

8 UhYbgW\ i hn! 5`Ufa . ' < YggYb`i bX`X]Y F]g]_Yb`j cb`A]WfcgcZh` *) °

8 Yf`HÄh][_Y]hgVYf]W\ h`XYg`< 6Z8 =]b`< YggYb`&\$&(`VY`Yi W\ hYh
8 UhYbgW\ i hnh\Ya Ybž`A]WfcgcZh` *)`i bX
DUF_fUi a ØVYfk UW\ i b["



< YggYbž`8Yi hgW\`UbX`!`K Ug`[]Vhg`BYi Yg`Ui g`< YggYb`3`9bXY
A U]`&\$&(`Uh`XYf`< Ygg]gW\Y`6YUi ZhfU[hY`ZØf`8 UhYbgW\ i hn`i bX
=bZcfa Uh]cbgZfY]\Y]hifk 6Z8 =`gY]bYb`HÄh][_Y]hgVYf]W\ h
j YfÖZYbh`]W\ h`8 Uf]b`Z]bXYb`g]W\`gdUbbYbXY`9]bV`]W_Y`i bX
k Yfhj`c`Y`H]ddg`ZØf`J YfUbhk`cfh`]W\Y`]a`8 UhYbgW\ i hnž`X]Y`g]W\`]b
X]YgYf`[`cVU`j YfbYhnhYb`X][]hU`Yb`K`Y`h`ni fYW\ hZ]bXYb`a`ØggYb`
B]W\ h`bi f`X]Y`< YfUi`gZcfXYfi b[Yb`XYf`X][]hU`Yb
DUF_fUi a ØVYfk UW\ i b[`k YfXYb`h\Ya Uh]g]Yfhž`gcbXYfb`Ui W\`X]Y
Bi hni b[`j cb`A]WfcgcZh` *)`i`Y]b`H\Ya Už`XUg`j]Y`Y`i bhYfbY\`a Yb
VYgW\`ÄZh][h`

8 Yf`6Yf]W\ h`k]fZh`Y]bYb`_f]h]gW\Yb`6`]W`_Ui Z`X]Y`U`_hi Y`Yb
GhUbXUfXg`ZØf`XYb`8 UhYbgW\ i hn`VY]`A]WfcgcZh` *)`i`8 Yf`

8 UhYbgW\i hn_cbZYfYbn'fBG? E'ni Zc`[Y`VYbØh][hYb`i bhYfbY\ a Yb
Y]bY`Ni gUhnj YfY]bVUfi b[`ni `VYghY\YbXYb
5i ZhfU[gj YfUfVY]hi b[gj YfhfÅ[Yb`a]h`XYa `HYW\bc`c []Yf]YgYb"
8]YgY`a i gg`]bX]j]Xi Y`j Yf\UbXY`h`k YfXYbž`k Ug`[YfUXY`ZØf
_Y]bYfY` :]fa Yb`Y]bY`<YfUi gZcfXYfi b[`XUfghY`h" 9]b`YfZc`[fY]W\Yg
?cbnYdhni f`XUhYbgW\i hn_cbZcfa Yb`Bi hni b[`j cb`A]WfcgcZh
HYUa g`\Uh`XYf`<6Z8 =VYfY]hg`YfUfVY]hYh" 5`YfX]b[g`a ØggYb
J YfUbhk cfh]W\Y`ni XYa `Y][YbY`@ØgW\ fci h]bYb`ja d`Ya Ybh]YfYbž
i a `XYb`5bZcfXYfi b[Yb`[YfYW\hni `k YfXYb" =Zcfa Uh]cbYb`ØVYf
XUg`?cbnYdhig]bX`ja `6Yf]W\h`YXcW`b]W\hij cf\UbXYbž`XcW`XYf
<6Z8 =d`Ubhž`&\$&) `k Y]hYfY`?cbnYdhY`ZØf`UbXYfY`A]WfcgcZh!
DfcXi _hY`ni `Ybhk]W_Y`bž`i a `@W\h`]bg`8i b_Y`ni `Vf]b[Yb"

A G ` *) ` `9]b`nk Y]gW\ bY]X][Yg`GW\ k Yfh

Gc`k Y]hž`gc`[i hi `UVYf`XYf`9]bgUhn`j cb`A]WfcgcZh` *) `V`Y]Vh
\Y]_Y`"K Å\YfYbX`A]WfcgcZh]b`j]Y`Yb`i bhYfbY\ a Yb`Y]bYb`ZYghYb
D`Uhn`\Uhž`]gh`X]Y` : fU[Y`XYf`8UhYbgW\i hn_cbZcfa]hÅ`h`bUW\`k]Y`j cf
Y]b`\Y]»`X]g_i h]YfhYg`H\Ya U`"K]Y`Xf!XUhYbgW\i hn"XY`VYf]W\hYhž
k Uf`Y]bY`8UhYbgW\i hn! : c`[YbUVgW\Åhni b[`fBG: 5E`Ui g`XYb
B]YXYf`UbXYb`&\$%, `k Yb][`cdh]a]gh]gW\`i bX`UhYgh]YfhY`C ZZ]W`" *)
Y]bY`i bni `Ågg][Y`8UhYbj YfUfVY]hi b["`5i W\`X]Y`8G?`g]Y\h]b`XYf
Bi hni b[`j cb`A]WfcgcZh` *) `fYW\h]W\Y`F]g]_Ybž`]bgVYgcbXYfY`k Ug
X]Y`hfUbgdUfYbhY`8UhYbj YfUfVY]hi b[`Ub[Y\h`i bX`X]Y
, VYfa]hni b[`dYfgcbYbVYnc[YbYf`8UhYb`]b`8f]hniÅbXYf`"A]WfcgcZh
\Uh`nk Uf`5bdUggi b[Yb`Ua `8UhYbgW\i hmbUW\hfU[`j cf[Ybca`a Yb
i bX`X]Y`gc[YbUbbhY`9I `8UhU`6ci bXUfm]Y]b[YZØ\fhž`XcW`G_Ydg]g
V`Y]Vhž`XU`X]Y`J YfUbhk cfhi b[`ZØf`XUhYbgW\i hn_cbZcfa Y`Bi hni b[
`Yhnh]W\`VY]`XYb`i bhYfbY\ a Yb`gY`Vgh`]Y[h"

K Ug`\Y]»`h`XUg`ZØf`\Ygg]gW\Y`i bhYfbY\ a Yb`3`9]bY`[fØbX`]W\Y
5bU`mgY`gdYn]Z]gW\Yf`5bk YbXi b[Yb`_ØbbhY`\Y`ZYbž`fYW\h]W\Y
; fUi ncbYb`ni `j Yfa Y]XYb" 8Ug`6`c`[`j cb`GF 8!F YW\ hgUb`k Å`hY
V]YhYh`bØh`]W\Y`<]bk Y]gY`ni f`6Ygh`DfUW]W`ZØf`X]Y
ja d`Ya Ybh]YfhY`Bi hni b[`j cb`A]WfcgcZh` *) "`8Ug`K]W\h][ghY.
HfUbgdUfYbhY`8c_i a YbhUh]cb`i bX`gcf[ZÅ`h][Y`5V`k Å[i b[`XYf
F]g]_Yb`g]bX`XUg`5`i bX`C"

