

: cfh'K cfh\ 'Mci h\ '8]j Y']bhc 'G\Uf_
7cbgYfj Uh]cb '5Xj Ybhi fY']b': `cf]XU

5'[fci d'cZ: cfh'K cfh\ 'mci h\ 'YI d'cfYX': `cf]XU/ , \$' - /g
a Uf]bY`']ZYžYb[U[]b[']'b'g\Uf_'WcbgYfj Uh]cb 'YZZcfhg'UbX
YWc`c[]WU`'YXi WUh]cb"



DU`a '6YUW '7ci bhmž': `cf]XUž'I G5'!'b'U'j]VfUbh']b]h]Uh]j Y
U]a YX'Uh'V`YbX]b['YXi WUh]cb'k]h\ 'UbXg!cb'YI dYf]YbWž'Zci f
mci b[']'bX]j]Xi U`g'Zfca ': cfh'K cfh\ 'Ya VUf_YX'cb'U'k YY_!'`cb[
UXj Ybhi fY']b'gci h\Yfb': `cf]XU'Zfca 'ă bY'&%`hc'ă bY'&+"`H\]g'YmY!
cdYb]b['j cmU[Y'k Ug'cf[Ub]nYX'Vm'h\Y'; fYUh'D`U]bg'F YghcfUh]cb
7ci bW]ž'k]h\ 'dUfh]W]dUbhg'A] 7cmf]Yb'7i fh]g'f%, Łž'xbUh\Ub
5bXYfgcb'f%+Łž'gU]U\ '5`j YUf'f&\$Łž'UbX'gU]U\ '<YbXYfgcb'f%, Ł
X]j]b[']'bhc'h\Y']bhf]WUhY'k cf'X'cZ'a Uf]bY'WcbgYfj Uh]cb"

H\Y'YI dYf]YbW'k Ug'f]W'k]h\ 'UWh]j]h]Yg'ZcW'g]b['cb'h\Y
dfYgYfj Uh]cb'cZ'YbXUb[YfYX'a Uf]bY'gdYW]Ygž'k \YfY'h\Y'mci h\
k YfY'UWh]j Y'mYb[U[YX']b'gbcf_Y']b['UbX'cVgYfj]b['U'j Uf]Yhm'cZ
a Uf]bY`']ZYž']bWi X]b['g\Uf_gž'a UbhU'fUmgž'gYU'hi fhYgž'UbX

Xc`d\]bg" H\Ymj]g]hYX`Wfi WjU`WcbgYfj Uh]cb`g]hYg`_]Y`h\Y
K U_cXU\UhWXY`K YhUbXgž`UbX`d`UmYX`U`d]j chU`fc`Y`]b`[Uh\Yf]b[
XUhU`Zcf`bUh]cbU`fYgYUfW\`YZZcfhgž`Ug`\][\`][\hYX`Vm: cfh`K cfh\
FYdcfh"

9b[U[]b[`k]h\ `A Uf]bY`@]ZY

K \Uh`fYU`m`a UXY`h\Y`hf]d`fYa Uf_UV`Y`k Ug`h\Y`j Uf]YhmicZ
UWh]j]h]Yg`XYg][bYX`hc`YXi WWhY`h\YgY`mci b[`a]bXg`UVci h`cWU`
a Uf]bY`YWcgmghYa g" H\Ym`Wc`UVcfUhYX`k]h\`h\Y`:`cf]XU`A UbhU
Dfc`YWh`hc`Ugg]gh`]b`UWh]j]h]Yg`gi W\`Ug`i bXYfk UhYf`d`chc[fUd`m
UbX`UYf]U`gi fj Ymg`i g]b[`XfcbYg"5XX]h]cbU`mž`h\Y]f`k cf`k]h\`h\Y
5a Yf]WUb`G\Uf`_7cbgYfj UbWm`ZcW`gYX`cb`Wc`YWh]b[`j]hU`XUhU
fY[UfX]b[`cWU`g\Uf`_dcdi`Uh]cbgž`]bWi X]b[`a cb]hcf]b[`gU`]b]hm
`Yj Y`g`UbX`[Uh\Yf]b[`8B5`gUa`d`Yg"

H\Y`dfc[fUa`U`gc`Ya`d`Ug]hYX`h\Y`]a`dcfhUbW`cZ`X]gdY`]b[
a`mh`g`gi`fci`bX]b[`g\Uf`_gž`k`]\W\`cZhYb`WUffm`U`fYdi`hUh]cb`h\Uh
]gb`h`U`k`Umg`[fci`bXYX`]b`fYU`]hm`H\]g`YXi`WWh]cbU`Wc`a`dcbYbh
k`Ug`Zi`fh\Yf`Ybf]W\YX`h`fci`[\`U`j`]fhi`U`a`YYh]b[`k]h\`GUfU`5`
A UVfi`_ž`h\Y`Zci`bXYf`cZ`A Uf]bY`6]c`c[m]b`@]VmU`GcW]Yhmž`k` \c
g\UfYX`]bg][\hg`UVci`h`Wc`a`a`i`b]hm`YZZcfhg`[YUfYX`hck`UfXg
dfchYWh]b[`YbXUb[YfYX`g\Uf`_gdYW]Yg"

Hcc`g`cZ`7cbgYfj Uh]cb

6i`h`ck`Xc`fYgYUfW\Yfg`WcbXi`Wh`h\Y]f`ghi`X]Yg`cb`h\YgY
ZUgW]bUh]b[`WfYUhi`fYg3`5Wc`fX]b[`hc`5b[Uf]"cf[ž`gdYW]U`]nYX
fYgYUfW\`[YUfž`_bck`b`Ug`Xfi`a``]bYgž`]g`j]hU`Zcf`WWhW]b[`g\Uf`_g
Xi`f]b[`Yi`dYX]h]cbg" H\YgY`Xfi`a``]bYg`Wcbg]gh`cZ`U`g]b[`Yž`VU]hYX
W]fWY` \cc`_UhhUW\YX`hc`U`\YUj`m`k`Y][\h`h\Uh`g]hg`cb`h\Y`gYUZccf"
A Uf`_YX`Zcf`YUgm`fYhf]Yj`U`ž`h\YgY`gYhi`dg`U`ck`Zcf`cf[Ub]nYX
fYgYUfW\`k`]\`Y`Ybgi`f]b[`h\Y`g\Uf`_g`WUb`gk`]a`ZfY`m`Ufci`bX`h\Y
f][`cbW`h\Ym`UfY` \cc`_YX" H\Y`Xfi`a``]bYg`UfY`W\YW`YX`ZfYei`Ybh`mž
Yj`Yfm`() `a`]bi`hYgž`hc`a`cb]hcf`h\Y`k`Y`!VY]b[`cZ`h\Y`g\Uf`_g"

Cb`hcd`cZ`h\Uhž`VU]hYX`fYa`chY`i`bXYfk`UhYf`j`]XYc`gmghYa`g
f6FI`J`GŁ`d`Um`Ub`YggYbh]U`fc`Y`]b`ghi`Xm]b[`a`Uf]bY`YWcgmghYa`g"

6U]h'd`UW`X`]b`h`YgY`gmghYa`g`UhhfUW`hg`bYUfVmig\Uf_gž`k`\\Y`U
Vi`j`h!`]b`];`cDfc`WUdhi`fYg`h`Y`UW`h]cb`Ufci`bX`h`Y`VU]h`WU[`Y``H`\\]g
a`Yh`cX`Ybgi`fYg`h`Uh`fYgYUfW`X`Yfg`WU`b`cVgYfj`Y`g`Uf`_`VY`\\Uj`]cf
k`]h`ci`h`X`]fYW`h]b`hYfUW`h]cbž`k`\\]W`X`a`]b]a`]nYg`ghfYgg`cb`h`Y
WfYUhi`fYg`"

6fcUXYf`7cbhYI`h`cZ`G`\\Uf`_`7cbgYfj`Uh]cb

H`Y`k`cf`_`XcbY`Xi`f]b[`h`\\]g`hf]d`]g`dUfh`cZ`U``Uf[`Yf`W`b]YfgUh]cb
UVci`h`g`\\Uf`_`W`b]Yfj`Uh]cb`UbX`h`Y`i`f[`Ybh`bY`YX`Zcf`Uk`UfYbYgg
Ufci`bX`h`YgY`a`U`Ygh]WW`fYUhi`fYg``5`ei`Ubh]hUh]j`Y`UbU`mg]g`cZ`dYYf!
fYj`]Yk`YX``]hYfUhi`fY`]b`g`\\Uf`_`W`b]Yfj`Uh]cb`\\Ug`]XYbh]Z]YX`W`a`d`YI
h`Ya`Ygž`Ug`X]gW`ggYX`]b`Ub`Ufh]WY`cb`**B`Uhi`fY`W`a`**`5a`cb[
j`Uf]ci`g`h`cd]Wgž`di`V`]WdYfW`dh]cb`d`Umg`U`g][`b]Z]WUbh`fc`Y`]b
W`b]Yfj`Uh]cb`Y`Z`c`fhg``A`]gi`bXYfghUbX]b[`g`UVci`h`g`\\Uf`_`g`cZhYb`ghYa
Zfca`W`h`i`fU``Uh]hi`XYg`g`\\UdYX`VmZYUf``<ck`Yj`Yfž`WUa`dU][`bg`h`Uh
dfca`chY`Uk`UfYbYgg`UfY`g`ck`m`g`\\Zh]b[`h`YgY`j`]Yk`g`"

:`i`fh`Yfa`cfYž`]ggi`Yg`gi`ffci`bX]b[`YI`h]bW`h]cb`f]g`_`UbX`d`fchYW`h]cbg
UfY`W`cgY`m`h]YX`h`c`]bhYfbUh]cbU`fY[`i`h]cbg`_`]Y`7`H9Gž`k`\\]W`X
W`ffYbh`m`]ghg`c]Yf`%)`\$`g`\\Uf`_`UbX`fUm`gdYW]Yg`Ug`h`fYUhYbYX``5
W`f]h]WU``bY`YX`Zcf`k`Y``!fci`bXYX`a`UbU[`Ya`Ybh`ghfUhY[`]Yg`]g`Yj`]XYbh
Ug`h`Y`fY`Uh]cbg`\\]d`VYhk`YYb`Z]g`Yf]Ygž`VmWU`hW`X`ž`UbX`g`\\Uf`_`
dcdi`h]cbg`W`b]h]bi`Yg`h`c`W`a`d`]WUhY`W`b]Yfj`Uh]cb`Y`Z`c`fhg`"

H`Y`fYW`bh]bW`fYUgY`]b`g`\\Uf`_`W`b]Yfj`Uh]cb``]hYfUhi`fYž`k`\\]W`X`\\Ug
f]gYb`g][`b]Z]WUbh`m`g]bW`h`Y`%-`-\$gž`]bX]WUhYg`Vch`h`W`X`U`Yb[`Yg`UbX
cddcfhi`b]h]Yg`]b`a`Uf]bY`fYgYUfW`X``M`ci`b[`d`fc[`fUa`g`]Y`h`Uh
i`bXYfhU`Yb`Vm]:`cfh`K`cfh`g`mci`h`UfY`j`]hU`ghYdd]b[`ghcbYg
h`ck`UfX`ZcghYf]b[`U`bYk`i[`YbYfUh]cb`cZ`Ybj`]fcb`a`YbhU`ghYk`UfXg`"

5g`h`YgY`Zci`f`mci`b[`UXj`Ybhi`fYfg`W`b]h]bi`Y`h`Y]f`ci`fbYmg`]bh`c
UXi`h`\\ccXž`h`Y`g_]`g`UbX`Uk`UfYbYgg[`]U]bYX`h`fci[`]h`gi`W`X
]a`a`Yfg]j`Y`YI`dYf]YbW`g`a`][`h`h`gh`dUj`Y`h`Y`k`UmZcf`U`Vf][`h`Yf
Z`hi`fY`Zcf`g`\\Uf`_`g`UbX`a`Uf]bY``]ZY`Ug`U`k`\\c`Y`"

| | |
|----------|--|
| 8YhU]`g | |
| Cfh | DU`a `6YUW\`7ci bhmž: `cf]XUžI G5 |
| E i Y`Yb | <ul style="list-style-type: none">• Zcfhk cfh\ fYdcfh"cf[• Ub[Uf]"cf[• k k k "bUhi fY"Wca |

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