

GYb]cfYb`ZcfXYfb`^Yhnh.`6YggYfYf`² DBJ
ZØf`; Ufa]gW!DUfhYb_]fWYb`°

GYb]cfYb`]b`; Ufa]gW!DUfhYb_]fWYb`ZcfXYfb
JYfVYggYfi b[Yb`]a`² DBJ`"9]b`%`!Di b_hY!D`Ub`gc`X]Y
A cV]`j`h`h`ZØf`U`Y`g]WYfb`"



; Ufa]gW!DUfhYb_]fWYb`ž`8Yi hgW`UbX`!`5_hi Y`gc f[h`XYf
ÖZYb`h]WY`BU`j Yf_Y`f`b`; Ufa]gW!DUfhYb_]fWYb`ZØf`I ba i hž
j cf`U`Ya`VY]`Ä`hYfYb`6Øf[Yfb`"8Yf`GYb]cfYbVY]fUh`XYf`; Ya Y]bXY
a UW`h`a`cV]`i bX`ZcfXYfh`Xf]b[YbX`J YfVYggYfi b[Yb`"›`Y]bYf
VYk Y[YbXYb`G]hni b[`Yf]bbYfhY`I`f]_Y`5X`Yf`Ub`X]Y`NY]hYbž`U`g`XYf
C fhgVi g`bcW`]a`&\$!A]bi hYb!HU`h`Z` \f`"›`hnh`UVY`XYf
Ghi bXYb`hU`h`X]Y`J YfV]bXi b[`ei Ug]`Ui g[YXØbb`hž`k Ug`ZØf`j]Y`Y
GYb]cfYb`Y]bY`Yf`YV`]WY`9]bgW`f`Äb`_i b[`XUfghY`hž`VYf]W`hY`h`
a Yf`_i f`XY`"

8Yf`GYb]cfYbVY]fUh`Uh`XU`Yf`Y]bYb`%`!Di b_hY!D`Ub
Ui g[YUfVY]hYhž`i a`XYb`BU`j Yf_Y`f`U`hYfg[YfYW`hini`[YghU`hYb`"
I`f]_Y`6]h`bYf!K`c`ZZ]cb`XYf`GD8`Y`Vh`Yfj`cfž`XUgg`XYf`5bh`fU[

Ui ZJ YfVYggYfi b[Yb`]b`XYb` ; fYa]Yb`XYg`A Uf_hYg`VY\UbXY`h
k YfXYb`gc`""K]Wkh][`]ghž`XUgg`X]Y`J Yf\UbX`i b[Yb`nk`]gWYb
A Uf_hž`@UbXfUhgUa`hi bX`XYb` ; Ya Y]bXYk Yf_Yb`Yhnh`Ua`@Ui ZYb
g]bXž`i a`Y]bY`@Øgi b[`ZØf`X]Y`Ni `i bZi`XYg`² DBJ`ni`Z]bXYb`"

8 f]b[YbXYf` < UbX`i b[gVYXUfZ

8]Y`<Ui dh_f]h]_`XYg`GYb]cfYbVY]fUhg`f]WkhYh]g]Wk`[Y[Yb`XYb
U_hi Y`Yb`Ni ghUbX`XYg`]bbYfØfh]WkYb`BU\j Yf_Y\fgž`XYf`ZØf
GYb]cfYb`i bX`a`cV]`]hÀhgY]b[YgWfÀb_hY`DYfgcbYb`Y]bZUWk`b]Wk`h
Ui gfY]WkYbX`]gh`Ni`XYb`nYbhfU`Yb` : cfXYfi b[Yb`XYg`%`!Di b_hY!
D`Ubg`[Y\ØfYb`i bhYf`UbXYfYa` .

- 9]bZØ\fi b[`Y]bYg`XUi Yf\UZhYb`" \$!A]bi hYb!HU_hg"
- J Yf[fØ» Yfi b[`XYg`6i gbYhnYgž`i a`a`Y\f` ; YV]YhY
UVni XYW_Yb"
- J YfVYggYfi b[`XYf`5i gghUhi b[`Ub`<U`hYghY`Ybž`k`Y
` VYfXUWk`i b[Yb`i bX`G]hna`Ø[`]Wk_Y]hYb"
- ?`UfY`i bX`j YfghÀbX`]WkY`8i fWk`gU[Yb`]b`U`Yb`6i ggYb"
- 8][`]hU`Y`5bnY][`Yb`ni f`bZcfa`Uh]cb`ØVYf`J YfgdÀhi b[Yb"
- G]WkYfY` : i » [Àb[YfØVYfk`Y[Yž`VYgcbXYfg`Ub`XYf
Ni`[gd]hngfU»Y"

8]YgY`J YfÀbXYfi b[Yb`g]bX`b]Wk`h`bi f`bchk`YbX][`ž`i a`X]Y`A`cV]`]hÀh
ni`Yf\Ø`Ybž`gcbXYfb`Ui`Wk`i a`XUg`gcn]U`Y`@VYb`XYf`GYb]cfYb`ni
ZØfXYfb`"6]hnbYf!K`c`Z`VYhc`bž`XUgg`XYf`² DBJ`Y]bY`nYbhfU`Y`F`c`Y
]a`?`Ua`dZ[Y[Yb`9]bgUa`_Y]h]gd]Y`h` ; `Y]Wk`nY]h][`Yf`_`Àfh]g]Yž`XUgg
Yg`ZØf`Y]bYb`<U`Vghi`bXYb`hU`h`YX][`]Wk`%ž` `ni`gÀhn`]WkY` : U\YfY
VYbØh][`h`k`ØfXYž`k`Ug`Y]bY`fY`Uh]j`Y]bZUWkY`@Øgi b[`gY]b`_ØbbhY"

HUf]ZY`i bX`C dh]cbYb

8]Y`DfY]gY`ZØf`X]Y` ; Ufa`]gWk`!DUfhYb_]fWk`bYf`C`fhgVi`ggY`g]bX
YVYbZU`g`j`cb`b`hYfYggY`"9]bnY`ZU`fhYb`_c`ghYb`ZØf`9fk`UWk`gYbY
&ž`\$`ž`k`À`fYbX`ZØf`?]bXYf`XYf`DfY]g`VY]`%ž&\$` ``Y[`h`HU[Yg`UfhYb
g]bX`ZØf`) ž(\$`Yf\À`h]Wk`ž`i bX`Yg`[]Vh`Yfa`À»][`hY`5b[YV`chY`ZØf
GYb]cfYb`UV`*)` `U\YfYb`"K`Yf`fY[Y`a`À»][`ZÀ`fhž`_ØbbhY`g]Wk`Ui`Wk
ZØf`X]Y` ` %!HU[Y!`?`UfhY`Yb`hgWk`Y]XYbž`XYfYb`DfY]g`ZØf`9fk`UWk`gYbY

VY](- &ž\$ \$ `]Y[h

f[Ya Y]bXYk Yf_Y![Ufa]gW!dUfhYb_]fWYb"XYŁ"

8]Y<YfUi gZcfXYfi b[`Z0f`XYb`0ZZYbh]WYb`BU\j Yf_Y\`V`Y]Vh
^XcWž`Ui W`X]Y`6Uff]YfYZfY\Y]h`ni `j YfVYggYfb"8Yf
GYb]cfYbVY]fUh`ZcfXYfhVUff]YfYUfa Y`5b[YVchY`k]Y
B]YXYfZi fZU\fnYi [Yž`Yf\0\hY`6cfXghY]bY`i bX`Ui gfY]WYbXY
6YgW]`XYfi b[Yb"Ni`XYb`9fZU\fi b[Yb`UbXYfYf`Gh`XhYž`k]Y
A 0bghYf`cXYf`<Ua Vi f[ž`[Y\0fhž`XUgg`Y]b`ZU]fYg`i bX
VUff]YfYZfY]Yg`5b[YVchY]bY`dcg]h]j Y`K]f_i b[`Ui ZX]Y`A cV`]h`h
i bX`@YVYbgei U`]h`h`h`h`YfYf`A YbgWYb`\Uh`f]c_]`WŁa Ł"

Ni gUa a Yb[YZUggh`ghY\h`X]Y`; Ya Y]bXY`; Ufa]gW!DUfhYb_]fWYb
Ub`Y]bYa`K YbXYdi b_h`A]h`XYa`f]W]h[Yb`9b[U[Ya Ybhi bX
I a gYhni b[`XYf`: cfXYfi b[Yb`_0bbhY`XYf`BU\j Yf_Y\`f`b]W]h`bi f
X]Y`@YVYbgei U`]h`h`X]Yf`GYb]cfYb`\YVYbž`gcbXYfb`Ui W`XYb
Hci f]ga i g`Ub_i fVY`b"ž`hnh`gY]X`X]Y`; fYa]Yb`[YZcfXYfhž`X]YgYb
%`!Di b_hY!D`Ub`]b`_cb_fYhY`HUhYb`i a ni gYhYb"

8YhU]`g	
Cfh	; Ufa]gW!DUfhYb_]fWYbž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "[Ya Y]bXYk Yf_Y![Ufa]gW! dUfhYb_]fWYb"XY •]c_]`WŁa

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