

6UXYZfYi XY`i bX`K UbXYf`i gh.
5ddYbnY``Yf`Hci f]ga i g`]a `K UbXY``XYf
NY]h

5a `%, "A U] &\$&) `X]g_i h]YfhYb`9I dYfhYb`ØVYf`X]Y
Hci f]ga i g[YgW]W hY`XYg`5ddYbnY``Yf`UbXg`]a `F U\ a`Yb`XYf
6i WdfÅgYbhUh]cb"



GWk Y`Vfi bbž'GWk Y]n!`a`FU\`a Yb`XYf`5i gghY`i b[`6`i a Yb
i bX`6ØWYf`ZUbX`Ua`%, "A U]`b`GWk Y`Vfi bb`Y]bY
J YfUbghU`hi b[`ni f`J c fghY`i b[`XYg`ž V]`Ai a gVi WXYg
6UXYZfYi XYž`K UbXYf`i ghi bX`D]ghYbhfUi a`j cb`5ddYbnY`Yf`UbX
Hci f]ga`i g`5`=ghUhh`8 Ug`6i Wž`XUg`ja`5df]`YfgW`YbYb`]ghž`k i fXY
j cb`XYb`<]ghcf]_Yf]bbYb`?Uh\]b`A cYgW`]b`i bX`BUX]U`DYhhUbb]W
j YfZUggh`8]Y`8]g_i gg]cb`fi bX`i a`X]Y`6i WYfghY`i b[`k i fXY`j cb
Gi gUbbU`GWcWž`XYf`J Yf`U[g`Y]hYf]bž`a cXYf]Yfh`Hci f]ga`i g!

; YgWÅZhgZØ\ fYf'; i]Xc'6i cV'bU\ a 'YVYbZU`g'Ub'XYf
; YgdfÅW gfi bXY'hY]'i bX'VY'Yi W'hY'hY'X]Y'9bhk]W_`i b['XYg
Hci f]ga i g'ja '5ddYbnY`Yf'UbX"

8 Ug'6i W'ia ZUggh%+* 'GY]hYbž'X]Y'a]h'\]ghcf]gWYa '6]'Xa UhYf]U`
Yf[Åbnh'g]bX" '9g'h\Ya Uh]g]Yfh'X]Y'9bhk]W_`i b['XYg'Hci f]ga i g'gY]h
XYf'; fØbXi b['XYg' ?i f!'i bX'J Yf_Y\fgj YfY]bg'5ddYbnY`'j cf'%)
>\fYbž'XYf'U'g'J cf[Åb[Yf'XYg'\Yi h][Yb'J YfY]bg'5ddYbnY`Yf'UbX
Hci f]ga i g'5=[]h'6i cV'\cV']b'gY]bYa '6Y]hfU['\Yfj cfž'k]Y
YggYbn]Y`XUg'K]ggYb'ØVYf'X]Y'Hci f]ga i g[YgW]W'hY'ZØf'X]Y
[Y[Ybk Åfh][Y'9bhk]W_`i b['gh"

8]Y'6YXYi hi b['XYf'Hci f]ga i g[YgW]W'hY

8]Y'J YfUbgU`hi b['ghY`hY'Y]bY'k Yfhj c`Y'J YfV]bXi b['nk]gWYb
XYf'; YgW]W'hY'i bX'XYf'U_hi Y`Yb'Hci f]ga i gdc`h]_`ja '?Ubhc b
5ddYbnY`'bYff\cXYb'\Yf"; YgWÅZhgZØ\ fYf'6i cV'Yf'Åi hYfhY'X]Y
<YfUi gZcfXYfi b[Ybž'a]h'XYbYb'XYf'J YfY]b'ja '@Ui ZY'XYf'>\fY
_cbZfcbh]Yfh'k Ufž'XUfi bhYf'a i hk]`]['nYfghØfhY'Fi \YVÅb_Yž'X]Y
5i gk]f_i b[Yb'XYf'K Y'h_f]Y[Y'i bX'X]Y'g]W'ghÅbX]['j YfÅbXYfbXYb
'ca a i b[_Uh]cbggfhUhY[]Yb" '8 Ug'6i W'gc`b]W'h'bi f'X]Y
\]ghcf]gWY'9bhk]W_`i b['XYg'Hci f]ga i g'Ui ZnY][Ybž'gcbXYfb'Ui W
X]Y'bchk YbX][Yb'5bdUggi b[Yb'Ub'X]Y'6YXØfZb]ggY'XYf'; ÅghY
h\Ya Uh]g]YfYb"

