

F Yj c`i h]cb`]a `6Ui k YgYb. `K ]Y`6`cW\_WX U]b  
X]Y`=bXi ghf]Y`hfUbgZcfa ]Yfh°

9fZU\ fYb`G]Yž`k ]Y`6`cW\_WX U]b`X]Y`6Ui ]bXi ghf]Y  
fYj c`i h]cb]Yfh`j YfVYggYfhY`HfUbgdUfYbnž`9ZZ]n]Ybn`i bX  
G]WYf\Y]h`Z0f`A UhYf]U`j YfZc`[ i b[ `i bX`7ca`d`]UbW"



7\ ]bU`!`=b`XYf`\Yi h][ Yb`6Ui k ]fhgWX UZh`ghY\Yb`i bhYfbY\`a Yb`j cf  
XYf`<YfUi gZcfXYfi b[ žY]bY`J ]Y`nU\`j cb`8c`\_i a YbhYb`i bX  
DfcnYggYb`ni`j Yfk U`hYbž`X]Y`cZhi`a gh`AbX`]WX`i bX`i bYZZY`\_h]j`g]bX"  
: fU[ a Ybh]YfhY`8c`\_i a YbhUh]cb`i bX`\_ca`d`YI Y`5i Zg]WX`h`Z0\ fYb  
fY[ Y`a`À»][ `ni`=bYZZ]n]YbnYb`i bX`F ]g]\_Yb``8]Y`6`cW\_WX U]b!  
HYWX`bc`c`[ ]Yž`X]Y`j cf`U`Y`a`Z0f`? fmdhck`À\fi b[ Yb`Ybtk`]W\_Y`h  
k i fXYž`nY][ hg]WX`U`g`Y]b`]bbcj Uh]j Yf`@0gi b[ gUbgUhn`i bX`V]YhYh  
gdUbbYbXY`A`Ö[ `]WX`\_Y]hYb`ni f`C dh]a ]Yfi b[ `j`cb  
A UhYf]U`j YfZc`[ i b[ ž`7ca`d`]UbW`!J Yf]Z]n]Yfi b[ `i bX`Gi`dd`m`7\U]b!  
5i X]hg``8]Yg`VYf]WX`hYh`5ncVi`]`X"

K cfUb`Y]Y[ hg3`8Ug`6Ui k YgYb`]gh`VY`\_Ubbh`Z0f`gY]bY`cZhi`a`Ubi`Y`  
[ YZ0\ fhYb`DfcnYggYž`X]Y`]b`ZFU[ a Ybh]YfhYb`HUVY`Yb`i bX

d\mg]gW\Yb`8c\_i a YbhYb`YbXYb" `8]YgY`<YfUb[ Y\Ybgk Y]gY  
gW\UZZh`b]W\h`bi f`6`]bXghY`Yb`]b`XYf`@]YZf\_YhhYž`gcbXYfb`Vf]b[ h  
Ui W\`I bg]W\Yf\Y]hYb`VY]a`6Yni [ `j cb`A UhYf]U`]Yb`a`]h`g]W\`  
I bni `Àb[ `]W\Y`7ca d`]UbW!8c\_i a YbhUh]cbYb`i bX`X]Y  
A Ò[ `]W\`\_Y]hž`a`]bXYfk Yfh][ Y`cXYf`[ YZÀ`gW\hY`?ca dcbYbhYb`ni  
j Yfk YbXYbž`ghY`Yb`[ fc»Y`F]g]\_Yb`XUF" `6`cW\_W\U]b`\_ÒbbhY` \]YfVY]  
X]Y`K YbXY`Vf]b[ Ybž`]bXYa`X]YgY`<YfUi gZc`fXYfi b[ Yb`X]fY`\_h  
Ub[ Y[ Ub[ Yb`k YfXYb"

## 6`cW\_W\U]b`U`g`; Ua Y!7\Ub[ Yf

8]Y`GhÀf\_Y`j cb`6`cW\_W\U]b`]Y[ h`]b`] \fYf`XYnYbhfU`Yb`i bX  
a Ub]di `Uh]cbgg]W\YfYb`8c\_i a YbhUh]cb" `G]Y`V]YhYh`Y]b`A U» `Ub  
J YfhfUi Yb`i bX`B UW\j c`n]Y\ VUf\_Y]hž`XUg`]b`XYf`6Ui ]bXi ghf]Y  
Xf]b[ YbX`bchk YbX][ `]gh" `Ni`XYb`<Ui dhj`cfhY]Yb`[ Y\ÒfYb.

- 9bX!hc!9bX!HfUWUV]`]hm`>XYf`GW`f]h`Y]bYg`A UhYf]U`g  
k ]fX`Ui ZY]bYa`XYnYbhfU`Yb`@YX[ Yf`ZYgh[ Y\U`hYbž  
k cXi fW`X]Y`B UW\j YfZc`[ VUf\_Y]h] YfVYggYfhi bX  
A UhYf]U] Yf`i ghY`fh" `6" `]b`Y]bYf`Ghi X]Y`]b`7\]bU`j cb`) `i  
Ui Z' `i` [ YgYb`\_h`a`]b]a`]Yfh`k YfXYb"
- ÆbghUb`h`J Yf]Z]WUh]cb.`6Ui ]b[ Yb]Yi fY`\_ÒbbYb`A UhYf]U`]Yb  
j cf`C`fh`a`]hhY`g`E F!7cXYg`cXYf`X][ ]hU`Yb`9h]\_YhhYb`dfØZybž  
k Ug`XYb`J Yf]Z]n]Yfi b[ gdfcnYgg`j cb`HU[ Yb`Ui Z`A`]bi hYb  
j Yf`Øfnh"
- 7]fW`\_Uf`7cbghfi W]cb.`G]W\YfYg`F YWmW]b[ `]cb  
A UhYf]U`]Yb`k ]fX`Xi fW`X]Y`6YfY]hghY`i b[ `Y]bYg  
j Yf`Àgg`]W\Yb`X][ ]hU`Yb`>Yb]h]hÀhgd fØZ] b[ ga`YW`Ub]ga`i g  
i bhYfghØhnh"
- 9W\hnY]h!5i X]hg.`DfØZf`\_ÒbbYb`gcZcfh`Ui Zi a ZUggYbXY  
Dfc`Y`\_hXUhYb`ni [ fY]ZYbž`k Ug`dfcU`\_h]j Y`7ca d`]UbW!  
7\YW\_g`Yfa Ò[ `]W\h"
- ?cbhfc``]YfhY`HfUbgdUfYbn.`ÆbhYfYggYb[ fi ddYb`\_ÒbbYb  
VYgh]a`a`hY`8UhYb`UVfi ZYbž`c`bY`XUg`[ YgUa`hY`GmghYa  
cZYb`Y[ Yb`ni`a`ØggYbž`k Ug`J YfhfUi Yb`Ui ZVUi hi bX  
?cbZ]\_hY`fYXi n]Yfh"
- 6Yhfi [ gVY\_Àa dZi b[ .`6`cW\_W\U]b`gW\UZZh`g]W\YfYb  
8c\_i a YbhUh]cbgd`Uhn`ZØf`A UhYf]U`]Ybž`k Ug`Yg

: Ä`gWk i b[ Yb`YfgWk Yfhzi bYbhXYW\_hini`n]f\_i`jYfYb"

K ]Y`VYf]Wk hYh`Ui Wk`BYi fc`YWhz`\_ÖbbYb`k ]f`XUg`DchYbn]U`j cb  
6`cW\_Wk U]b`]b`XYf`6Ui VfUbwk Y`b]Wk h`cWk`[ Ybi`[ `Y]bgWk ÄhnYb`"9g  
j YfVYggYfh`X]Y`HfUbgdUfYbnž`Yf\`Ö`h`X]Y`G]Wk Yf\`Y]h`i bX  
j YfY]bZUWk h`\_ca`d`Yi`Y`5V`Äi`ZY`"8i`fWk`X]Y`6YgY]h][`i b[ `j cb  
A ]hY`ga`ÄbbYfb`i bX`X]Y`HY`i b[ `j cb`i`bZcfa`Uh]cbYb`]bbYf\`U`V  
Y]bYg`BYhmk`Yf\_g`\_Ubb`X]Y`8]Zi`g]cb`j`cb`i`bZcfa`Uh]cbYb  
VYgWk`Yi b][`hi bX`X]Y`: fU[`a`Ybh]Yfi b[ `j cb`8UhYb`j`Yff]b[`Yfh  
k`YfXYb"

