

< Y`YbY': ]gW\ Yf'i bX`H\ca Ug'GY]hY`.  
@]YVYž'X]Y' < Ò\ Yb`i bX`H]YZYb`ØVYfk ]bXYh°

9fZU\ fYb`G]Y'a Y\ f'ØVYf' < Y`YbY': ]gW\ Yfg'6Yn]Y\ i b[ `ni  
H\ca Ug'GY]hY`ž']\ fY' [ Ya Y]bgUa Y': Ua ]']Yb]Xm`Y`i bX`X]Y  
J YfV]bXi b[ `ni ': `cf]Ub`G]'VYfY]gYb"



6UmYfbž'8Yi hgW\ `UbX`!` < Y`YbY': ]gW\ Yfž'X]Y`YfZc` [ fY]W\ Y  
XYi hgW\ Y`GW\ `U[ YfgÅb[ Yf]bž']gh`VY`\_Ubbh`ZØf`'\ fY`\_fUZhj`c`Y  
Gh]a`a`Y`i`bX`W\ Uf]ga`Uh]gW\ Y`6Ø\ bYbdfÅgYbn``A`]h`a` ]bXYghYbg`%)  
A`]]`cbYb`k`Y`hk`Y]hj`Yf`\_Ui`ZhYb`5`VYbž'XUfi`bhYf`XUg`A`i`h`!`D`Uh]b!  
U`Vi`a`i` :`UfVYbgd]Y` ž'\ Uh]g]Y`g]W\ `Y]bYb`ZYghYb`D`Uhn`]b`XYf  
A`i`g]\_gnYbY`YfcVYfh``ϣ`XYb`YhnhYb`ϣ\ fYb` [ UV`Yg`YXcW\ `b]W\ h  
bi`f`a`i`g]\_U`]gW\ Y`< ] [ \`][ \ hg`]b`]\ fYa` '@YVYbž'gcbXYfb`Ui`W\ `Y]bY  
fca`Ubh]gW\ Y`9bhk`]W`i`b[ ž'X]Y`XUg`ϣhYfYggY`j`cb` :`Ubg`i`bX  
A`YX]Yb` [ `Y]W\ Yfa`U`»`Yb` [ Yk`YW`\_h`\`Uh"

: ]gW\ Yfž' [ YVcfYb`Ua`i`)"`5i` [ i`gh`%-` ,` ( `]b`?`fUgbc`mUfg`\_ž`F`i`gg`UbXž  
k`Uf`V]g`&\$%` ,`]b`Y]bYf`Ub` [ `Å`\f] [ Yb`6Yn]Y\ i b[ `a`]h`i` `cf]Ub  
G]'VYfY]gYbž'Y]bYa` `k`Y]hYfYb`dfca` ]bYbhYb` ;`Yg]W\ h`XYf

GW`U[ Yfk Y`h"8]Y`VY]XYb`hfYbbhYb`g]W`YXcW`ja`gY`VYb`U`f"  
?i fn`XUfUi`ZhfUh`H\ca`Ug`GY]hY`b`j]\f`@YVYb`z`XYf`i`fgdf0b[ `]W`U`g  
9fgUma`Ubb`Z0f`X]Y`5h\Yfhcb`Hk`]bg`VY]`<Y`YbYg`Hci`fbYY  
Y]b[ Yd`Ubh`k`Uf"8]YgY`VYfi`Z]W`Y`J`YfV]bXi`b[ `Z0\fhY`ni`Y]bYf  
VYgcbXYfYb`6Yn]Y\i`b[ `nk`]gW`Yb`XYb`VY]XYb`z`X]Y`g]W`ja`@Ui`Z  
XYf`Hci`fbYY`j`Yfh]Y`ZhY`"H\ca`Ug`VYgW`fY]Vh`Y]bXfi`W`gj`c`z`XUgg`Yf  
gW`bY`k`i`gghY`z`XUgg`<Y`YbY`X]Y`i`fUi`gY]bYg`@YVYbg`]gh`i`bX  
gW`A`hnh`]fY`Y]bn][`Ufh][`Yb`9][`YbgW`UZhYb"

6YgcbXYfY`A`ca`YbhY`i`bX

@YVYbg[`Ya`Y]bgW`UZh

9]b`VYa`Yf`Ybgk`YfhYf`A`ca`Ybh`Z0f`H\ca`Ug`k`Uf`z`U`g`<Y`YbY`Y]bYb  
\Ygg]gW`Yb`8]U`Y`\_`higd`fUW`z`k`Ug`]b`b`UW`\U`h][`VY]bXfi`W`hY"  
<Yi`hY`YVYb`<Y`YbY`i`bX`H\ca`Ug`[ `0W`]W`a`]h]\fYf`HcW`hYf`]b  
6UmYfb`"Hfcm`XYf`j`cf\Yf][`Yb`6Yn]Y\i`b[ `i`:]gW`Yfg`ni`G]`VYfY]gYb  
[ `]Vh`Yg`\_Y]b`V0gYg`6`i`h`j`]Y`a`Y`f`\UVYb`VY]XY`A`Ab`bYf`Y]b  
fYgdY`\_hj`c`Yg`J`Yf\A`hb]g`i`bX`i`bhYfgh0hnyb`g]W`[ `Y[ `YbgY]h][`"  
H\ca`Ug`\Uh`a`]h`i`cf]Ub`G]`VYfY]gYb`Y]b[ `i`hYg`J`Yf\A`hb]g  
Ybhk`]W`Y`h`z`k`Ug`]b`XYf`6fUbW`Y`c`Zh`Y]b`gYbg]V`Yg`H\Ya`U`]gh"

