

DfY]gYf\ Ò\i b[ 'ja ' : fY]VUX. 'Gc 'nU\`h'a Ub  
^Yhnh'V]g'ni '%%'9i fc °

DfY]gYf\ Ò\i b[ Yb 'j]b '6Yf`bYf': fY]VÅXYfb'UV'A U]'&\$&)' '9]b  
HU[ Ygh]W\_Yh'i]a 'Df]bn]'\_cghYh'bi b '+'9i fc" '9]b '6`]W\_ 'Ui ZX]Y  
5i gk ]f\_i b[ Yb"

: fY]VUX 'j]b '6Yf`b! ? fYi nVYf[ ž'8 Yi hgW\`UbX '! '8]Y '6Yf`bYf  
: fY]VÅXYf'ghY\Yb'j cf'Y]bYa 'Yf\YV`]W\Yb'K UbXY. '5V'XYa '( "A U]  
&\$&)' Yf\ Ò\Yb'X]Y '6Yf`bYf'6ÅXYf'6Yhf]YVY'f666Ł'Yfgha U'g'gY]h'Y'Z  
»\fYb'X]Y 'DfY]gY'ZØf'XYb'6UXYgdU» 'ja ' : fY]Yb" '8]Yg'VYhf]Zh'j cf  
U`Ya 'XUg'VY`YVhY : fY]VUX 'Df]bnYbVUX 'j]b ? fYi nVYf[ ž'XUg'c Zh  
Y]bZUW\`U'g' Df]bn] 'VYnY]W\Yb'Yh'k ]fX" '8]Y 'DfY]gY'ZØf'Y]b  
HU[ Ygh]W\_Yh'ghY][ Yb'j cb'V]g\Yf') ž) \$ '9i fc 'Ui ZV]g'ni '+'9i fc"  
Ni XYa 'k ]fX'X]Y 'A Y\ fZUW\_ UfhY'ZØf'&\$'6Ygi W\Y'j cb'+ \$ '9i fc 'Ui Z  
, \$ '9i fc 'Ub[ Y\cVYb" '» XYb'`YhnhYb'»\fYb'YfZfYi hYb'g]W\`X]Y  
: fY]VÅXYf'Y]bYf'ghY][ YbXYb'6Ygi W\YfnU\`ž'X]Y 'ja '»\f'&\$&('VY]  
%ž- 'A ]`cbYb'`U[ ž'XUg'Ybhgd]f]W\h'Y]bYa '5bgh]Y[ 'j cb'%) 'DfcnYbh  
]a 'J Yf[ `Y]W\`ni a 'J cf'U\`fž'k Ug'X]Y '6Y`YVh\Y]h'X]YgYf  
9]b]W\hi b[ Yb'`i bhYfghfY]W\h"

8]Y'`bYi Yb'DfY]gYž'X]Y'g]W\`Y'`bUW\`? UhY[ cf]Y'XYf': fY]VÅXYf  
i bhYfgW\Y]XYbž'g]bX'Y]b'HY]'`Y]bYg'bYi Yb'HUf]ZgmghYa gž'XUg'Ua'`)"  
A U]'j]b' ? fUZh'hf]hh" 'Gc'k ]fX'XUg'[ YgUa hY : fY]VUX! 5b[ YVch]b'XfY]  
? UhY[ cf]Yb'`i bhYfhY]'h'8]Y '[ Øbgh][ ghYb'6ÅXYfž'X]Y'ni 'Y]bYa  
9]bhf]hgd]fY]g'j cb' \* '9i fc 'VYgi W\h'k YfXYb' \_ØbbYbž'i a ZUggYb'XUg  
? ]bXYfVUX 'A UfnU\`bž'XUg'? ]bXYfVUX 'A cbV]'`ci 'i bX'XUg  
Gca a YfVUX 'GhUU\_Yb!K Ygh" ? ca V]VÅXYfž'k ]Y'XUg'Ua  
C`ma d]UghUX]cb'cXYf'XUg'GhfUbXVUX'K UbbgYYž'\_cghYb' \* ž) \$ '9i fc"  
8]Y'? UhY[ cf]Y'Gca a YfVUX '%ž'ni 'XYf'Ui W\`XUg'Df]bnYbVUX '[ Y\ Òfhž  
'Y][ h'VY]'+'9i fc/Yfa Å» ][ hY'H]W\_Yhg'\_cghYb'\]Yf' ( ž&\$'9i fc"

DfY]gUbdUggi b[ Yb`i bX`gcn]U`Y

5i gk ]f\_i b[ Yb

Ni gÅhn`]W`ni`XYb`9]bhf]hgdFY]gYb`\UVYb`Ui W`X]Y`? ]cg\_dFY]gY  
Y]bY`9f\Ò\i b[ `YfZU\fyb.`9]bY`Dcfh]cb`Dca`a`Yg`fchl`k`Y]»`\_cghYh  
bi b`(`9i`fc`"6Ygi`W`Yf`XYg`Df]bnYbVUXYg`a`ØggYb`gca`]h`ZØf`Y]bYb  
HU[ Ygh]W\_Yhi`bX`Y]bY`Dcfh]cb`Dca`a`Yg`VYfY]hg`a`]h`%%9i`fc  
fYW`bYbž;`YhfÅb`\_Y`cXYf`9]g`b]W`h`a`]h`Y]b[ YfYW`bYh`8]YgY  
DfY]gYf\Ò\i b[ Yb`\_ÖbbhYb`VYgcbXYfg`Y]b`\_ca`a`Yb`ggW`k`UW`Y  
A`YbgW`Yb`j`ca`6Ygi`W`XYf`fY]VÅXYf`Ui`ggW`Y]»`Yb`"Æ`XYb`X]W`h  
VYg]YXY`hYb`6Yn]f`\_Yb`BYi`\_Ö`b`i`bX`?fYi`nVYf[ ž`k`c`"Ub[ Y  
GW`Ub[ Yb`j`cf`XYb`9]b[ Åb[ Yb`XYf`6UXYUbghU`hYb`\_Y]bY  
GY`hYb`Y]h`g]bXž`\_ÖbbhY`X]Yg`Y]b`k`Y]hYfYg`Dfc`V`Ya`XUfghY`"Yb`"

K ]Y`X]Y`hUn`VYf]W`hYhž`k`cfXYb`gc`"X]Y`9f\Ò\i b[ `XYf`DfY]gY`b]W`h  
bi`f`Xi`fW`[ Ygh]Y[ YbY`?cghYb`ZØf`9bYf[ ]Y`i`bX`DYfgcbU`ž`gcbXYfb  
Ui`W`Xi`fW`X]Y`FYXi`n]Yfi`b[ `ghUUh]W`Yf`Ni`k`YbXi`b[ Ybž`X]Y`j`cb  
+) `A`j`]cbYb`9i`fc`Ui`Zbi`""]YgYb`\_h`k`i`fXYbž`bch`k`YbX][`"  
6YgcbXYfg`Ui`ZÅ`""]g]bX`Ui`W`X]Y`i`b[ Y`Y]nhYb`fY]VÅXYfž`X]Y`a`]h  
Y]bYf`@Y]hi`b[ ghYa`dYfUhi`f`j`cb`a`U]ja`U`%&;`fUX`7Y`g]i`g[ YZØ`h  
k`YfXYb`"8]Yg`VYXYi`hYhž`XUgg`X]Y`A`]hUfVY]hYf`ja`Gca`a`Yf`X]Y  
K`UggYfhYa`dYfUhi`f`b]W`h`Ui`Z`X]Y`[ Yk`c`b`hYb`&&;`fUX`7Y`g]i`g  
Yf\Ò\Yb`k`YfXYbž`k`cXi`fW`X]Y`Bi`hnVuf`\_Y]h]b`XYb`YfghYb`K`c`W`Yb  
ghUf`\_Y]b[ YgW`fÅb`\_h]gh`"@YX][`]W`gYW`g`fY]VÅXYf`a`]h  
Gc`UfUVgc`fVYfUb`U[ Yb`V`Y]VYb`VY`Y]nh`"

B Yi Yg`HUf]ZgmghYa`i`bX`6Ygi`W`YfUb[ YV`chY

8 Ug[ Yd`UbhY`HUf]ZgmghYa`XYf`666`g]Y`h`ni`XYa`9fa`Å]][`i`b[ Yb  
ZØf`GW`ØYf.]bbYbž`5ni`V]gž`Ghi`X]YfYbXY`i`bX`9a`dZÅb[ Yf.]bbYb`j`cb  
Gcn]U`Y]ghi`b[ Yb`j`cf`"8]YgY`fi`ddYb`gc`"Yb`V]g`ni`(`\$`Dfc`nYb`h  
k`Yb][`Yf`nU`Yb`"8]YgY`A`U»`bU`a`Yb`gc`"Yb`Y`ZYbž`X]Y  
;`Ya`Y]bgW`UZh]b`XYb`Gca`a`YfVÅXYfb`ni`ZØfXYfbž`k`Å`fYbX  
[ `Y]W`nY]h][`X]Y`k`]fhgW`UZh]W`Y`G]hi`Uh]cb`XYf`6ÅXYfVYhf]YVY  
j`YfVYggYfh`k`YfXYb`gc`"8]Y`5b`\_ØbX][`i`b[ ž`XUgg`?`UggYb`]b`XYb  
6ÅXYfb`k`]YXYf`VYgYhnh`gY]b`k`YfXYb`i`bX`H]W\_Yhg`j`cf`C`fh`j`Yf`\_Ui`Zh  
k`YfXYbž`\_ÖbbhY`ni`XYa`A`YbgW`Yb`Ub`gd`fYW`Ybž`X]Y`g]W`b]W`h`Ub

X]Y`C b`]bY!6i W\i b[ ga Ò[ `]W\\_]hYb`[ Yk Ò\bYb`k c``Yb`cXYf  
 \_ÒbbYb""8]Y`b]h]Uh]j Y` : fY]VUX`Y]bZUW\`ZØf`U``Y ` \Uh]b`XYf  
 JYf[ Ub[ Yb\Y]h`[ Y[ Yb`X]Y`j YfdZ]W\hYbXY`C b`]bY!H]W\_YhdZ]W\h  
 dfchYgh]Yfhž`k Ug`nY][ hž`XUgg`XUg`H\Ya U`9]bhf]hhgd fY]gY`i bX  
 Ni [ Ub[ `ni `XYb` : fY]VÅXYfb`j ]Y``X]g\_i h]Yfh`k ]fX"

8 Ug`bYi Y`DfY]ga cXY`` \_ÒbbhY`YXcW\`b]W\h`bi f`X]Y`Z]bUbn]Y``Y  
 6Y`Ughi b[ `ZØf`6Ygi W\Yf`Yf\ Ò\Ybž`gcbXYfb`ni XYa `X]Y`Bi hni b[  
 X]YgYf`YfZf]gW\YbXYb`Gca a YfUb[ YVchY`Ui W\`ØVYf``Åb[ YfY  
 NY]hfÅi a Y`\]bk Y[ `Y]bgW\fÅb\_Yb""8]Y`9bhk ]W\_`i b[ `i bX`X]Y  
 FYU\_h]cbYb`Ui Z`X]Y`DfY]gghY][ Yfi b[ Yb`g]bX`]b`XYb`\_ca a YbXYb  
 K cW\Yb`YbhgW\Y]XYbX`ZØf`X]Y`Ni \_i bZh`XYf`6Yf`]bYf` : fY]VÅXYf"

8YhU]`g	
C fh	: fY]VUX`]b`6Yf`]b!`fYi nVYf[ ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b!`]j Y"XY</li> <li>• hUn"XY</li> </ul>

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