

I fhY]`]'b`6Yf`]b. 'J Yf[ Yk U`h][ Yf`A Ufj ]b`G"  
ZUgh`ZØf`gY]bY`HUhYb`[ Yghc fVYb

5a`%&"'ž`]'&\$&) `VYf]WkhYh`Y]b`i fhY]`]'b`6Yf`]b`ØVYf`Y]bYb  
gWcW\_]YfYbXYb': U`'j cb`J Yf[ Yk U`h][ i b[ `i bX`Z`a` ]gWYf  
8c`\_i a YbhUh]cb"



6Yf`]b`ž`8Yi hgW`UbX`!'`ž`Y]bYa`Ui ZfØhhY`bXYb`i fhY]`'\Uh`XUg  
6Yf`]bYf`@UbX[ Yf]Wkh`Y]bYb`'f b[ Yb`A Ubb`bUa Ybg`A Ufj ]b`G"  
k Y[ Yb`gWk YfYf`J Yf[ Yk U`h][ i b[ `j Yfi fhY]`h`'8 Ug`6YgcbXYfY`Ub  
X]YgYa`': U`.'8Yf`[ YgUa`hY', VYf[ f]Zk`i fXY`j cb`Y]bYa  
a`i ha U»`]WYb`?ca`d`nYb`[ YZ]`a`hž`i bX`XUg`CdZYf`\`ÄhhY`XUVY]`ZUgh  
gY]b`@VYb`j Yf`cfYb`"8Yf`J cfZU`ž`XYf`g]W`]b`XYb`<]bhYf`\ÖZb`j cb  
6Yf`]b`YfY][ bYhY`ž`k`]fzh`Xi b`\_Y`GW`UhYb`Ui ZX]Y`[ Y[ Ybk`Äfh][ Y  
G]WYf\Y]hg`U[ Y]b`8Yi hgW`UbX`i bX`XYb`i a`[ Ub[ `a`]h`XYfUfh][ Yb  
J YfvfYWYb`"K`]Y`Gd]Y[ Y`VYf]WkhYhž`]gh`XYf`HÄhYf`a`]h`Yfk`Y]`Y`ni  
Y]bYf`a`Y`f`Ä`f][ Yb`<UZhghfUZ`j Yfi fhY]`h`k`cfXYb"

8]Y`HUh`gY`Vgh`YfY][ bYhY`g]W`]b`XYf`BUW`hi bX`VYgW`fY]Vh`Y]b  
gWcW\_]YfYbXYg'; YgWY`Ybž`VY]`XYa`X`Y`<]`Zcg][`\_Y]h`XYg`CdZYfg

]b`XYf'i bVUfa \Yfn][ Yb`?`À`hY`Y]bYf'i fVUbYb`l a [ YVi b[  
VYgcbXYfg`XYi h`]W`k i fXY""@Ui h`XYb`9fZU\fi b[ Yb`j cb`j ]Y`Yb  
CdZYfb`gYI i Y`Yf`, VYf[ f]ZY`]b`8Yi hgW`UbX`nY][ h`X]YgYf': U`ž`k ]Y  
k ]W`h][ `Yg`]ghž`@]W`h`Ui Z`gc`W`Y`J`YfVfYW`Yb`ni `k YfZYb""Ghi X]Yb  
VY`Y[ Ybž`XUgg`X]Y`5bnU\`X`Yf`dc`]nY`]W`YfZUgghYb`CdZYf`j cb  
J Yf[ Yk U`h][ i b[ ž`gYI i Y`Yf`B`Òh][ i b[ `i bX`VYgcbXYfg`gW`k YfYb  
gYI i Y`Yb`, VYf[ f]ZYb`]b`XYb`Y`hnhYb`š\`fYb`ghYh][ ` [ Ygh]Y[ Yb`]gh`  
**GhUh]ghU`YfZUggh`X]Y`NU\`Yb`XYf`Y`hnhYb`š\`fYž`i bX`a Ub`g]Y\`hž  
XUgg`]a a Yf`a Y\`f`6YhfcZYbY`g]W`hfUi Ybž`ni f`Dc`]nY`]ni ` [ Y\`Yb`**

: À`Y`ni f`5i Z`\_`Àfi b[

Hfch`XYg`[ fUj ]YfYbXYb`J`cfZU`g`]gh`Yg`b]W`h`bi f`Y]bY`: fU[ Y`XYg  
9]bnY`ZU`g`"8Yf`Dfc`nYgg`i bX`XUg`l`fhY`]`k YfZYb`h]YZYfY`: fU[ Yb`Ui Z`  
k ]Y`i bgYfY`; YgY`gW`UZh`a`]h`gc`W`Yb`8Y`\_]hYb`i a [ Y\`h`< ]bk Y]gY  
Ui Z`ghfi `\_hi fY`Y`DfcV`Ya Yž`X]Y`CdZYfb`cZi`XYb`Ni [ Ub[ `ni  
; YfYW`h][ `\_Y]h`YfgW`k YfYbž`g]bX`ca`b]df`ÀgYb`h`9g`k`ÀfY`Ub`XYf  
NY]hž`XUgg`k`]f`U`g`; YgY`gW`UZh`j`Yfgh`Àf`h`\]bgW`Ui Yb`i bX`i bg  
ZfU[ Ybž`k ]Y`k ]f`6YhfcZYbYb`\`Y`ZYb`\_`ÒbbYb`"

8]Y`J`Yfi fhY`]i b[ `j cb`A`Ufj ]b`G`" \_`ÒbbhY`U`g`G][ bU`[ YVYf  
j`YfghUbXYb`k`YfXYb.`8Yf`F`YW`hgghUUh`U[ ]Yfhi`bX`gYhnh`g]W`  
j`Y\`Ya`Ybh`[ Y[ Yb`gYI i Y`Y`; Yk U`h`Y]b""8cW`k`Ug`d`Ugg]Yfh`a`]h`XYb  
CdZYfbž`XYfYb`HfUi`a`UhU`cZi`Y]b`[ Ub`nYg`@YVYb`Ub[ `bUW`k`]f`\_Yb3  
<]Yf`g]bX`Df`Àj`Ybh]cb`i`bX`5i`Z`\_`Àfi`b[ ` [ YZfU[ h`8YfUfh][ Y`HUhYb  
\_`ÒbbYb`i`bX`XØfZYb`Ui`Z`\_Y]bYb`: U`ni`f`B`cfa`U`]h`À`h`k`YfXYb`"

; YgY`gW`UZh`]W`Y`J`YfUb`hk`c`fhi`b[

8]Y`U`\_hi`Y`Yb`GhUh]gh]\_Yb`nY][ Ybž`XUgg`gYI i Y`Yf`A`]ggVfUi`W`]b  
j`Y`Yb`: cfa`Yb`Y]b`Yfbghni`bY`a`YbXYg`DfcV`Ya`XUfghY`h`  
K`À`fYbX`X]Y`Dc`]nY`]b`XYb`Y`hnhYb`š\`fYb`j`Yfgh`Àf`h`XUfUi`Z  
\]b[ Yk ]YgYb`\Uhž`XUgg`Df`Àj`Ybh]cbga`U»`bU`a`Yb`b`chk`YbX][ `g]bXž  
V`Y]Vh`j`]Y`ni`hi`b""@Ui`h`XYb`GhUh]gh]\_Yb`XYg`6i`bXYg`\_f]a`]bU`Ua`hg  
]gh`X]Y`NU\`X`Yf`J`cfZ`À`Y`j`cb`&\$(`V]g`&\$(`g][ b]Z`\_Ubh`[ Ygh]Y[ Yb`  
8]YgY`9bhk`]W`\_i`b[ Yb`a`ØggYb`Yfbgh`[ Ybca`a`Yb`k`YfXYb`i`bX  
YfZcfXYfb`Y]b`l`a`XYb`\_Yb`]b`XYf`; YgY`gW`UZh`"

: Un]h`8]Y'; YgY`gWUZh]gh[ YZcfXYfhz`U\_hj`[ Y[ Yb`X]YgY  
 HYbXYbnYb`j`cfni [ Y\Yb"9]bY`VYggYfY`5i Z\_`Àfi b[ žY]b`g]WXYfYg  
 l a Z`X`ZØf`6YhfcZZYbY`i bX`Y]bY`\_`UfY`<U`hi b[ `[ Y[ Yb`gYl i Y`Y  
 ; Yk U`h`g]bX`Xf]b[ YbX`bchk YbX][ "Bi f`gc`\_Ubb`j Yf\]bXYfh  
 k YfXYbž`XUgg`gc`WXY`gWfYW\_]WXYb`J`cfZ`Y`ni f`B`cfa U`]h`h  
 k YfXYb`i bX`XUg`J YfhfUi Yb`]b`i bgYf`F`YW`hggmghYa`[ Yk U`fh  
 V`Y]Vh"

8YhU]`g	
C fh	6Yf`]bž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gd]Y[ Y`"XY</li> <li>• UVc "gd]Y[ Y`"XY</li> <li>• XY "ghUh]ghU"WŁa</li> </ul>

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U[ "bYh