

H]fc`g`K ]bhYfgU]gcb`&\$&( #& ) .  
F Y\_c fXb`ÀW h][ i b[ Yb`hfc hn  
< YfUi gZc fXYfi b[ Yb`°

H]fc`g`K ]bhYfgU]gcb`&\$&( #& ) `YbXYhidcg]hj ž'a ]h'ghY][ YbXYb  
B`ÀW h][ i b[ Yb`i bX`Y]bYa` : c\_i g`Ui Z`bUW\`U`h][ Yb  
Hci f]ga i g"



H]fc`ž`² ghYffY]W\`!`8]Y`hci f]gh]gWY`K ]bhYfgU]gcb`&\$&( #& ) `]b  
H]fc`YbXYh]a` `5df]`i bX`\_Ubb`Ui Z`Y]bY`]bg[ YgUa`hidcg]hj Y`6]`Ubn  
ni fØW\_V`]W\_Yb" `@Ui hiXYb`U\_hi Y`Yb`8UhYb`j cb`**hcd`h]fc`**gh]Y[ Yb  
X]Y`B`ÀW h][ i b[ Yb`i a` `%ž( `DfcnYbh`Ui Z`]bg[ YgUa`hi`\*`ž( `A`j`)]cbYb"  
5i W`X]Y`5b\_ØbZnY`bU\`a Yb`i a` `&ž+`DfcnYbh`ni`i bX`YffY]W`hYb`\*`ž%  
A`j`)]cbYb" `8]Yg`]gh`VYgcbXYfg`VYa` Yf\_Ybgk`Yfhž`XU`X]Y`YfghY  
GU]gcb`À`ZnYž`X]Y`j cb`B`cj`Ya` VYf`V]g`U]bi`Uf`j`Yf`]Yž`gY`f`dcg]hj  
k`Ufž`k`À`fYb`X`X]Y`nk`Y]hY`<`À`ZnY`a` ]h`<`YfUi`gZc`fXYfi`b[`Yb  
\_cbZfcbh]Yfh`k`i`fXY"

Ni`XYb`<`YfUi`gZc`fXYfi`b[`Yb`n`À`\`hYb`Ui`gV`Y]VYbXYf`B`Uhi`fgW`bYYž`

k Ufa Y`HYa dYfUhi fYb`i bX`XYf`ZY`YbXY`GW`U`hU[ žk Ug`X]Y  
5i g`Ughi b[ `XYf`6Yhf]YVY`VYY]bhf`ÅW`h][ hY`"8YbbcW`gcf[ hY`XUg  
C ghYfZYgh`Z0f`Y]bYb`YfZFYi`]W`Yb`B UW`ZFU[ YgW`i Vž`k ]Y`X]Y`H]fc`Yf  
Hci f]ga i gghU[h]gh]\_`nY][ h`"b hYfYggUbh]gh`Ui W`ž`XUgg`X]Y  
Xi fW`gW`b]h]W`Y`5i ZYb`h`U`hgXUi Yf`Y]W`h`Ui Z( ž` `HU[ Y`[ Ygi b`\_Yb  
]ghž]a` `J Yf[ `Y]W`ni a` `J cf`U`fž`U`g`g]Y`VY]( ž( `HU[ Yb`U[ "

