

5`VUb]Yb`YfV`Ø\h. `9bhXYW_Y`X]Y`VYghYb
9j Ybhg`a]h`XYf`bYi Yb`H95!5dd`°

9bhXYW_Yb`G]Y`X]Y`H95!5dd`ZØf`_i`hi`fY`Y`i`bX`hci`f]gh]gWXY
9j Ybhg`]b`5`VUb]Yb. `9a`dZY`\`i`b[`Ybž: Ygh]j`U`g`i`bX`a`Y`f`ZØf
A U]#† b]`&\$&) "



H]fUbUž`5`VUb]Yb`!`8Yf`Gca`a`Yf`ghY`\hj`cf`XYf`HØfž`i`bX`a`]h`\a
_ca`a`h`X]Y`bYi`Y`H95!5dd`f`Hci`f]ga`9j`Ybhg`cZ`5`VUb]Ułž`X]Y`j`cb
XYf`U`VUb]gWXYb`A`]b]ghYf`]b`ZØf`Hci`f]ga`i`g`i`bX`I`a`k`Y`hž`A`]fY`U
?`i`a`VUfcž`Ya`dZc`\`Yb`k`]fX`"†`Y]bYa`U`_hi`Y`Yb`6Y]hfU[`Ui`Z`F`HG<
k`]fX`XUfUi`Z`\]b[`Yk`]YgYbž`XUgg`X]Y`5dd`U`g`nYbhfU`Yf
J`YfUbghU`hi`b[`g_U`YbXYf`ZØf`XYb`Gca`a`Yf`X]Ybh`Bi`mYf`_ÖbbYb
g]WXY`ØVYf`Y]bY`J`]Y`nU`\`j`cb`_i`hi`fY`Yb`5`_hj`]hÅhYb`]bZcfa`]YfYbž
X]Y`]b[`Ubn`5`VUb]Yb`ghUhhZ]bXYbž`j`cb`H]fUbU`V]g`DfYgdU`i`bX`j`cb
G_cXfU`V]g;`†fc`_UghfU"

8]Y`H95!5dd`\`Uh`g]WXY`U`g`i`bj`Yfn]WXYhVUfYg`K`Yf`_nYi`[`ZØf`F`Y]gYbXY
YhUV`]Yfž`X]Y`g]WXYfghY`Yb`a`ÖW`hYbž`_Y]bY`]bhYfYggUbhYb`9j`Ybhg
ni`j`YfdUggYb`"8]Y`5dd`V]YhYh`b]WXYh`bi`f`†Zcfa`Uh]cbYb`ni`?`i`bgh

i bX`?i`hi fž'gcbXYfb`]bZcfa]YfhUi Wk`ØVYf': Yghj U`gž
5i gghY`i b[Yb`i bX`GdcfhYfY][b]ggY`"G]Y`]gh`_cghYb`cg`]a`5dd`Y
GhcFY`i bX`]a`D`UmGhcFY`Yf\`Ä`h`]Wk`"

J]Y`ZÄ`h][Y`J YfUbghU`hi b [Yb`]a`A U]`i bX`ž b]

?i a VUfc`ghY`hY`Y]bY`FY\Y`gdUbbYbXYf`J YfUbghU`hi b [Yb`j cfž`X]Y
]b`XYb`_ca`a`YbXYb`K`cWkYb`ghUhhZ]bXYb`k`YfXYb`"8Uni`[Y\`ÖfYb`.

- K`c`_YbZYghj U`.`&%"`V]g`" `%"`A U]`]b`H]fUbU
- ðhYfbUh]cbU`Yf`K`YhhVYk`YfV`HYa`dc`.`&&%"`V]g`&)"`A U]
- A`cbcXfUa`U!:`Yghj U`.`&-`"A U]`V]g`("`ž`b`]b`H]fUbU
- 5i`cbU`ðhYf':`c`_`:`Yghj U`.`&`"V]g`&)"`A U]`]b`J`cfU
- `?ca`a`bUWk`DfYgdU`.`%"`A U]
- J`čgU`b`:`Ygh`&`"i`bX`&("A U]
- J`čgU`5fh`&%"`V]g`" `%"`A U]
- ?]fgWkYb`nk`]gWkYb`?i`bghi`bX`?i`hi`fYfVY`]b`A U]e
- G\`_cXfU`5fh`FYg]XYbWk.`&)"`V]g`" `%"`A U]

8]YgY`9j`Ybhg`g]bX`HY]`Y]bYf`VfY]hYfYb`GhfUhy[]Yž`i`a`XUg
_i`hi`fY`Y`9fVY`5`VUb]Ybg`ni`ZÖfXYfb`i`bX`gck`c`\`9]b\Y]a`]gWkYb
U`g`Ui`Wk`Hci`f]ghYb`Y]b`UVk`YWk`g`i`b[`gfY]WkYg`Dfc[`fUa`a`ni
V]YhYb`"8]Y`Bi`hnYf`XYf`H95!5dd`_ÖbbYb`J`YfUbghU`hi`b[`Yb`bUWk
GhUXh`cXYf`?`UhY[`cf]Y`Xi`fWk`gi`WkYb`i`bX`a`]h\`]ZY`Y]ghi`b[`gghUf`_Yf
:`]hYf`]\`fY`Gi`WkY`j`YfZY]bYfb"

DfU_h]gWkY`:`i`b_h]cbYb`XYf`H95!5dd

9]b`VYgcbXYfYg`<][`\`][`\h`XYf`H95!5dd`]gh`X]Y`A`Ö[`\]Wk`_Y]hž
:`Uj`cf]hYb`ni`gdY]WkYfb`i`bX`9f]bbYfi`b[`Yb`ZÖf`VYgh]a`a`hY
J`YfUbghU`hi`b[`Yb`ni`gYhnYb`"Bi`hnYf`_ÖbbYb`a`]h`@Y]Wk]h[`_Y]h
ðZcfa`Uh]cbYb`ni`XYb`9j`Ybhg`UVfi`ZYbž`Y]bgWk`Y`Y»`Wk`8`UhYbž
NY]hYb`i`bX`J`YfUbghU`hi`b[`gc`fhYb`"8]Y`5dd`gYbXYh`ni`XYa
6YbUWk]f]Wk]h[`i`b[`Yb`ni`VY]`cfghY\YbXYb`J`YfUbghU`hi`b[`Yb`ž`gc`XUgg
FY]gYbXY`]a`a`Yf`]bZcfa`]Yfh`V`Y]VYb"

8]Y`H95!5dd`ghfYVh`XUbUWk`ž`XUg`Hci`f]ga`i`gYf`YVb]g`]b`5`VUb]Yb
Xi`fWk`gWk`bY`Yž[`YbUi`Y`i`bX`dYfgcbU`]g]YfhY`ðZcfa`Uh]cbYb`ni

j YfVYggYfb"5i W'cZZ]bY'_ÖbbYb'ðZcfa Uh]cbYb'ØVYf
J YfUbghU`hi b[Yb'UV[Yfi ZYb'k YfXYbž'k Ug'Yg'Bi hnYfb'Yfa Ò[`]Włhž
Ui W'c\bY'ðhYfbYhj YfV]bXi b[`ni `d`UbYb"8]Y'5dd'ZÖfXYfh
5VYbhYi Yfž'i bhYf\U`hi b[`i bX'X]Y'6Y_Ubbh\Y]h'XYg'_i `hi fY`Yb
9fVYg'XYg'@UbXYgž'k]Y'Ui Z'5dd`Y`\Yfj cf[Y\cVYb'k]fX"

A]h'XYf'H95!5dd'k]fX'XYf'Gca a Yf`]b'5`VUb]Yb'bcW'UhfU_h]j Yfž
i bX'FY]gYbXY'_ÖbbYb'g]W'Ui Z'Y]bY'J]Y`nU\`j cb'_i `hi fY`Yb
9f`YVb]ggYb'ZfYi Ybž'X]Y'Yg'ni `YbhXYW_Yb'[_]`h"

8YhU]`g	
C fh	H]fUb Už'5`VUb]Yb
E i Y`Yb	<ul style="list-style-type: none">• fhg\ "U`• Uddg"Udd`Y"Wca

6Ygi W'Yb'G]Y'i bg'Ui Z. 'Y]bY!fY]gY"XY