

➤UW\_gc b`fj ]bY`]a`5bh]gYa ]h]ga i g!Ghi fa .  
Hf]\_ch`gc f[ h`ZØf`? f]h]\_`

➤UW\_gc b`fj ]bYž`? Ud]hÀb`XYg: 7`Gh" `DUi` `]ž`g]Y\`h`g]W  
5bh]gYa ]h]ga i g!J cfk ØfZYb`bUW`XYa`HfU[ Yb`Y]bYg` : 7  
DU`Ygh]bY`!Hf]\_chg`Ui`g[ YgYhnh"



Gh`DUi` `]ž`8Yi`hgW`UbX`!`➤UW\_gc b`fj ]bYž`XYf`? Ud]hÀb`XYg: 7`Gh"  
DUi` `]ž`g]Y\`h`g]W`XYfnY]h`\YZh[ Yb`5bh]gYa ]h]ga i g!J cfk ØfZYb  
Ui`g[ YgYhnh" `5i`g`ÖgYf`\`YfZØf`k`Uf`gY]bY`9bhgWY]Xi`b[ ž`Y]b`Hf]\_ch  
XYg` : 7`DU`Ygh]bY`Ui`ZXYa`A`i`g]\_ZYgh]j`U`Df]a`Uj`YfU`Gci`bX` `]b  
Dcfhc`ni`hfU[ Yb`"8]YgYg`G\`fh`nY][ h`XYb`B`U\`Y`C`ghYb`c`\bY`X]Y  
l`a`f]ggY`g`fUY`g`i`bX`\`Uh`X`Ua`]h`ZØf`fY]W`]W`NØb`Xg`hc`ZZ`i`b`X  
?`cb`h`c`j`Y`f`g`Y`b`[`Y`g`c`f`[`h`ž`k`]Y`A`]`Y`f`b`h`c`b`V`Y`f]W`h`Y`h"

8`Ug`Hf]\_ch`]gh`VY]:`Ubg`i`b`X`]b`g`cn]U`Yb`BY`h`k`Yf`\_Yb`gh`Uf`\_  
i`a`gh`f]h`h`Y`b`" `?`f]h]\_Yfž`X`Ufi`bh`Yf`Ui`W`Y`]b][`Y`XYf`Y][`Yb`Yb`:`Ubgž  
k`Yf`ZYb`fj`]bY`j`c`fž`a`]h`gY]bYa`5i`Zh]h`h`X]Y`9l`]gh`Y`bn`g`f`UY`g`]b`Zf`U[`Y  
ni`gh`Y`Y`b`c`XYf`gc[`Uf`XYb`HY`f`f`c`f`XYf`<`Ua`Ug`ni`Y`[`]h`a`]Yf`Y`b`"  
8]YgY`J`c`fk`Øf`ZY`V`Y`g`W`f`Y]V`h`fj`]bY`U`g`ni`h]Y`Z`gh`V`Y`Y]X][`Yb`X`i`b`X

j Yf`YhnYbX`i bX`VYhc b h ž`XUgg`Yf`]b`gY]bYa`@YVYb`b]Ya`U`g  
X]g\_f]a`]b]YfYbXYg`cXYf`\`UggYfZØ`hYg`J Yf\`U`hYb`[`YÄi`»`Yfh`\`UVY`"  
8Yb`bcW`V`Y]Vh`Y]bY`YI`d`n]hY`9b`hgW`i`X][`i`b[`cXYf`8]ghUbn]Yfi`b[  
j`cb`XYb`J`cfk`ØfZYb`Ui`gž`k`Ug`j`]Y`Y`U`g`dfcV`Ya`Uh]gW`UbgY`Yb`"

## 9]b`Gc`XUf]hÄhgU`\_h`c`XYf`Y]bY`[`YZÄ`f`]W`Y 6`c`hgW`UZh3

≠j`]bY`Yf`\_`Äfhž`Yf`\`UVY`XUg`Hf]\_`ch`Ui`g`Gc`XUf]hÄh`ZØf`X]Y`A`YbgW`Yb  
]b`DU`Ägh]bU`i`bX`i`UnU`[`YhfU`[`Yb`"9f`gY`Vgh`Ya`dZ]bXYh`X]Y`[`Y`[`Yb  
]\`b`Yf\`cVYbYb`J`cfk`ØfZY`U`g`i`b[`YfYW`hZYfh][`hi`bX`gW`Y]b]b`Y]bYf  
6i`VV`Y`ni`"YVYbž`]b`XYf`XYf`BU`cgh!`?`cbZ]\_`h`UbXYfg`VYk`YfhYh  
k`]fX`"≠W`V]b`Zfc`\`ž`XUgg`g]W`XYf`Ghi`fa`i`a`X]Y`?`f]h]\_`[`Y`Y`[`h`\`Uh`ž  
Äi`»`YfhY`Yfž`XcW`XUg`H\`Ya`U`k`]fX`XYb`J`YfY]b`i`bX`]\`b`gY`Vgh`Ui`W`  
]b`Ni`\_`i`bZi`k`Y]hYf`VY[`\`Y]hYbž`gc`A`CDC`"

