

GhfY]\_ 'VY]'A ]bYfU`ei Y``Yb`6UX  
@]YVYbk YfXU. '5b[ YghY``hY`ZcfXYfb  
: U]fbYgg°

↳ '6UX`@]YVYbk YfXU`ghfY]\_Yb`6YgWÅZh][ hY`j`cb  
A ]bYfU`ei Y``Yb`ZØf`[ YfYW hYfY`@Ø\`bY``8]Y`J`Yf\`UbX`i`b[`Yb  
`Ui`ZYb`gY]h`i`A`U]`&\$&)"



6UX`@]YVYbk YfXUž`8Yi`hgWÅ`UbX`!'5a`'&+"A U] &\$&)`\`UVYb`X]Y  
6YgWÅZh][ hYb`XYg'; YhfÅb`\_Y\`YfghY``Yfg`A ]bYfU`ei Y``Yb`]b`6UX  
@]YVYbk YfXU`]fY`5fVY]h`b]YXYf[`Y`Y[`h``8]Yg[`YgWÅU\`]a`F`U\`a`Yb  
Y]bYg`j`cb`XYf'; Yk`Yf`\_gWÅUZh`B`U\`fi`b[`!;`Ybi`gg!;`UghghÅ`hYb`fB;` ;`Ł  
Ui`g[`Yfi`ZYb`Yb`K`UfbghfY]\_gž`i`a`'Ui`ZX]Y`VYghY\`Yb`XYb  
@c`\`bi`bhYfgWÅ]YXY`ni`']\`fYa`'GWÅk`YghYfk`Yf`\_]b`<`YggYb  
Ui`Za`Yf`\_gUa`'ni`'a`UWÅYb``8Yf`GhfY]\_`Zc`[`h`Ui`ZY]bY`Yf[`YVb]g`cgY  
nk`Y]hY`J`Yf\`UbX`i`b[`gfi`bXYž`]b`XYf`B;` ;`'Y]bY`@c`\`bYf\`Ø\`i`b[`j`cb  
,`ž)`Dfc`nYb`h`ZcfXYfhYž`k`Ug`VY]:`UWÅUfVY]hYfb`fi`bX```\$\$`9i`fc`a`Y\`f  
]a`'A`cbUh`VYXYi`hYb`'k`ØfXY``'a`'GWÅk`YghYfVYhf]YV`F`\`ØbYf`Gd`fi`XY`  
j`YfX]Yb`Yb`X]Y`6YgWÅZh][ hYb`VYfY]hg`Yhk`U`(`\$\$`9i`fc`a`Y\`f`U`g`]fY

?c`Y[ Yb`j]b`6UX`@]YVYbk YfXU"

8Yf`5fVY]h[ YVYf`\]Y`h`b`XYb`J Yf\UbX`i b[ Yb`YX][ `]W`Y]bY  
@c\`bYf\`Ø\i b[ `j cb`XfY]`DfcnYbh`ZØf`a Ø[ `]W`ž`k Ug`j cb`XYb  
; Yk Yf\_gW`UZhYb`\_f]h]g]Yfh`k ]fX""8]YgY`Uf[ i a Ybh]YfYb`ž`XUgg`X]Y  
@Ø\`bY`]a `C ghYb`cZh`a ]h`XYb`b]YXf][ YfYb`@YVYbg\`U`hi b[ g\_cghYb  
VY[ fØbXYh`k YfXYb`ž`k Å\`fYbX`X]Y`6YgW`ÅZh][ hYb`j]b`6UX  
@]YVYbk YfXU`(\$`Ghi bXYb`dfc`K cW`Y`UfVY]hYb`ž`k Å\`fYbX`]a  
\Ygg]gW`Yb`K Yf`\_`bi`f` , `Ghi bXYb`ØV`]W`g]bX""8Yf`5bhY]`XYf  
[ Yk Yf\_gW`UZh]W`c`f[ Ub]g]YfhYb`6YgW`ÅZh][ hYb`j]b`6UX  
@]YVYbk YfXU`Y[ h`VY]`fi bX`+) `DfcnYbh"