DfU_h]gW\ Y' < YfUi gZcfXYfi b [Yb']a

8 UhYbgW\ i hn

BVYyb'XYf'8][]hU`]g]Yfi b['XYf'5fVY]hgd`Uhnk Y`h`_ca a Yb'Ui W\ UbXYfY`H\Ya Yb'ni f'GdfUW\Y""8Yf' < 6Z8 =\ Uh'g]W\ 'VY]gd]Y`gk Y]gY a]h'XYf'X][]hU`Yb'DUf_fUi a ØVYfk UW\i b['Ui gY]bUbXYf[YgYhnh" <]Yf'[Y\h'Yg'i a 'fYW\h]W\Y': fU[Yb'ni f'Ui hca Uh]g]YfhYb 9bhgW\Y]Xi b[gZ]bXi b[ž'X]Y'Xi fW\ 'X]Y'J Yfk YbXi b['j cb J]XYcØVYfk UW\i b['ni f'?cbhfc`Y'XYf'a Ui]a U`Yb'DUf_XUi Yf YbhghY\Yb""6YgW\k YfXYb'j cb'6Øf[Yf]bbYb'i bX'6Øf[Yfb'nY][Ybž XUgg'Ui W\ `]Yf'XYf'fYW\h]W\Y'FU\ a Yb'k Y]hYf\]b'_f]h]gW\ 'ni VYhfUW\ hYb']gh"

9]b'k Y]hYfYg'6Y]gd]Y`]gh'X]Y'Bi hni b['Y]bYg' < UbXj YbYbgW\UbbYfg]b'Y]bYf'6'i hgdYbXYY]bf]W\hi b[']b' < YggYb""9]bY'6YgW\k YfXY Y]bYf'GdYbXYf]b'ZØ\fhY'ni 'Y]bYf' ðhYfj Ybh]cb'XYg' < 6Z8 ž'XYf ZYghghY`hYž'XUgg'X]Y'9]bk]`][i b['ni f'J YfUfVY]hi b['V]ca Yhf]gW\Yf 8 UhYb'b]W\h'ZfY]k]`]['[Y[YVYb'k Uf""9bhgdYfW\YbX'k i fXY'Y]bY 5`hYfbUh]j Y`Ub[YVchYbž'i a 'Ui W\ 'a]h'Y]bYa 'DYfgcbU`Ui gk Y]g]XYbh]Z]n]Yfh'k YfXYb'ni ' _ØbbYb""Gc`W\Y'A U» bU\ a Yb'nY][Yb XYi h]W\ž'k]Y'gYbg]VY`XYf'8 UhYbgW\i hn']a '5`hU[']bhYfdYfY]Yfh k YfXYb'a i gg'i bX'XUgg'@Øgi b[Yb'b]W\h'Y]bZUW\ 'gY]b'_ØbbYb"

: Un]h

ðg[YgUa h'V]YhYh'XYf'HÀh][_Y]hgVYf]W\h'XYg' < 6Z8 =Y]bYb i a ZUggYbXYb', VYfV`]W\`ØVYf'X]Y' < YfUi gZcfXYfi b [Yb'i bX U_hi Y`Yb'9bhk]W\`i b[Yb'XYg'8 UhYbgW\i hnYg']b' < YggYb""8]Y 6Yf]W\hY'ØVYf'X][]hU`Y', VYfk UW\i b['i bX'XUhYbgW\i hn_cbZcfa Y HYW\bc`c[]YUbk YbXi b[Yb'j YfXYi h]W\Ybž'XUgg'XYf'K Y['ni 'Y]bYf [Ubn\Y]h]W\Yb '@Øgi b['bcW\ `Ub[']gh"l bhYfbY\ a Yb'gc`hYb'g]W\ XYf'J YfUbk cfhi b['VYk i ggh'gY]b'i bX']\fYb'8 UhYbgW\i hn Yfbgh\UZh]b'X]Y' < ÀbXY'bY\ a Yb"" <]Z]i bX'6YfUhi b['[]Vh'Ygž'UVYf Y]bYb'Y][YbYb'?cdZi bX'Y]bY'_i [Y'GhfUhY[]Y'g]bX'[YZfU[h"

@YgYb'G]Y'a Y\ f'ØVYf'XYb'HÀh][_Y]hgVYf]W\h'XYg' < 6Z8 =\]Yf"

8YhU]`g	
C fh	< YggYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XUhYbgW`i hn!bc h]nYb"XY • k k k "Xf!XUhYbgW`i hn"XY • k k k "gfX!fYW`hgUb k UY`hY"XY

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