Dcg]h]j Y`9bhk ]W`\_`i b[ Yb`i bX  
< YfUi gZcfXYfi b[ Yb

8Yf`Hci f]ga i g`UbXYgfUh`A Uf]c` ; YfVYf`YVh`X]Y`5bn]Y`i b[ g`fUZh  
H]fc`g`VYgcbXYfg`Yfj cf`i bX`VYhcbh`X]Y`F c`Y`XYf  
: Ua` ]]YbVYhf]YVY`]b`XYf`F Y[ ]cb`"GhY][ YbXY`DfY]gY`i bX`Y]bY  
gd0fVUfY`?cbgi a ni f0W`\_`U`hi b[ `VY]`XYb` ; ÅghYb`Z0`fYb`YXcW`ni  
Y]bYf`Ub[ YgdUbbhYb`9fhfU[ gg]hi Uh]cb`Z0f`X]Y`i bhYfbY`a Yb`"8]Y  
K YfhgW`0dZi b[ `Z0f`X]Y`K ]bhYfgU]gcb`&\$&( #&) `]Y[ h`VY]` ž`  
A ]`]UfXYb`9i fcž`k Ug`]bZUh]cbgVYfY]b][ h`Y]bYa` `F 0W`\_`Ub[ `j cb`\$ž  
DfcnYbhYbhgd]f]W`h`Hfch`X]YgYf`i a ghÅbXY`V`Y]Vh`XYf`Hci f]ga i g  
Y]b`k ]W`h][ Yf`A chc`f`Z0f`X]Y`fY[ ]cbU`Y`K ]fhgW`UZh"

8]Y`<Yf`\_i bZhga Åf`\_hY`XYf` ; ÅghY`nY][ Yb`i bhYfgW`]YX`]W`Y`HfYbXg"  
8Yi hgW`\_UbX`V`Y]Vh`a ]h`% ž( `A ]`]cbYb`B`ÅW`h][ i b[ Yb`ghUV]`ž  
k Å`fYbX`X]Y`B]YXYf`UbXY`a ]h` ž- `A ]`]cbYb`B`ÅW`h][ i b[ Yb`Y]b  
D`i g]j cb` ( ž` `DfcnYbh]j YfnY]W`bYb`"2 ghYffY]W`\_`cbbhY`%ž  
A ]`]cbYb`B`ÅW`h][ i b[ Yb`fd`i g` ž) `DfcnYbh]j YfVi W`Yb`"a  
; Y[ YbgUhn`XUni` `j YfnY]W`bYb`XUg`J YfY]b][ hY`? 0b][ fY]W`f! \$ž`  
DfcnYbh]j`6Y`[ ]Yb`f! &ž` `DfcnYbh]i bX`X]Y`GW`k Y]n`f! ž `DfcnYbh]j  
f0W`\_`Åi Z][ Y`NU`Yb`"Dcg]h]j`ghYW`Yb`\_`]b[ Y[ Yb`X]Y`B`ÅW`h][ i b[ Yb  
Ui g`Dc`Yb`\_`Yfj cfž`X]Y`a ]h`\* &\$`\$\$\$`Y]b`D`i g]j cb`%ž` `DfcnYbh  
YffY]W`Yb`\_`cbbhYb"

H]fc`g`Hci f]ga i gUb[ YVchi bX  
Ni \_i bZhgdYfgdY\_h]j Yb

? Uf]b`GY]Yfž`X]Y` ; YgW`ÅZhgz0`fYf]b`j cb`H]fc`K`YfVi b[ ž`VYhcbh`X]Y  
5bdUggi b[ gZÅ`][ \_Y]h`XYg`H]fc`Yf`Hci f]ga i g`G\_]ZU`fYb`V`Y]Vh`XUg  
? YfbdfcXi`\_h`XYf`F Y[ ]cbž`k cVY]` , \$`DfcnYbh`XYf` ; ÅghY`X]YgYb

K ]bhYfgdcfh]b`5bgdfi W\`bY\`a Yb"8 Ug`5b[ YVch`k i fXY`YXcW  
Ui W`i a `5\_hj ]hAhYb`k ]Y`K ]bhYfk UbXYfbž`J YfUbghU`hi b[ Ybž  
K Y`bYgg`i bX`?i `]bUf]\_`Yfk Y]hYfhž`i a `XYa `N]Y`Y]bYg  
Ui g[ Y[ `]WYbYb` ; Ubn`U\`fYghci f]ga i g`bA\`Yfni \_ca a Yb"

9]b`6`]W\_`Ui ZX]Y`U``[ Ya Y]bYb`Hci f]ga i gghUh]gh]\_Yb`Z0f`XUg`>U\`f  
&\$&` #&( `nY][ hž`XUgg`H]fc``( , ž+) `A ]``cbYb`BÅW h][ i b[ Yb  
fYU`g]YfYb`\_cbbhYž`k Ug`Y]bYa `Y]W hYb`5bgh]Y[ `j cb`\$ž) `DfcnYbh  
]a `J Yf[ `Y]W`ni a `J cf`U\`f`Ybhgd]W h"8 ]Y`Xi fW\`gW`b]hh]W Y  
5i ZYbh\`U`hgXUi Yf``Y[ h`VY]`' ž-`HU[ Yb`i bX`k ]fX`Xi fW`gU]gcbU`Y  
J YfhY]`i b[ Yb`[ YdfA[ hž`X]Y`Ub[ YVYbž`XUgg`XYf`K ]bhYf`) `DfcnYbh  
XYf`BÅW h][ i b[ Yb`i bX`XYf`Gca a Yf`(+`DfcnYbh`Ui ga UW h"  
6YgcbXYfg`\`Yfj cfni `YVYb`]ghž`XUgg`H]fc``WU"Y]b`8 f]hY`XYf  
[ YgUa hYb`BÅW h][ i b[ Yb`]b`2 ghYffY]W`Ui ga UW h"

8]Y`ghAf\_ghYb`E i Y``a `Af\_hY`g]bX`8Yi hgW\`UbX`a ]h`&\*ž`A ]``cbYb  
, VYfbUW hi b[ Ybž`[ YZc`[ h]j cb`XYb`B]YXYf`UbXYb`a ]h) ž( `A ]``cbYb  
i bX`2 ghYffY]W`a ]h( ž\$`A ]``cbYb`, VYfbUW hi b[ Yb"8 ]Y  
BÅW h][ i b[ gghUf`\_Yb`Hci f]ga i gj YfVAbXY`g]bX`XUg`2 mhu`a ]h( ž  
A ]``cbYb`, VYfbUW hi b[ Yb`i bX`&bgVfi W\_`Hci f]ga i g`a ]h' ž\*  
A ]``cbYb"

&g[ YgUa h`V`Y]Vh`XYf`H]fc`Yf`Hci f]ga i g`Y]b`VYXYi hYbXYf  
6YgW`ÀZh][ i b[ ghfA[ Yf"Fi bX`) &"(\$`\$`DYfgcbYb`k UfYb`]a `>Ubi Uf  
&\$&) `]a `Hci f]ga i g`hAh][ ž`k Ug`Y]bYb`5bgh]Y[ `j cb`\$ž+`DfcnYbh]a  
J Yf[ `Y]W`ni a `J cf`U\`f`XUfghY``h"?bUdd`+`\$`DfcnYbh`XYf  
A ]hUfVY]hYbXYb`ghUa a Yb`Ui g`XYa `5i g`UbXž`k Ug`X]Y  
]bhYfbUh]cbU`Y`5bn]Y\`i b[ g\_fUZh`XYf`F Y[ ]cb`i bhYfghfY]W`h"

H]fc``ghY\`h`U`gc`j cf`XYf`<YfUi gZcfXYfi b[ ž`gck c\`X]Y`dcg]h]j Yb  
HfYbXg`k Y]hYf`ni `Z0fXYfb`U`g`Ui W`g]W`XYb`]a a Yf`j Uf]]YfYbXYb  
6YX]b[ i b[ Yb`XYg`?`]a Ug`i bX`XYf`; `AghYk ØbgW`Y`Ubni dUggYbž  
i a `X]Y`5hhfU\_hj ]hAh`U`g; Ubn`U\`fYgn]Y`ni `VYk U\`fYb"

8 Y h U ]`g	
C fh	H]fc`ž`2 ghYffY]W

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "hcd"h]fc`</li><li>• k k k "ZUWh"h]fc`</li></ul>

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