## HUf]Zj Yf\UbX`i b[ Yb`i bX` : cfXYfi b[ Yb

8]Y`HUf]Zj Yf\UbX`i b[ Yb`gc`Yb`5bZUb[ `ž`b]`Zc`fh[ YgYhnh`k YfXYb`ž  
k Ug`U`g`YbhgW`Y]XYbXYf`A ca Ybh`ZØf`X]Y`ni `ØbZh][ Y  
@c\`bYb`hk ]W`\_`i b[ `Ub[ YgY\`Yb`k ]fX""5i W`]a `ÖZYbh`]W`Yb`8]Ybgh  
ghY\`h`X]Y`5fVY]hgk Y`hj cf`\`YfUi gZc`fXYfbXYb`HUf]Zfi bXYb""@Ui h  
`bZc`fa Uh]cbYb`j cb`K G=k i fXYb`V]g`ni a `&+"`GYdhYa VYf`&\$&(  
6YgW`ÅZh][ hYbVY`ZfU[ i b[ Yb`ni f`HUf]Zfi bXY`ZØf`XYb`ÖZYbh`]W`Yb  
8]Ybgh`Xi fW`[ YZØ\`fh"<]YfVY]`ghY\`Yb`9bh[ Y`hYf\`Ø\i b[ Yb`i bX  
5fVY]hgnY]hfY[ Y`i b[ Yb`]a `: c`\_`i g""8]Y`j Yf`X]!  
6i bXYghUf]Z`ca a ]gg]cb`VYgW`cgg]a `C`\_`hcVYf`&\$&(  
: cfXYfi b[ Yb`ž`X]Y`Y]bY`9bh[ Y`hYf\`Ø\i b[ `j cb` , ž`\$`DfcnYbh`ž  
a ]bXYghYbg`YXcW`' ) \$`9i fc`dfc`A cbUh`ž`VY]Y]bYf`@Ui ZhY]hj cb  
nk `Ö`Z`A cbUhYb`i a ZUggYb"

8]Y` ; Yk Yf\_gW`UZhYb`Zc`fXYfb`Ui W`Y]bY`9f\`Ø\i b[ `XYf  
5i gV]`Xi b[ gj Yf[ Øhi b[ Yb`ž`\`Ø\YfY`Ni gW`Å[ Y`ZØf`VY`UghYbXY  
HÅh][ \_Y]hYb`i bX`ni gÅ`h`n`]W`Y`ZfY]Y`HU[ Y""`a `; Y[ YbgUhn`XUni  
VYnY]W`bYhY`X]Y`J YfY]b][ i b[ `XYf`?ca a i bU`Yb`5fVY]h[ YVYf`fU`?5Ł  
X]YgY` : cfXYfi b[ Yb`U`g`ØVYfnc[ Yb`i bX`[ YZÅ\`fXYbX`ZØf`X]Y  
?ca a i bYb""8]Y`HUf]Zj Yf\UbX`i b[ Yb`]a `ÖZYbh`]W`Yb`8]Ybgh`g]bX  
j cb`Y]bYa `c\`Yb`5fVY]hg`\_`Ua`dZ[ Y]gh[ YdfÅ[ h`ž`XU]a `J cfZY`X  
VYfY]hg`nU\`fY]W`Y`K UfbghfY]\_`g`i bX`DfchYghU`\_`h]cbYb`ghUhhZUbXYb"

