

# 9VYfhg'9fVY. '9bhXYW\_Yb 'G]Y 'X]Y 'K Y]a UfYf F Ydi V`\_]b ' < Y]XY`VYf[ °

9f`YVYb 'G]Y 'Ua ' \*"' † `]'&\$&) 'Y]bY 'ÖZZYbh]WXY': Ø\fi b[ 'ni f  
GcbXYfUi gghY`i b[ ' 9VYfhg'9fVY ']a ' : f]YXf]W!9VYfh! < Ui gž  
< Y]XY`VYf[ "'9]bhf]h'ZfY]"



: f]YXf]W!9VYfh! < Ui gž'DZUZZYb[ UggY`%, ž`\* - %%+  
< Y]XY`VYf[ ž'8Yi hgW`UbX`!'5a 'GcbbhU[ ž'XYb`\*"' † `]'&\$&) ž`ÀXh  
XUg': f]YXf]W!9VYfh! < Ui g]b' < Y]XY`VYf[ 'ni 'Y]bYf'gdUbbYbXYb  
ÖZZYbh]WXYb': Ø\fi b[ 'Xi fW`X]Y`GcbXYfUi gghY`i b[ ' 9VYfhg'9fVY`  
9]bY`8Ya c\_fUh]Y`a ]h'DYfgdY\_hj] Yb 'Y]b"'8]YgY`J YfUbgU`hi b[  
VY[ ]bbhi a`%) 'i \fi bX`V]YhYh`U`Yb`ϕhYfYgg]YfhYb`X]Y  
A Ò[ `]W`\_Y]hž`c`bY`5ba Y`Xi b[ 'XUfUb`hY]'ni bY`a Yb"'8Yf'9]bhf]h  
]gh'ZfY]ž'i bX`X]Y': Ø\fi b[ 'j Yfgdf]W`h]YZYfY`9]bV`]W\_Y`]b`X]Y  
dc`]h]gW`Y`@UbXgW`UZh'8Yi hgW`UbXg`bUW`XYa`HcX`j`cb': f]YXf]W  
9VYfh"

: f]YXf]W`9VYfh'gd]Y`hY`Y]bY`YbhgW`Y]XYbXY`Fc`Y`]b`XYf  
; YgW`]W`hY`XYf`K`Y]a UfYf`F Ydi V`\_]ž'i bX`gY]b`K`]f`\_Yb`\Uh`Ui`W

\Yi hY'bcW\`F Y`Yj Ubn"9f'j YfghUfV`Ua`&, "': YVfi Uf`%- &) `i bX  
\]bhYf`]Y» `Y]b`ghUV`]Yg`@UbX`a` ]h`Y]bYf`j` ]Y`j` YfgdFYW\YbXYb  
Ni`\_i` bZh"8cW\`gY]b`HcX`ghY`hY`Y]bYb`9]bgW\`b]h`i]b`XYf`"; YgW\]W\hY  
8Yi hgW\`UbXg`XUfž`XYf`X]Y`9bhk`]W`\_i` b[ `XYf`8Ya`c\_fUh]Y`]b  
j`]Y`Z`h`[`Yf`K`Y]gY`VYY]bZi`gghY""8]Y`Gh]Zhi`b[ `F Y]W\`gd f`Äg]XYb`h!  
: f]YXf]W\`9VYfh!; YXYb`\_gh`ÄhhY`c f[`Ub]g]YfhX]YgY`5i`gghY`i`b[`ž  
X]Y`i`bhYf`XYf`GW\]fa` \YffgW\UZh]j`cb`6i`bXYgd f`Äg]XYb`h: fUb`!  
K`U`hYf`GhY]ba`Y]Yf`ghY`h`i`bX`j`ca`&"`A`Äfn`V]g`&'`" `B`c`j`Ya`VYf`&\$&)  
ni`gY`Yb`gY]b`k`]fX"