8 Ug' 6UXYZfYi XYž'K UbXYf'i gh'i bX'D]ghYbhfUi a '6i W'V]YhYh
XUfØVYf'\]bUi g'9]bV`]W_Y']b'X]Y'J Yfgi WYž'5ddYbnY`U'g
K]bhYfgdcfh!'i bX'?cb[fYggcfh'ni 'YhUV`]YfYb" '8]YgY'>h]Uh]j Yb
k UfYb'cZ'h'a]hi bhYfgW]YX']WYa '9fZc`['j YfVi bXYb" '8]Y
gdUbbYbXY'; YgW]W'hY'XYf'9bhk]W_`i b['i bX'X]Y
<YfUi gZcfXYfi b[Ybž'XYbYb'XYf'J YfY]b'[Y[YbØVYfghUbXž'a UWYb
X]Y'9fnÅ\`i b['VYgcbXYfg'ZYggY'bX'i bX']bZcfa Uh]j "

2 ZZYbh`]WY'6i Wj c fghY`i b[

9]bY'ØZYbh`]WY'6i Wj c fghY`i b['ZUbX'Ua '%\$" '5df]'&\$&)'i a
%- "\$\$ 'i \f'ja '?Y]bYb'F UhggUU`ghUhh" '8 UVY]'dfÅgYbh]YfhYb'X]Y
5i hcf]bbYb']\fY'9f_Ybbhb]ggY'i bX'i XYb'ni '8]g_i gg]cbYb'Y]b"

⊖hYfYgg]YfhY`_ÖbbYb`XUg`6i Włż`k Y`WłYg`ZØf`" , `7<: `]b`XYf`Hci f]gh
⊖Zcž`]a` `6ØWłYf`UXYb`5ddYbnY``i bX`]a` `Cb`]bY!G\cd`Yf\`À`h]Wł`]ghž
Yfk YfVYb"

⊖g[YgUa h`Y]ghYh`XUg`6i Wł`Y]bYb`k]Włh][Yb`6Y]hfU[`ni f
8c_i a YbhUh]cb`XYf`; YgWł]WłhY`XYg`J YfY]bgž`XYf`ØVYf`X]Y`⋈\fY
YbhgWłY]XYbX`ni f`9bhk]W_`i b[`XYg`5ddYbnY``Yf`UbXg`VY][YhfU[Yb
\Uh`9g`fYZY_h]Yfh`b]Włh`bi f`X]Y`J Yf[Ub[Yb\Y]hž`gcbXYfb`V]YhYh
Ui Wł`k Yfhj c``Y`DYfgdY_hj] Yb`ZØf`X]Y`Ni _i bZh`XYg`Hci f]ga i g`]b
XYf`FY[]cb"

: Øf`k Y]hYfY`⊖Zcfa Uh]cbYb`ni `XYb`⊖\U`hYb`i bX`ni f
6i Włj YfZØ[VUf_Y]h`VYgi WłYb`G]Y`X]Y`GY]hYb`j cb`5ddYbnY``&(
i bX`5ddYbnY``"Wł"

8YhU]`g	
C fh	GWłk Y``Vfi bbž`GWłk Y]n
E i Y``Yb	<ul style="list-style-type: none">• UddYbnY``&("Wł• k k k "UddYbnY``"Wł

6Ygi WłYb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY