

8 fc [YbgWx `U[']b '6Yf`]b 'i bX
6fUbXYbVi f[. 'Dc`]nY]'Xi fWx gi Wx h'%)
C V`Y_ hY` °

Dc`]nY]'Xi fWx gi Wx h'a Y \fYfY `C V`Y_ hY`]b '6Yf`]b 'i bX
6fUbXYbVi f['k Y [Yb 'a i ha U» `]WYf`8fc [Yb [YgWx`ÄZhY / %)
C V`Y_ hY `VYhfcZZYb"



: fUb_Zi fh'fC XYfłż'8 Yi hgWx `UbX '!5a 'A]hk cWxa cf[Yb `Z0\fhYb
9]bgUm_fÄZhY `XYf'6fUbXYbVi f[Yf'Dc`]nY]'i a ZUggYbXY
8i fWx gi Wx i b [Yb ']b 'a Y \fYfYb `C V`Y_ hYb `Xi fWx "8]YgY
A U» bU\ a Yb `ZUbXYb ']b ': fUb_Zi fh'fC XYfłż]a ' @UbX_fY]g`C XYf!
GdfYY `gck]Y ']b '6Yf`]b 'ghUhh' `8Yf` <]bhYf [fi bX `X]YgYf`9]bgÄhY `g]bX
a i ha U» `]WY `8fc [Yb [YgWx`ÄZhY ž [Y [Yb `X]Y `gY]h'a Y \fYfYb
A cbUhYb `Yfa]hY `hik]fX "N]Y `X]YgYf`9fa]hhi b [Yb `g]bX `gYWx g
A ÄbbYf`]a `5`hYf`j cb " * `V]g ((`U\ fYb ž`X]Y `j YfX`ÄWx h]hik YfXYb ž
[Y [Yb `X Ug`6YhÄi Vi b [ga]hY [YgYhngck]Y]b 'a Y \fYfYb : Ä`Yb `XYf
; Yk U`h_f]a]bU`hÄhij Yfghc» Yb `ni ` \UVYb "8]Y `9fa]hhi b [Yb
VUg]YfYb `Ui ZY]bYf`J]Y `nU\ `Ub `<]bk Y]gYb `i bX ` ðZcfa Uh]cbYb ž`X]Y

]b`XYb`j Yf[Ub[YbYb`A cbUhYb`[YgUa a Y`h`k i fXYb`ži a `X]Y
J cfk ØfZY`ni `i bhYfa Ui Yfb"

⊕g[YgUa h`k i fXYb`%) `CV`Y`_hY`Xi fW`gi W`h`ž`XUfi bhYf`gck c`\
df]j UhY`U`g`Ui W`[Yk Yfv`]W`Y`GhUbXcfhY`"6Y]`XYb
8i fW`gi W`i b[Yb`VYgW`U[bU`a hY`X]Y`Dc`nY]`b]W`h`bi f
6Yh`Ài Vi b[ga]hhY`ž`gcbXYfb`Ui W`6Uf[Y`X`ž`K UZYb`i bX`UbXYfY
6Yk Y]ga]hhY`"Ni XYa `ZUbX`X]Y`Dc`nY]`Y]b`[Yghc`YbYg`: U`ffUX"
Hfchn`XYf`i a ZUb[fY]W`Yb`A U» bU`a Yb`[UV`Yg`YXcW`_Y]bY
: YghbU`a Yb"

9fa]hh`i b[Yb`Ui Z[fi bX`_cb`_fYhYf`<]bk Y]gY

8]Y`V]g`Yf][Yb`9fa]hh`i b[Yb`nY][Yb`XYi h]W`ž`XUgg`X]Y`Dc`nY]`]b
XYf`FY[]cb`]bhYbg]j`[Y[Yb`8fc[Yb`UbXY`j cf[Y`h`"Gc`_ØbbYb
Ui W`]b`gUW`VYnc[YbYb`7`Uhgž`k]Y`Yhk U`ØVYf`K `Uhg5ddž
VY`UghYbXY`6Yk Y]gY`YbhXYW`h`k YfXYb`"⊕Y]bYa `: U`k i fXYb
Xi fW`gi W`hY`CV`Y`_hY`XYg`J YfX`W`h][Yb`Ui W`[fØ» YfY`A Yb[Yb
A Uf]\i UbUž`K UU[Ybž; f]bXYf`i bX`5VdUW`hØhW`Yb`g]W`Yf[YghY`h"
Ni XYa `k i fXYb`@Udhcd`i bX`<UbXmVYgW`U[bU`a hž`i a `k Y]hYfY
⊕Zcfa Uh]cbYb`ni `gUa a Y`b`7`Uhgž`]b`XYbYb`<]bk Y]gY`Ui Z
8fc[Yb`UbXY`Yf`_YbbVUf`g]bXž`k YfXYb`Ài » Yfgh`[YbUi `UbU`mg]Yfhž
XcW`X]Y`6Yk Y]g`_fUZh`X]YgYf`7`Uhj Yf`Ài ZY`]gh`cZi[Yf]b["
9bhgW`Y]XYbX`ZØf`X]Y`fYW`h]W`Yb`?cbgYei YbnYb`g]bX
]bgVYgcbXYfY`XUg`ni g`Àm`]W`Y`A UhYf]U`ž`XUg`X]Y`Dc`nY]`[Y[Yb`X]Y
j YfX`W`h][Yb`DYfgcbYb`Uhž`gck]Y`XYfYb`J c fghfUZyb`cXYf`ZfØ`YfY
9fa]hh`i b[Yb"

8]Y`9fa]hh`i b[Yb`i bX`8i fW`gi W`i b[Yb`g]bX`HY]`Y]bYf`VfY]hYb
GhfUhY[]Yž`i a `[Y[Yb`X]Y`ni bY`a YbXY`8fc[Yb`_f]a]bU`]h`h
j cfn[Y`Yb`"9i dYfhYb`VYhcbYbž`XUgg`X]Y`A Yb[Y`i bX`5fh`XYf
[YZi bXYbYb`Gi VghUbnyb`ZØf`X]Y`fYW`h]W`Yb`: c`[Yb`j cb`nYbhfU`Yf
6YXYi hi b[`g]bX`8Ug`J Yf`U`hYb`XYg`a i ha U» `]W`Yb
8fc[YbXYU`Yfg`gd]Y`h`XUVY]`Y]bY`YbhgW`Y]XYbXY`F`c`Yž
]bgVYgcbXYfY`k Ybb`Yg`i a `; Ygh`AbXb]ggY`i bX`X]Y`a Ø[`]W`Y`: c`[Y
j cb`<Ui gXi fW`gi W`i b[Yb`VY]`A]hh`hYfb`[Y`h"

; YgY`gW`UZh`]W`Y`5i gk]f`_i b[Yb`XYf

8 fc [Yb_f]a]bU`hÀh

8 fc [Yb_f]a]bU`hÀh'ghY`h'Y]b`Yfbgh\ UZhYg`DfcV`Ya `ZØf`X]Y
 ; YgY`gW\ UZh'XUf`"8]Y`XUa]hj YfVi bXYbYb`fYW\h`]W\Yb
 F\U\ a YbVYX]b[i b[Yb`i bX`X]Y`<YfUi gZcfXYfi b[Yb`ZØf`X]Y
 GhfU] YfZc`[i b[`g]bX`j]Y`Z`h][" : UW`Yi hY`VYhcbYbž`XUgg`Y]b
 [Ubn\Y]h`]W\Yf`5bgUhn`bchk YbX][`]ghž`i a `X]YgYf`DfcV`Ya Uh]_
 k]f_gUa `ni `VY[Y[bYb`"DfÀj Ybh]cbgdfc[fUa a Y`i bX
 5i Z_`Àfi b[ga U» bU\ a Yb`k YfXYb`U`g`i bYf`Àgg`]W\`Ub[YgY\Ybž`i a
 X]Y`6Yj Ò`_Yfi b[`ØVYf`X]Y` ; YZU\ fYb`XYg`8 fc [Yba]ggVfUi W\g`ni
]bZcfa]YfYb`i bX`ni f`9bhgh][a Uh]g]Yfi b[`j cb`6Yhfc ZYbYb
 VY]ni hfU[Yb`"8]Y`U_hi Y`Y`@U[Y`YfZcfXYfhj YfghÀf`hY
 5bgfhYb[i b[Yb`gck c`\`gY]hYbg`XYf`Dc`]nY]`U`g`Ui W\`XYf
 ; YgY`gW\ UZh]bg[YgUa hž`i a `8 fc [Yb_f]a]bU`hÀh`YZZ`_hj] `ni
 VY_`Àa dZYb`"K Y]hYfY`ϑZcfa Uh]cbYb`ni `X]YgYa `H\Ya U`g]bX`Ui Z`
GcnH\Ycg`K YVgY]hY`ni `Z]bXYb`"

8]Y`6fUbXYbVi f[Yf`Dc`]nY]`gck]Y`k Y]hYfY
 GhfU] YfZc`[i b[gVY\ ÒfXYb`ghY\Yb`U`gc`j cf`XYf`<YfUi gZcfXYfi b[ž
 X]Y`gh`ÀbX][`bYi Yb`A Yh\cXYb`XYf`8 fc [YbXY`]bei YbhYb`ni ` _cbhYfb
 i bX`X]Y`G]W\Yf\Y]h`XYf`6Øf[Yf`ni ` [Yk `À\`f`Y]ghYb`"9]b`N]Y`V`Y]Vh
 XUVY]`VYgcbXYfg`k]W\h][.`X]Y`5i Z_`Àfi b[`i bX`DfÀj Ybh]cbž`i a
 ni _ØbZh][Yb`j YfghÒ» Yb`[Y[Yb`XUg`6Yh`Ài Vi b[ga]hY`[YgYhn
 Ybh[Y[Ybni k]f`_Yb`"

: Øf`k Y]hYfY`8YhU]`g`ni `XYb`U_hi Y`Yb`8i fW\gi W\i b[Yb`i bX
 9bhk]W_`i b[Yb`]b`X]YgYf`5b[Y`Y[Yb\Y]h`_ØbbYb`G]Y`X]Y
 6Yf]W\hYfghUhi b[`j cb`fVV&(`i bX`Ub k U`"XY`_cbgi `h]YfYb`"

8YhU]`g	
C fh	: fUb_`Z fh`fC XYfłž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "Ub k U`h"XY • gc nh\ Yc "XY

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