

DUhf]W'5a]bUh]'_Åa dZh'[Y[Yb
< Ui h_fYVg. '9]bY '5i gnY]h'j c`Yf'< cZZbi b[°

DUhf]W'5a]bUh]'f&- Ł'b]a a h'Y]bY '5i gnY]h'ni f'6Y_Åa dZi b[
j cb'<Ui h_fYVg"G]Y ']gh'cdh]a]gh]gW' i bX'j YfVf]b[h'NY]h'a]h
: Ua]'Y"

8fYgXYbž'8Yi hgW'UbX'!DUhf]W'5a]bUh]ž'X]Y'&-!Å\ f][Y
HcW'hYf'j cb'8Ub]Y'5a]bUh]ž'\Uh]g]W'YbHgW']YXYbž'Y]bY '5i gnY]h
j ca '5`hU['ni 'bY\ a Yb"8Yf'; fi bX'ZØf'X]YgYb'GW'f]hh]gh']\f
'Ub[Yf'Ua dZ[Y[Yb'<Ui h_fYVgž'XYf'a]hh'Yfk Y]Y'ØVYf'nk Y]'Å\ fY
UbXUi Yfh"9fgh_Øfn]W'k i fXY'VY]']\f'Y]bY 'bYi Y'A YhUghUgY
YbhXYW_hž'k Ug'X]YgYb'K i bgW' bUW'Y]bYf'DUi gY' i a gc'Xf]b[']W'Yf
a UW'h'Hfc'h'X]YgYf'\YfUi gZc'fXYfbXYb'G]hi Uh]cb'V'Y]Vh'DUhf]W'
cdh]a]gh]gW' i bX'a ØW'hY']\fY'Ni _i bZh'dcg]h]j '[YghU'hYbž'k]Y'; U`U
VYf]W'hYh"

K Å\ fYbX']\fYf'5i gnY]h'j YfVf]b[h'g]Y'NY]h'c\ bY']\fYb'9\Ya Ubb
8Ub]Y'5a]bUh]ž') %ž' i bX']\fY'Y]b'Å\ f][Y'HcW'hYf'7\Uf'm"
GhUhhXYggYb']gh'g]Y'a]h']\fYf'A i hhYf'i bX'nk Y]'GW'k YghYfb
i bhYfk Y[gž' i a 'Y]bYb'j YfgW'bY]hYb'? i fni f'Ui V']b'XYf'BÅ\Y'j cb
8fYgXYb'ni '[Yb]Y»Yb"8]YgY[Ya Y]bgUa Y'NY]h'gc`'']\f'Y'ZYbž'
UVni gW'U'hYb' i bX'bYi Y'?fUZh'ni 'hUb_Yb"

: Ua]'Y'U`g'F ØW_\U`h

8Yf'FØW_\U`h']\fYf': Ua]'Y]'gh'ZØf'DUhf]W'j cb'[fc»Yf'6YXYi hi b["
8]Y'i bhYfghØhni b[']\fYf'5b[Y\Øf][Yb']gh[YfUXY']b'gc`W
gW'k YfYb'NY]hYb' i bj Yfn]W'hVuf"<Åi Z['g]bX'_fUb_Y'DYfgcbYb'Ui Z
X]Y''YVYj c`Y'6Y['Y]hi b['Xi fW']\fY': Ua]'Y'Ub[Yk]YgYbž' i a 'XYb
Ya ch]cbU'Yb' i bX'd\mg]gW'Yb'<YfUi gZc'fXYfi b[Yb'ni 'VY[Y[bYb"
8]Yg']gh'VYgcbXYfg'k]W'h]['ZØf'?]bXYfž'X]Y'bUW'A Ø[']W'_Y]h

YVYbZU`g]b`XYb`<Y]i b[gdfcnYgg]bhY[f]Yfhk YfXYb`gc`hYb"@Ui h
 ?fYVg\]`ZY`gc`hYb`9`hYfb`a]h]\fYb`?]bXYfb`cZZb`ØVYf`X]Y
 9f_fUb_i b[`gdFYWXYbž`i a `JYfhfUi Yb`Ui Zhi VUi Yb`i bX
 A]ggj YfghÅbXb]ggY`ni `j Yfa Y]XYb"

8 Ug`<]bUi gnØ[Yfb`j cb`; YgdfÅWXYb`ØVYf`X]Y`9f_fUb_i b[`_Ubb
 bY[Uh]j Y`c`[Yb`\UVYbž`XU`?]bXYf`cZhiY]b`; YgdØf`XUZØf
 Ybhk]W_Y`bž`k Ybb`Yhk Ug`b]W`h`gh]a a h`9g`]gh`fUhgUa ž`XUgg`9`hYfb
 g]W`ni Yfgh`a]h]\fYb`Y][YbYb`; YZØ`\Yb`Ui gY]bUbXYfgYhnYbž
 VYj`cf`g]Y`a]h]\fYb`?]bXYfb`ØVYf`X]Y`G]hi Uh]cb`gdFYWXYb`5i Z
 X]YgY`K Y]gY`_ØbbYb`g]Y`VYggYf`Ui Z`X]Y`fU[Yb`i bX`Yb[ghY`\fYf
 ?]bXYf`Y]b[Y`Yb`i bX`X]Y`bØh][Y`i bhYfghØhni b[`V]YhYb"

DUhf]W`gWXY]bh`a]h]\fYf`9bhgWXY]Xi b[ž`Y]bY`5i gnY]h`ni `bY`a Ybž
 Y]bYb`k]W`h][Yb`GW`f]h`ZØf`g]W`gY`Vgh`ni `a UWXYb`K Å`fYbX`g]Y
 X]Y`<YfUi gZcfXYfi b[Yb`XYg`?fYVgYg`k Y]hYf`\]b`Ubb]a a hž`gi W`h
 g]Y`bUW`K Y[Ybž`i a `XcW`d`cg]h]j Y`DYfgdY`_h]j Yb`ni `Yb`hk]W_Y`b`
 ÆfY`<cZZbi b[`i bX`9bhgW`cggYb`Y]h`g]bX`Y]b`Yfa`i h][YbXYg
 NY]WXYb`ZØf`j]Y`Yž`X]Y`Å`b`]WXY`?Åa dZY`Xi fW`YVYb"

8YhU]`g	
JcfZU`	; Ygi bX\Y]hg_f]gY
I fgUWXY	?Ua dZ[Y[Yb`<Ui h_fYVg
Cfh	8fYgXYbž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "[U`U"XY • k k k "j]d"XY • k k k "_fYVg\]`ZY"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["XY