< YfUi`gZcfXYfi b[ Yb`i bX`@Ögi b[ Yb

8cWk`X]Y`9]bZ\`fi b[ `j cb`6`cW\_Wk U]b`]gh`\_Y]bY`Y]Wk hY`5i`Z[`UVY`"  
6Uff]YfYb`k ]Y`X]Y`b`hY[`fUh]cb`]b`VYghY`YbXY`GmghYa`Yž  
8UhYbgWk`i`hnVYXYb`\_Yb`i bX`fY[`i`Uhc]g]Wk Y`<`ØfXYb`a`ØggYb  
ØVYfk`i bXYb`k`YfXYb`"I`a`XYb`9fZc`[`XYf`6`cW\_Wk U]b`!HYWk bc`c`[ ]Y  
]a`6Ui`k`YgYb`g]Wk Yfni`ghY`Ybž`a`ØggYb`i`bhYfbY`a`Yb`\_`UfY  
5bk`YbXi b[`gZÄ`Y`]XYbh]Z]n]YfYbž`[`YY][`bYhY`D`UhZcfa`Yb  
Ui`gk`Ä`Yb`i bX`g]Wk YfghY`Ybž`XUgg`Y]bY`VfUbwk YbØVYf[`fY]ZYbXY  
Ni`gUa`a`YbUfVY]h[`Y[`YVYb`]gh"

F YU`]gh]gWk Y`5bk`YbXi b[`ggnYbUf]Yb`nY][`Yb`VYfY]hg`XUg`DchYbn]U`ž  
XUg`6`cW\_Wk U]b`V]YhYhž`k ]Y`ni`a`6Y]gd]Y`]b`XYf  
E`i`U`]hÄ`hgg]Wk Yfi b[`ž`8c`\_i`a`YbhYbj`Yf]Z]n]Yfi b[ `i bX`VY]a  
A`UbU[`Ya`Ybh]cb`@]YZf`\_YhYb`"J`cb`XYf`5i`hca`Uh]g]Yfi b[ `ga`UfhYf  
J`YfhfÄ[`Y`V]g`\]b`ni`Y`Z]n]YbhYfYb`NU\`i b[`gd]fc`nYggYb`X]Y  
Ni`\_i`bZi`XYf`6Ui`]bXi`ghf]Y`\_ÖbbhY`V`cW\_Wk U]b`![`YghØhnh`k`YgYbh]Wk  
Y`Z]n]YbhYf`i bX`hfUbgdUfYbhYf`gY]bž`U`g`k ]f`Yg`XYfnY]h[`Yk`c`b`h  
g]bX"

Ni`gUa`a`YbZUggYbX`Ä`ggh`g]Wk`gU[`Ybž`XUgg`6`cW\_Wk U]b`b]Wk`h`bi`f  
Y]bYf`XYf`\`Y]»`YghYb`HfYbXg`]ghž`gc`bXYfb`Ui`Wk`X]Y`A`Ö[`]Wk`\_Y]h`\`Uhž  
X]Y`DfcXi`\_`h]j ]hÄ`hž`HfUbgdUfYbn`i bX`Ni`gUa`a`YbUfVY]h`i]b`XYf  
6Ui`]bXi`ghf]Y`Yf\`YV`]Wk`ni`j`YfVYggYfb`"8]YgYf`hYWk bc`c`[ ]gWk`Y  
:`c`fhgWk`f]h`\_ÖbbhY`X]Y`5f`hi bX`K`Y]gYž`k ]Y`6Ui`d]fc`Y`\_hY`j`Yfk`U`hYhž  
Z]bUbn]Yf`hi bX`Xi`fWk`[`YZ\`fh`k`YfXYbž`fY]c`i`h]cb]YfYb`i bX`Vf]b[`h  
Zf]gWk`Yb`K ]bX`]b`Y]b`c`Zi`hfUX]h]cbY`Y`Yg`i`a`ZY`X`"8Yf`K`Y[ `]gh`hY]`g

gWk Yfz'UVYf'X]Y'6Y`c\bi b[ Yb'g]bX'Yg'g]WYf`]W'k Yfh'

8YhU]`g	
C fh	7\]bU
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "UncVi ]`X"Wca</li><li>• bYi fc^YWh"Wca</li></ul>

6Ygi WYb'G]Y'i bg'Ui Z.'k ca , +"XY