

DZY[Y_f]gYbX]Ybgh]b '9fX]b[. '? cghYb`cgY
<]`ZY`ZØf`U`Y` ; Ya Y]bXYb`°

9fX]b[. 'DZY[Y_f]gYbX]Ybgh`k]fX`_cghYbZfY]`ZØf`U`Y`
; Ya Y]bXYbž`i bhYfghØhnh`dZY[YVYXØfZh][Y`6Øf[Yf`i bX
ZØfXYfh`Ni gUa a YbUfVY]h"



9fX]b[ž`8Yi hgW`UbX`!`8Yf`DZY[Y_f]gYbX]Ybgh]a`@UbX_fY]g
9fX]b[`a UW`h[fc»Y` : cfhgW`f]hhY`°`K]Y`X]Y`A`Yf`_i`f`VYf]W`hYhž`k]fX
X]YgYg`a]hh`Yfk Y]`Y`Ui g[YnY]W`bYhY`@Yi W`hhi fa`dfc`Y`_hž`XUg`j`cb
XYf`Dfc`Y`_h`Y]hYf]b`?`Uh]b`BYi`YXYf`]bg`@VYb`[`Yfi`ZYb`k`i`fXYž`]b
Ni`_i`bZh`ZØf`U`Y`hY]`bY`a`YbXYb`?`ca`a`i`bYb`_cghYbZfY]
Ub[YVchYb`"6]g\Yf`a`i`gghYb`X]Y` ; Ya Y]bXYb`Y]bYb`9i`fc`dfc
9]bk`c`bYf`Ui`Zvf]b[Ybž`XcW`Xi`fW`Y]bY`gdYn]Y`Y` ; ØfXYfi`b[`XYg
; Ygi`bX`Y]hga`]b]ghYf]i`a`g`_Ubb`X]YgYf`6Y]hfU[`VY]j`c`gh`AbX][`Yf
HY]`bU`a`Y`XYf`&`*` ; Ya Y]bXYb`YbhZU`Yb"

5_hi`Y`"UVYb`g]W`Y`XcW`Yfgh`&\$`XYf`&`*` ; Ya Y]bXYb`VYhY]][`h`
GYW`g`C`fhYž`b`Åa` `]W`6i`W`ž` :]bg]b[ž`gYbž`@Yb[XcfZž
K`U`dYfhg_]fW`Yb`i`bX`K`UfhYbVYf[ž]g]bX`bcW`b]W`h]a`6cch`8UVY]

VYhc.bh@UbXfUhiA Ufh]b`6UmYfghcfZYf`X]Y`6YXYi hi b[`XYf`j c``Yb
HY]`bU\`a Y.`>XY` ; Ya Y]bXY`gc``hY`]fYb`HY]`XUni `VY]hfU[Ybž
XUa]h`k]f`Y]b`j YfY]b\`Y]h]W`hYg`5b[YVch`g]W`Yfb`_`0bbYb"

@Y]ghi b[Yb`XYg`DZY[Y`_f]gYbX]YbghYg

8Yf`DZY[Y`_f]gYbX]Ybgh`V]YhYh`gW`bY``Yž`i b`_ca`d`n]YfhY
I bhYfgh0hni b[`Z0f`A YbgW`Yb`YXYb`5`hYfgž`k Ybb`X]YgY`Ui Z[fi bX
Y]bYg`BchZU`g`b]W`hia Y`f`Z0f`g]W`gY`Vgh`gc`f[Yb`_0bbYb``8Ug`
6F?]bZcfa]Yfhž`XUgg`X]Y`8]Ybgh`Y]ghi b[`V]g`ni `Z0bZHU[Y`Ub[
`Ài`g`]W`Y` ; fi bX`!`i bX`6Y`U`bX`i b[gdZY[Y`Xi`fW`ei`U`]Z]n]YfhYg
DYfgcbU`i a ZUgg`" , VYf`&\$\$`9]bg`ÀhnY`ja`>U`f`&\$\$`(`VY`Y[Yb`XYb
6YXUfZ`i bX`X]Y`Bch`YbX][`_Y]h`X]YgYg`GYfj`]W`g``5i`W`ja`YfghYb
<U`V`U`f`&\$\$`>`k`i`fXYb`VYfY]hg` , \$`9]bg`ÀhnY`j`YfnY]W`bYh"

8]YgYf`8]Ybgh`ghY``h`g]W`Yfž`XUgg`I bhYfgh0hni b[gUb[YVchY
YI]gh]YfYbž[YfUXY`k`Ybb` : Ua`]Y`cXYf`UbXYfY`8]YbghY`b]W`h`ni`f
JYfZ0[i b[`ghY`Yb`_0bbYb``K`]W`h][`]ghž`XUgg`XYf
DZY[Y`_f]gYbX]Ybgh`_Y]b`9fgUhn`Z0f`[fi bX`Y[YbXY`Ua`Vi`UbhY`cXYf
ghU]cb`ÀfY`DZY[Y`]ghž`gc`bXYfb`X]YgY`j`]Y`a`Y`f`Yf[`ÀbnYb`a`0W`hY"

8Uf0VYf`\]bUi`g`k`]fX`a`]h`Y]bYa`VfY]hYb`BYh`nk`Yf`_
ni`gUa`a`Yb[YUfVY]hYhž`XUg`j`YfgW`]YXYbY`9]bf]W`hi`b[Ybž
8]Ybgh`Y]ghYf`i`bX`9`fYbUa`h]W`Y`i`a`ZUgg``8]YgYf`5bgUhn`gc``X]Y
<]ZgUb[YVchY`j`cf`C`fh`k`Y]hYf`j`YfVYggYfb`i`bX`Ui`W`X]Y
Ni`gUa`a`YbUfVY]h`nk`]gW`Yb`XYb`j`YfgW`]YXYbYb`5`_hYi`fYb`gh`Àf`_Yb`
@Ui`h`XYa`**DZY[YbYh`nk`Yf`_`8Yi`hgW`_UbX`**hfU[Yb`j`cf`U``Ya`X]Y
?ca`a`i`bYb`Y]bY`Yb`hgW`Y]XYbXY`F`c``Yž`]bXYa`g]Y
DZY[Ygh0h`ndi`b`_hY`i`bX`6YfUhi`b[gUb[YVchY`Ui`ZU`Ui`Yb"

:]bUbn]Y``Y`I bhYfgh0hni b[`i`bX

Ni`_i`bZhgdYfgdY`_h]j`Yb

8]Y`Z]bUbn]Y``Y`I bhYfgh0hni b[`Z0f`XYb`DZY[Y`_f]gYbX]Ybgh`k`]fX
g]W`Yf`YV`]W`_ÀbXYfb``Ni`_0bZ]h][`Yf`\`À`h`XUg`Dfc`Y`_h`V]g`ni`+`\$i
gY]bYf`?cghYb`Ui`g`XYa`Dfc[fUa`a` ; i`hY`DZY[Y`6UmYfb``8Yf
@UbX`_fY]g`gY`Vgh`k`]fX`XYb`FYgh`V]g`ni`Y]bYa`6YhfU[`j`cb`*`\$`\$\$\$

9i fc`UVXYW_Yb"8]YgY`c\bYbXY: ÒfXYfi b[`k i fXY`Xi fW`X]Y
nØ[][Y`i bX`i b_ca`d`n]YfhY`5bhfU[ghY``i b[`j cb`?Uhf]b`BYi YXYf
Yfa Ò[`]W`h"

A]h`XYa ``Ui ZYbXYb`J YfhfU[ž`XYf`Ua ```%"`>Ubi Uf`&\$&`*`YbXYhž`ghY`h
Y]bY`BYi Ui ggW`fY]Vi b[`Ub"8Yf`@UbX_fY]g`d`Ubhž`X]Y`?f]hYf]Yb`ZØf
XYb`bYi Yb`5bV]YhYf`ja`<YfVghini`j`YfÒZYbh`]W`Ybž`gcXUgg`UV`%"
: YVfi Uf`&\$&`*`Y]b`bU`h`cgYf`,`VYf[Ub[`[Yk`À`f`Y]ghYh`]gh"8UVY]
XØfZYb`X]Y`?cghYb`b]W`h`ØVYf`%) "\$\$\$`9i fc``]Y[Yb"8]Y`k`Y]hYfYb
6YX]b[i b[Yb`k`YfXYb`nY]hbU`Ui ZXYf`<ca`YdU[Y`XYg
@UbX_fY]gYg`j`YfÒZYbh`]W`h"

8 Ug`[YgUa`hY`Dfc`Y`_h`\Uh`XUg`DchYbn]U`ž`bcW`j`]Y`Y`>U`fY
Zcfh[YZØ`f`h`ni`k`YfXYbž`b]W`h`bi`f`ZØf`X]Y`; Ya`Y]bXYbž`X]Y`VYfY]hg
hY]`bY`a`Ybž`gcbXYfb`Ui`W`ZØf`X]Yž`X]Y`bcW`ØVYf`Y[Yb"8]Y
J`YfUbhk`cfh`]W`Yb`g]bX`cdh]a`]gh]gW`ž`XUgg`Ui`W`X]Y`gYW`g
ZY`\`YbXYb`6Øf[Yfa`Y]ghYf`ni`f`Ni`gh]a`a`i`b[`VYk`Y[h`k`YfXYb
_ØbbYb"8Ua`]h`_ØbbhY`XYf`DZY[Y_f]gYbX]Ybghini`Y]bYa`Y`W`hYb
9fZc`[ga`cXY``]a`@UbX_fY]g`9fX]b[`k`YfXYb"

8YhU]`g	
Cfh	9fX]b[ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "a Yf_i f"XY• k k k "Vf_!YfX]b["XY• dZY[YbYhnk Yf_!XYi hgW`UbX"XY

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`bU[!VUmYfb"XY