`NY]hž`XUgg`Ui W\\
XYf`8UhYbgW\\i hn`Y]bYb`GW\\f]h]b`X]Y`Ni _i bZha UW\\hž`k]Y`X]Y`
8UhYbgW\\i hnbch]nYb`\\Yfj cf\\YVYb"

⇒ X]YgYf`NY]h`XYg`K UbXY`g`]gh`Yg`k]W\\h][ž`ni`k]ggYbž`k Ug`ja
⇒ hYfbYh[YgW\\]Y`h"GY]Yb`Yg`bi b`gdUbbYbXY`5i gghY`i b[Yb`cXYf
X]Y`:]Y]b`\\Y]hYb`XYg`8UhYbgW\\i hnYg``Yg`V`Y]Vh`Ui Z`YXYb`:] U`
gdUbbYbX`]b`HfUi bghY]b`i bX`XUfØVYf`\\]bUi g`

8YhU]`g	
C fh	HfUi bghY]bž`8Yi hgW\\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hfUi bghY]b"XY • k k k "VUXYb! k i YfhhYa VYf["XUhYbgW\\i hn"XY • k k k "XUhYbgW\\i hn!bch]nYb"XY

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