5a`(`"Bcj`Ya`VYf`&\$&%[`UV`XUg`DUUf`VY`\_Ubb`h`z`XUgg`g]Y`j`Yf`c`Vh  
g]bX"8]Yg`a`Uf\_]YfhY`Y]bYb`k`Y]hYfYb`GW`f]h]b`]b`\fYf  
[ `Ya`Y]bgUa`Yb`6Yn]Y\i`b[ `z`X]Y`&\$%,`VY[ `Ubb`i`bX`gY]hXYa`j`cb  
@YVY`i`bX`i`bhYfgh0hni`b[ `[ `YdfA`[ `h]gh`"H\ca`Ug`GY]hY`]gh`b]W`h`bi`f  
Y]b`hU`Ybh]YfhYf`@`ZhU`\_fc`VUh`z`XYf`g]W`Ui`Z`5Yf]U`G]`\_`gdYn]U`g]Yfh  
\Uh`z`gcbXYfb`\Uh`Ui`W`U`g`A`cXY`[ `YUfVY]hYh`"GY]b`Df]j`Uh`VYb`\A`h  
Yf`YXcW`k`Y]h[ `Y\YbX`[ `Y\Y]a`z`k`Ug`]b`XYf`2`ZYbh]W`\_Y]h`c`Zh`Ui`Z  
=bhYfYggY`gh0»h"

;`Yf0W`hY`i`bX`6Yn]Y\i`b[ `Yb

8]Y`6Yn]Y\i`b[ `ni`G]hY`]gh`YXcW`b]W`h`c`\bY`GdY`\_i`Uh]cbYb"  
;`Yf0W`hY`0VYf`X]Y`i`Y`Z0\`Y`j`cb`H\ca`Ug`9!`DUf`hbYf]b`5bY`U  
U`bYj`U`z`Y]bYf`]bhYfbUh]cbU`Yb`i`chc[ `fUZ]b`i`bX`<`UUF`!`gck`]Y`A`U`\_Y!  
i`d!`?0bghYf]b`z`k`i`fXYb`Xi`fW`Y]bYb`\_fmdh]gW`Yb`=ghU[ `fUa`!Dcgh  
Ub[ `Y\Y]nh`"Hfcm`X]YgYf`GdY`\_i`Uh]cbYb`V`Y]Vh`X]Y`6Yn]Y\i`b[

nk ]gW\Yb'<Y`YbY'i bX`H\ca Ug'ghUV]'i bX'j cb'[ Y[ YbgY]h][ Ya  
F YgdY\_h[ YdfÅ[ h"

9]b`k Y]hYfYf'5gdY\_hž'XYf'i]a a Yf'k ]YXYf'i]b`XYb`A YX]Yb`X]g\_i h]Yfh  
k ]fXž'g]bX`X]Y`Ub[ YV`]W\Yb`ZfØ\YfYb`6Yn]Y\i b[ Yb': ]gW\Yfgž  
Y]bgW\`Y»`]W\`Y]bYg'b]W\h`VYghÅh][ hYb`≠hYfYggYg'ni`XYa`GÅb[ Yf  
A ]W\UY`6c`hcb`"8YbbcW`gW\Y]bYb'<Y`YbY'i bX`H\ca Ugž'hfch`XYf  
j ]Y`Yb'; YgW\]W\hYbž`X]Y'i a`g]Y`\_fY]gYbž`ZYgh'ni`]\fYa  
[ Ya Y]bgUa Yb';`ØW`\_ni`ghY\Yb'i bX']\fY`]YVYj c`Y': Ua ]]YbnY]h]b  
6UmYfb'ni`[ Yb]Y»Yb"

≠g[ YgUa h`nY][ Yb`X]Y`U\_hi Y`Yb`9bhk ]W`\_i b[ Yb`]a`@YVYb`j cb  
<Y`YbY': ]gW\Yfž`XUgg'g]Y`b]W\h`bi`f`U`g`A`i`g]\_Yf]bž`gcbXYfb`Ui`W\  
U`g`DYfgcb`Y]bY`VYY]bXfi`W`\_YbXY`FY]gY`\]bhYf`g]W\`U`hž`X]Y`j`cb  
dYfgØb`]W\Yb`K`YbXYdi`b`\_hYb`i`bX`Y]bYf`[`ØW`\_]W\Yb`6Yn]Y\i b[  
[ YdfÅ[ h]gh`≠fY': Ubg`\_ØbbYb`[ YgdUbbh`gY]bž`k Ug`X]Y`Ni`\_i`bZi`Øf  
X]YgYg`HfUi`a`dUUF`VYfY]h\Å`h"

: Øf`Y]bY`XYhU]`]YfhYfY`7\fcbl`\_XYf`6Yn]Y\i b[ Yb`j cb'<Y`YbY  
: ]gW\Yf`k`YfZYb`G]Y`Y]bYb`6`]W`\_Ui`Z`< ]h6Yffm'i bX`k Y]hYfY  
≠Zcfa`Uh]cbYb`ni`]\fYf`U\_hi Y`Yb`6Yn]Y\i b[ ]\_ØbbYb`G]Y`Ui`Z`  
GW\`U[ Yf"XY`bUW\`YgYb"

8YhU]`g	
Cfh	6UmYfbž`8Yi`hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"><li>• k k k "gW\`U[ Yf"XY</li><li>• \]hVYffm"Wca</li></ul>

6Ygi W\Yb`G]Y`i bg`Ui`Z`Y]bY!fY]gY"XY