8Yf`:`7`DU`Ygh]bY`]gh`\_Y]b`c`ZZn]Y`Yf`i`»`VU`j`YfY]bž`gcbXYfb`Y]b  
&\$%)`[`Y`[`fØbXYhYg`Gc`XUf]hÄhgdfc`Y`\_h`Hfc`mXYa`V`Y]Vh`X]Y  
Gma`Vc`\_]`i`bX`X]Y`dc`]h]gW`Y`6Y`Ughi`b[`gY]bYg`Hf]\_`chg`b]W`h  
i`bVYa`Yf`\_h`8Yf`:`7`Gh`DUi`]\`U`h]g]W`ÖZYb`h]W`b]W`h`ni`a`J`cfZU`  
[`YÄi`»`Yfhž`ZØ`f`h`YXcW`]b`hYfbY`;`Ygd`fÄW`Y`i`bX`j`Yfk`Y]gh`Ui`ZY]bY  
ØVYf`\_cbZYgg]cbY`Y`i`bX`ØVYfdUfhY`]W`Y`GhY`i`b[`bU`a`Y`ni`a  
BU`cgh!`?`cbZ]\_`h`≠`Y]bYf`NY]hž`]b`XYf`X]Y`5bnU`\`Ub]gYa`]h]gW`Yf  
GhfUZhUhYb`]b`8Yi`hgW`UbX`gdfi`b[`\`UZh`UbghY][`h`j`cb`Ubi`Uf`V]g  
C`\_hcVYf`&\$&(`[`UV`Yg`a`Y`f`U`g`" "&\$`\$`fY[`]ghf]YfhY`HUhYb`g]bX  
gc`W`Y`J`cfZÄ`Y`VYgcbXYfg`Vf]gUbž`k`]Y`N8:`VYf]W`hYh`"

## 5bh]gYa`]h]ga`i`g`]a`Gdcfh`i`bX`]b`XYf ;`YgY`gW`UZh

8]Y`DfcV`Ya`Uh]\_`XYg`5bh]gYa`]h]ga`i`g`nY][`hig]W`ni`bY`a`YbX`c`ZZYb  
]b`8Yi`hgW`UbX`"J`cfZÄ`Y`k`]Y`XUg`6YXfÄb[`Yb`Y]bYg`%&!`Ä`f][`Yb  
Gd]Y`Yfg`XYg`ØX]gW`Yb`Gdcfhj`YfY]bg`A`U`\_\_UV]:`fUb`\_Zi`fh`Xi`fW`  
Y]bYb`Ä`hYfYb`ž`[`YbX`]W`Yb`g]bX`bi`f`X]Y`Gd]mY`XYg`9]gVYf[`g`5`c`b  
A`YmYfž`XYf`J`cfg]mYbXY`j`cb`A`U`\_\_UV]ž`Y`[`h`X]Y`GW`i`X`ZØf`X]Y  
Ni`bU`a`Y`gc`W`Yf`J`cfZÄ`Y`Ui`Z`XYb`HYffc`fUb[`f]ZZ`XYf`<`Ua`Ug`i`bX  
Ui`Z`i`b`\_cb`hfc`]YfhY`Ni`k`UbXYfi`b[`ni`fØW`"A`U`\_\_UV]`gY`Vghž`U`g`"

a i `h]\_i `hi fY`Yf`J YfY]b`[ Y[ fØbXYhž`g]Y\`h`g]W\`Ui Z[ fi bX`gY]bYf`  
 `ØX]gW\Yb`≠Ybh]hÅh`5bZY]bXi b[ Yb`[ Y[ YbØVYf`i bX`k ]fX`j cb`  
 † [ YbX`]W\Yb`ØVYf`ÒZZYbh`]W\Y`D`UhhZcfa Yb`Ub[ YdØVY`h"

8]Y`[ YgY`gW\UZh`]W\Yb`GdUbbi b[ Ybž`X]Y`Xi fW`gc`W\Y`J cfZÅ`Y`  
 [ YgW\Øfh`k YfXYbž`YffY]W\Yb`Ui W`XYb`i » VU`""`8]Y`i: Ubg`j cb`  
 A U\_\_UV]: fUb`\_Z`fh`g]bX`]a a Yf`k ]YXYf`a ]h`Ubh]gYa ]h]gW\Yb`  
 Ÿi » Yfi b[ Yb`\_cbZfcbh]Yfhž`i bX`b]W\h`ini `Yhnh`a ØggYb`bUW\`  
 J cfZÅ`Yb`k ]Y`XYa`XYf`<Ua Ug!A UggU`Yf`]a`C`\_hcVYf`&\$&`Y]b][ Y`  
 A U\_\_UV]!J YfY]bY`]\fYb`Gd]Y`VYhf]YV`j cfYfgh`Y]bghY`Yb"

‡UW\_gc b`≠j ]bY`i bX`XYf`i: 7`Gh`DUi`\_]`ghY\Yb`gca ]h`]a`A ]hY`di b\_h`  
 Y]bYg`gW\k ]Yf][ Yb`8]g\_i fgYg`ØVYf`5bh]gYa ]h]ga`i gž`Gc`]XUf]hÅh`  
 i bX`dc`]h]gW\Y`6chgW\UZhYb`]a`Gdcfh`9g`V`Y]Vh`UVni k UfhYbž`k ]Y`  
 g]W\`X]Y`G]hi Uh]cb`Ybhk ]W`Y`hi bX`k Y`W\Y`GW`f]hY`XYf`J YfY]b`i bX`  
 X]Y`Gd]Y`Yf`i bhYfbY\`a Yb`k YfXYbž`i a`g]W\`]b`X]YgYf`  
 \_cbZ]\_hfY]W\Yb`H\Ya Uh]\_ni`dcg]h]cb]YfYb"

8YhU]`g	
C fh	Gh`DUi`_]ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• a ]`Yfbhcb"XY</li> <li>• k k k "a cdc"XY</li> <li>• k k k "nXZ\Yi hY"XY</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`X]Y!bUW`f]W\hYb`Wca