## 8]Y`H\`Ya`Yb`XYf`': Ø\`fi`b[

K`Ug`\_ÖbbYb`6Ygi`W\Yf`Yfk`UfhYb3`8]Y`': Ø\`fi`b[ `VY`Yi`W\`hYh  
nYbhfU`Y`H\`Ya`Yb`k`]Y`X]Y`dc`]h]gW\Yb`i`bX`[`YgY`gW\UZh]W\Yb  
l`a`VfØW\Y`]b`XYf`NY]h`bUW\`9VYfhg`HcX""8]Y`BYi`c f]Yb]h]Yfi`b[ `XYf  
Gcn]U`XYa`c\_fUh]gW\Yb`DUfhY]ž`X]Y`Ui`»`Ybdc`]h]gW\Yb  
K`Y]W\YbghY`i`b[`Ybž`X]Y`ni`f`?`cb`ZYfYbn`j`cb`@c`WUfbc`ZØ\`fhYbž  
gck`]Y`X]Y`K`U\`DUi`j`cb`<`]bXYbVi`f[`g`ni`a`F`Y]W\`gd f`Äg]XYb`hYb  
ghY`Yb`]a`A`]hY`di`b`\_h""5i`W\`X]Y`k`]fhgW\UZh]W\Yb  
<`YfUi`gZcfXYfi`b[`Yb`XYf`K`Y]a`UfYf`FYdi`V`\_i`bX`X]Y`\_i`hi`fY`Y  
6`ØhYnY]h`X]YgYf`9dcW\Y`k`YfXYb`VY`U`bXY`h"

: f]YXf]W\`9VYfhg`dc`]h]gW\Y`J`]g]cb`]b`\_i`X]YfhY`XUg`GhfYVYb`b`UW\  
Y]bYf`VfY]hYb`»XYb]h]Z]\_Uh]cb`XYf`6Øf[`Yf`a`]h`XYf`bYi`Yb  
8Ya`c\_fUh]Y""Hfcm`XYf`<`YfUi`gZcfXYfi`b[`Yb`ž`j`c f`XYbYb`X]Y  
FYdi`V`\_i`ghUbXž`j`Yfgi`W\`hY`9VYfh`ghY`hgž`Y]b[`Y]gh][`Yg`i`bXUa`Ybh  
Ui`g`XYa`c\_fUh]gW\Yb`HfUX]h]cbYb`ni`gW\UZZYb""5i`W\`X]Y`F`YZYI`]cb  
ØVYf`XYb`gc[`Yb`UbbhYb`";`Y]gh]j`cb`K`Y]a`Uf`i`bX`gY]bY`≠]h]Uh]j`Yb  
ni`f`': ØfXYfi`b[ `XYg`6Yk`i`gghY]bg`ZØf`X]Y`8Ya`c\_fUh]Y`g]bX`Y]b  
k`]W\h][`Yf`6YghUbXhY]`XYf`5i`gghY`i`b[`ž`k`]Y`Ui`W\`X]Y  
5i`gY]b`UbXYfgYhni`b[ `a`]h`XYf`\_f]h]gW\Yb`K`U\`fbY`a`i`b[ `gY]bYf  
DYfgcb`Xi`fW\`NY]h[`YbcggYb`f`Q`f]YXf]W\`9VYfh`Gh]Zhi`b[`Q"

J`YfV`c f[`YbY`': UW\`hhYb`XYf`K`Y]a`UfYf  
F`Ydi`V`\_i`

8]Y`5i`gghY`i`b[ `h\`Ya`Uh]g]Yfh`b]W\`h`bi`f`9VYfhg`9ffi`b[`YbgW\UZhYbž

gcbXYfb`VY`Yi W`hYh`Ui W`X]Y`GWk ]Yf][`\_Y]hYbž`X]Y`a ]h`XYf  
 9hUV`]Yfi b[ `XYf`K`Y]a UfYf`F`Ydi V`]\_j`YfVi bXYb`k UfYb`"?f]h]\_`j`cb  
 j`YfgW]YXYbYb`GY]hYb` `gY]`Yg`j`cb`XYf`fUX]\_U`Yb`@]b`Ybž`X]Y  
 9VYfh`U`g` <Ua`dY`a`Ubb`XYg`;`fc>]bXi`ghf]Y`Yb` `gU\ž`cXYf`j`cb  
 ?f]h]\_Yfb`k`jY`?i`fh`Hi`W`c`g`mž`X]Y`]b`U`g` C`VYfVØfc`\_fU`hYb  
 VYgW]a`dZhYb` `k`YfXYb`\]Yf`b]W`h`Ui`g[`Y`\_`Ua`a`Yfh`"8Yb`bc`W  
 Yfk`UfV`g]W`9VYfh`U`[`Ya`Y]bY`5W`hi`b[`]b`XYf`A`]hY`XYf  
 ;`YgY`gW`UZh`i`bX`k`c`hY`]a`a`Yf`Df`Åg]XYbh`U`Yf`8Yi`hgW`Yb`gY]b"

8Ug` 6UXY\cgYb!:`chc` `j`cb`9VYfh`i`bX`FY]W`gk`Y\fa`]b]ghYf  
 ;`i`ghUj` `Bcg`\_Yž`XUg`k`Å`fYbX`XYf`J`YfY]X][`i`b[`]Ui`ZX]Y`bYi`Y  
 FY]W`gj`YfZUggi`b[`]Yb`hgh`UbXž`]gh`Y]b`6Y]gd]Y`XUZØfž`k`jY`9VYfhg  
 dc`]h]gW`Y`Y[`bYf`ni` `j`Yfgi`W`Ybž`]b`i`bX`X]Y`8Ya`c`\_fU]Y`]b  
 8Yi`hgW`UbX`ni` `X]g`\_fYX]h]YfYb`"8]YgY` :`UW`hY`nY][`hž`k`jY`X]Y  
 dc`]h]gW`Y`5i`gY]b`UbXYfgYhni`b[`]XUa`U`g`k`Uf`i`bX`k`Y`W`Yb  
 <YfUi`gZcfXYfi`b[`]Yb`9VYfh[`Y[`YbØVYfgh`UbX"

Bi`hYb`G]Y`X]Y` ;`Y`Y[`Yb\Y]hž`i`a` `a`Y\`f`ØVYf`XUg`dc`]h]gW`Y`9fVY  
 j`cb` :`f]YXf]W`9VYfh`ni` `YfZU`fYb`i`bX`Y]bYb`6`]W`\_`Ui`ZX]Y  
 <YfUi`gZcfXYfi`b[`]Yb`i`bX`9ffi`b[`]YbgW`UZhYb`XYf`K`Y]a`UfYf  
 F`Ydi`V`]\_`ni` `k`YfZYb`"8]Y`ÒZYb`h]W`Y` :`Ø\fi`b[`]gh`Y]bY  
 \Yfj`cffU[`YbXY`7\`UbW`ž`g]W`a`]h`XYf` ;`YgW`]W`hY`XYf`8Ya`c`\_fU]Y  
 ]b`8Yi`hgW`UbX`j`YfhfUi`h`ni` `a`UW`Yb`i`bX`9VYfhg`dc`]h]gW`Yg  
 J`Yfa`ÅW`hb]g`bUW`ni`j`c`n]Y\Yb"

8YhU]`g	
C`fh	:`f]YXf]W`!9VYfh!<`Ui`gž`DZUZZYb[`UggY`%,`ž` `*`-`%`%+`<`Y]XY`VYf[`ž`8Yi`hgW`UbX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> <li>•`k`k`k`"a`fb!bYk`g"XY</li> <li>•`YVYfh![`YXYb`_ghUYhhY"XY</li> <li>•`k`k`k`"Zf]YXf]W`!YVYfh"XY</li> </ul>

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