?c`Y`\_h]j Y`J Yf\UbX`i b[ gghfi \_hi fYb`]a

# J Yf[ `Y]W

8]Y`G]hi Uh]cb`]b`8Yi hgW`UbX`]gh`VYgcbXYfg`VYa Yf`Yb gk Yfhž  
k Ybb`a Ub`X]Y`HUF]ZV]bXi b[ `VYhfUW`hYh"@Ui h`XYf`6i bXYgnYbhfU`Y  
ZØf`dc`]h]gW`Y`6]`Xi b[ `VYhfÅ[ h`XYf`5bhY]`hUf]Z[ YVi bXYbYf  
6Yhf]YVY`]b`8Yi hgW`UbX`YX][ `]W`&-`DfcnYbhž]a `J Yf[ `Y]W`ni`\*`+  
DfcnYbh]a`ſ\`f`&\$`\$`"6YgcbXYfg]a`ÖZYbh]W`Yb`GY`hc`f]gh`X]Y  
HUF]ZV]bXi b[ `YXcW`bUW`k`]Y`j`cf`cW`ž`k`Å`fYbX`g]Y`]b`UbXYfYb  
6YfY]W`Yb`ž`k`]Y`XYb`bZcfa Uh]cbg!`i`bX  
?ca`a`i`b]\_Uh]cbgX]Ybgh`Y]ghi b[ Ybž`ghUf`\_`[`Ygi`b`\_Yb`]gh"b  
8Yi hgW`UbX`]gh`X]Y`GhfY]\_ZfYi`X][`\_Y]h]a`]bhYfbUh]cbU`Yb  
J Yf[ `Y]W`fY`Uh]j`b]YXf][`"

C V k c`X]Y`HUF]ZYf`Ö`i`b[`Yb`]b`8Yi hgW`UbX`]b`XYb`YhnhYb  
ſ\`fYb`ni`[`Ybca`a`Yb`UUVYbž]gh`XYf`[`Yk`Yf`gW`UZh]W`Y  
Cf[`Ub]gUh]cbg[`fUX`a`]h`bi`f`&\$`DfcnYbh]a`Yi`fcd`Å]gW`Yb`J`Yf[ `Y]W  
Y`Yf`gW`k`UW`"B`UW`XYf`HUF]Zf`bXY`&\$%`ž`X]Y`i`bhYf`XYa  
9]bXfi`W`\_`ghUf`\_Yf`GhfY]\_nU`Yb`ghUhhZUbXž`V`]YV`XYf`5bgh]Y`[`VY]  
HUF]Z`Ö`bYb`Yb`]bhYf`XYb`9fk`Ufhi`b[`Yb`ni`fØW`"8]Yg`j`YfXYi`h]W`h`X]Y  
<`YfUi`gZc`fXYfi`b[`Yb`ž`X]Y`]b`VYj`cfghY`YbXYb`HUF]Z]`Yf`UbX`i`b[`Yb  
ØVYfk`i`bXYb`k`YfXYb`a`ØggYb"

8]Y`\_ca`a`YbXYb`K`cW`Yb`k`YfXYb`ZØf`X]Y`6YgW`ÅZh][`hYb`]b`6UX  
@]YVYbk`YfXU`i`bX`XYb`ÖZYbh]W`Yb`8]Ybgh`Yb`hgW`Y]XYbX`gY]b"8Yf  
5i`g[`Ub[`XYf`Ui`ZYbXYb`J`Yf`UbX`i`b[`Yb`\_ÖbbhY`h]YZ[`fY]ZYbXY  
5i`gk`]f`\_i`b[`Yb`Ui`Z`X]Y`@c`bghfi`\_hi`fi`bX`5fVY]hgVYX]b[`i`b[`Yb`]b  
XYb`VYhfc`ZYbYb`6fUbW`Yb`UUVYb"

fVV&( `VYf]W`hYhž`XUgg`  
K`G=]bZcfa`]Yfh`ØVYf`  
VdV"XY`ghY`h`XUfž`XUgg`

8YhU]`g	
C`f`h	6UX`@]YVYbk`YfXUž`8Yi`hgW`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"><li>• k k k "fVV&amp;( "XY</li><li>• k k k "k g]"XY</li></ul>

8YhU]`g

- k k k "VdV"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh