

K UggYfgW\ UXYb`]a`DZY[ Y\Y]a`A Y]» Yb.  
K ]Y`[ Y\h' , \$' - /g`k Y]hYf`ZØf`X]Y  
GYb]cfYb 3

⊖`A Y]» Yb`k ]fX`Y]b`K UggYfgW\ UXYb`]a`DZY[ Y\Y]a`@ci ]gY`  
C hñc!DYhYfg`gUb]Yfhž`k Å\fybX`XYf`DYfgcbU`VYXUfZ`\_f]h]gW\`  
V`Y]Vh"



A Y]» Ybž`8 Yi hgW\`UbX`!`a`DZY[ Y\Y]a`@ci ]gY`C hñc!DYhYfg`]b`  
A Y]» Yb`gW\`U[`Yb`XYfnY]h`X]Y`K`Y`Yb`cW\`"9]b`K UggYfgW\ UXYbž`  
XYf`]a`9fX[ YgW\cgg`]b`Y]bYa`XYf`6UXYn]a`a`Yf`ZYgh[ YghY`h`  
k`i`fXYž`gcf[`h`b]W\`h`bi`f`ZØf`< UbX`i`b[`gVYXUfZ`gcbXYfb`Ui`W\`ZØf`  
XUg`l`a`gYhnYb`Y]bYf`i`a`ZUggYbXYb`GUb]Yfi`b[`"@Ui`h`Y]bYa`6Yf]W\`h`  
j`cb`GÅW`g]gW\`Y`"XY`YbhXYW`\_hY`XUg`; Ygi`bX\Y]hgUa`h`k`Å\fybX`  
Y]bYf` , VYfdfØZ`b[`]a`> b]`GW]a`a`Y`!`i`bX`GU`dYhYfVYZU`ž`k`Ug`  
Y]bY`gcZcfh[`Y`J`Yf`Y[`i`b[`VYhfcZYbYf`6Yk`c`bYf`bUW\`g]W\`nc[`"  
8]Y`GUb]Yfi`b[`gUfVY]hYb`gc`Yb`V]g`5df]`&\$&)`UV[`YgW\`cggYb`gY]b`"  
8]Yg`]gh`b]W\`h`XYf`YfghY`J`cfZU`X]YgYf`5fhž`XYbb`VYfY]hg]a`5i`[`i`gh`  
&\$&(`k`i`fXY`Ui`Z`XYf`UbXYfYb`GY]hY`XYg`; YVAi`XYg`Y]b`Å\b`]W\`Yf`

K UggYfgW UXYb`]b`nk Y]`6ÅXYfb`ZYgh[ YghY`h"

8 Yf`6YhfY]VYf`XYg`<Y]a gž`XYf`b`hYfbUh]cbU`Y`6i bX`A ]hhY`f6  
A ]hhYčž`Uh`Yf`\_`Äfhž`XUgg`XYZY`\_hY`@Y]hi b[ Yb`ni Yfgh`c`\_U`]g]Yfh  
k YfXYb`a`i`gghYbž`VYj`cf`X]Y`GUb]Yfi b[ `j`cfUbgW`fY]hYb`\_Ubb`"8Yf  
VYhfcZYbY`:`Ø[ Y`ž`XYf`&\$&\$`a`]h`?i bghgfcZZfc`fYb`[ YVUi`h`k`i`fXYž  
\_`ÖbbhY`k`Y[ Yb`\_cbh]bi`]Yf`]W`Ya`8fi`W`\_GW`ÅXYb`Yf`]hhYb`\_UVYb`  
9]bY`[ fi bX`UZhY`GUb]Yfi b[ `]gh]a`\_`Ui`ZYbXYb`6Yhf]YV`b]W`h  
a`Ö[ `]W`ž`XU`X]Y`6Yk`c`b`Yf`XU`Øf`Ui`gn]Y`Yb`a`ØgghYb`"

DZY[ YVYXUfZgUbgh]Y[ `i`bX`DYfgcbU`g]hi Uh]cb

8]YgY`<YfUi`gZcfXYfi b[ Yb`\_ca`a`Yb`ni`Y]bYa`\_NY]hdi b`\_hž`Ub`XYa  
X]Y`NU`\_`XYf`dZY[ YVYXØfZh][ Yb`A`YbgW`Yb`]a`\_`@UbX`\_fY]g`A`Y]»Yb  
fUd]XY`UbghY][ h`Nk`]gW`Yb`&\$`\$`\_`i`bX`&\$`&`\_`Uh`g]W`X]Y`5bnU`\_`XYf  
DZY[ YVYXØfZh][ Yb`]b`XYf`F`Y[ `]cb`j`cb`Yhk`U`\*`"+\$`\$`\_`Ui`Z`ZUgh`&(`)`\$`\$  
j`Yfj`]YfZUW`h`"æ`\_`[ Ubnyb`:`fY]ghUUh`GUW`gYb`gh]Y[ `X]YgY`NU`\_`]a  
[ `Y]W`Yb`\_NY]hfUi`a`\_`j`cb`Yhk`U`%`,`"\$`\$`\$`\_`Ui`Z`\_bUdd`\_`\*`\_`"\$`\$`\$`ž  
k`cXi`fW`\_`XYf`5bhY]`\_`XYf`DZY[ YVYXØfZh][ Yb`]a`\_`@UbX`\_fY]g`A`Y]»Yb  
Ui`ZYhk`U`+`\_`\_`UbghY][ hž`k`Ug`ØVYf`XYa`\_`gÅW`g]gW`Yb`8i`fW`gW`b]hh  
j`cb`\*`\_`\_`]Y[ h`8]YgY`9bhk`]W`\_`i`b[ Yb`g]bX`b]W`h`bi`f`\_`c`\_U`\_`j`cb  
6YXYi`hi`b[ `\_`@Ui`h`GhUh]ghU`[ `]Vh`Yg]b`8Yi`hgW`\_`UbX`a`]hh`Yfk`Y]Y  
fi`bX`)`ž`+`A`]`\_`]cbYb`DZY[ YVYXØfZh][ Y`"

8]Y`DYfgcbU`g]hi Uh]cb`]a`\_`DZY[ Y`Y]a`\_`]gh`Ub[ YgdUbbh`5`\_hi`Y`\_`  
UfVY]hYb`%`+`DZY[ YZUW`\_`fÄZhY`\_`i`bX`fi`bX`(``\$`k`Y]hYfY`A`]hUfVY]hYf`b  
XYf`9]bf]W`hi`b[ `8]Y`@Y]hi`b[ `Yf`c`Zzh`g]W`Xf]b[ YbX`nk`Y]`V]g`XfY]  
ni`gÅh`n]W`Y`:`UW`\_`fÄZhY`ž`i`a`\_`XYb`6YXØfZb]ggYb`XYf`6Yk`c`b`Yf  
[ YfYW`h`k`YfXYb`ni`\_`\_`ÖbbYb`"æ`\_`XYb`\_`YhnhYb`nk`Y]`\_`\_`\_`fn`\_`\_`b`hYb`\_`\_`Uh  
g]W`X]Y`NU`\_`\_`XYf`DZY[ YVYXØfZh][ Yb`]b`GUW`gYb`j`YfXfY]ZUW`hž  
k`Å`fYbX`XUg`DYfgcbU`g]W`\_`YX][ `]W`\_`j`YfXcddY`h`\_`Uh`8`U`Yf`]gh`X]Y  
Dc`h]\_`[ YZcfXYfhž`bUW`\_`U`h][ Y`A`c`XYfb]g]Yfi b[ Yb`i`bX`VUff]YfY`ZfY]Y  
B`UW`fØghi`b[ Yb`ni`\_`i`b`hYfghØ`hnYb`"F`Y[ `]cbU`\_`Y]hYf`8Yb]g`?`bUi`h`Y  
VYhcbhž`XUgg`c`b`Y`X]YgYb`F`ØW`\_`U`h`j`]Y`Y`b`ch`k`YbX][ Y  
J`YfVYggYfi b[ Yb`b]W`h`fYU`]g]Yfh`k`YfXYb`\_`\_`ÖbbYb`"

K ]W`h][ Yg`ZØf`X]Y`6Yk`c`b`Yf

Hfc hn`XYf`< YfUi gZcfXYfi b[ Yb`V`Y)Vh`XUg`DZY[ Y\Y]a`Y]b`k`]W`h][ Yf  
 C fh`ZØf`X]Y`GYb]cfYb`XYf`FY[ ]cb``9g`[ Y\Øfh`ni`Y]bYa`[ fØ» YfYb  
 GYb]cfYbnYbhf i a ž`XUg`ØVYf`; fØbUb`U[ Ybž`Y]bY`6Y[ Y[ bi`b[ ggh`hY  
 i bX`, \$`A`]Yhk`c\bi`b[ Yb`ZØf`VYhfYi`hYg`K`c\`bYb`j`YfZØ[ h`  
 A`cbUh`]W`Y`J`YfUbghU`hi`b[ Ybž`XUfi`bhYf`6Ygi`W`Y`j`cb  
 H\YfUd]Y\i`bXYbž`gcf[ Yb`XUZØfž`XUgg`XUg`gcn]U`Y`@YVYb`]b`XYf  
 9]bf]W`hi`b[ `b]W`h`ni`\_i`fn`\_ca`a`h``: YfbYf`gcf[ h`X]Y`\Ui`gY][ YbY  
 ?ØW`Y`ZØf`Y]bY`[ i`hY`J`Yfgcf[ i`b[ ž`]bXYa`h`Å[ `]W`X`fY]`A`U`\`nY]hYb  
 Ub[ YVchYb`k`YfXYb"

⊖g[ YgUa`h`nY][ h`g]W`ž`XUgg`X]Y`DZY[ YVYXØfZh][ \_Y]h`b  
 8Yi`hgW`UbXž`]bgVYgcbXYfY`]b`GUW`gYbž`Y]bY`< YfUi`gZcfXYfi`b[  
 XUfghY`hž`X]Y`gck`c\`\_i`fnZf]gh][ Y`@Øgi`b[ Yb`ZØf`X]Y`U`\_hi`Y`Yb  
 DfcV`Ya`Y`]b`DZY[ YY]bf]W`hi`b[ Yb`U`g`Ui`W`Ub[ Zf]gh][ Y`GhfUhY[ ]Yb  
 ni`f`J`YfVYggYfi`b[ `XYf`DZY[ Y]bZfUghfi`\_hi`f`YfZcfXYf`]W`a`UW`h`  
 K`Å`fYbX`X]Y`NU\`XYf`DZY[ YVYXØfZh][ Yb`k`Y]hYf`ghY][ hž`g]bX  
 ⊖j`Ygh]h]cbYb`i`bX`DYfgcbU`Ui`ZghcW`\_i`b[ `Xf]b[ YbX`bØh][ ž`i`a  
 X]YgYb`[ YgY`gW`UZh`]W`Yb`5bZcfXYfi`b[ Yb`[ YfYW`h`ni`k`YfXYb"

8YhU]`g	
C fh	A Y]» Ybž`8Yi`hgW`UbX
E i`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gUYW`g]gW`Y`"XY</li> <li>• XY"ghUh]ghU"W`a</li> </ul>

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