

K Yg'5bXYfgcb'i bX'X]Y'i bYfZØ`hYb HfÀi a Y'a]h'œX]Y': cghYf°

K Yg'5bXYfgcb'gdf]W\h'ØVYf'k]YXYf\c'hY'5VgU[Yb'j cb'œX]Y
: cghYf'ZØf'gY]bY':]'a Y'i bX'X]Y'<YfUi gZcfXYfi b[Yb'j]b'XYf
Ni gUa a YbUfVY]h"

9g[]Vh'a 'HYI h'_Y]bY'gdYn]Z]gW\Y'5XfYggY'cXYf'Cfh'XYg
J cfZU`g"!'K Yg'5bXYfgcbž'XYf'[YZ]YfhY'Ua Yf]_Ub]gW\Y
:]'a fY[]ggYi fž']gh'VY_Ubbh'ZØf'gY]bY'Y]bn][Ufh][Yb'i bX
ZUfVYbZfc\Yb':]'a Yž'X]Y'Y]bY'VYgcbXYfY'ÿgh\Yh_]b'XYf
a cXYfbYb':]'a k Y'h'XUfghY''Yb"'5bXYfgcbž'XYf'i bhYf'UbXYfYa 'ZØf
K Yf_Y'k]Y' 8]Y'FcmU`HYbYbVUi a g 'i bX' ; fUbX'6i XUdYgh
<chY` 'j YfUbhk cfh]W\ 'jghž'\Uh'Yg[YgW\UZZhž'<c`mk ccXghUfg'i bX
CgWUfdY]ghfÀ[Yf']b'gY]bYb'Dfc'Y_hYb'ni 'Yb[U[]YfYb"'8YbbcW
V']YV'\a 'X]Y'Ni gUa a YbUfVY]h'a]h'œX]Y': cghYf'V]g\Yf'j Yfk Y\fh'
8Yf'FY[]ggYi f'Ài »YfhYž'XUgg'Yf'g]Y'ØVYf'X]Y'»\fY']a a Yf'k]YXYf
Ub[YZfU[h'\Uhž'Yf\]Y'h'YXcW\ 'ghYhg'5VgU[Yb"'5bXYfgcb'\cV
\Yfj cfž'XUgg'X]Y'J cfghY''i b[Yb'j cb'GW\Ui gd]Y'Yfb'i bX
FY[]ggYi fYb'a UbW\ a U`Y]bZUW\ 'b]W\h'ØVYfY]bgh]a a Ybž'i bX'Yf
VYnY]W\ bYhY': cghYf'U'g' Y]bZUW\ '[fc»Ufh]['i bX'\cZzhY'Ui ZY]bY
ni _ØbZh][Y'Ni gUa a YbUfVY]h"

≠'gY]bYa 'U_hi Y''Yb'Gd]Y'Z]'a ' 8Yf'd\Øb]n]gW\Y'A Y]ghYfghfY]W\ ž
XYf'gY]h'9bXY'A U] &\$&) 'b'XYb'?]bcg'Ài Zhž'g]bX'[fc»Y'BUa Yb'k]Y
GWUf'Yh'iœ\Ubggcbž'Hca ' <Ub_g'i bX'6YbYX]Wh'7i a VYfVUhW\ 'ni
gY\Yb"'8]YgYf':]'a ']gh'Y]b'6Y]gd]Y''ZØf'5bXYfgcbg'HU'Ybhž
[YghUbXYbY'GW\Ui gd]Y'Yf'j]b'Y]b'_fYUh]j Yg'i bX
i bj Yfk YW\gY'VUFYg'I a ZY'X'ni ']bhY[f]YfYbž'XUg'gY]bY
W\UfU_hYf]gh]gW\Yb'_fÀZh][Yb': UfVYb'i bX'gma a Yhf]gW\Yb
6]X_ca dcg]h]cbYb'\Yfj cf\YVh"

5bXYfgcbg' bgd]fUh]cbgei Y`Y`i bX

F YdYfhc]fY

5bXYfgcbž'XYf'U'g'Y]b'A Y]ghYf'XYg'9fnÅ\`_]bcg[]hž\ Uh'gY]h'XYa
6Y[]bb'gY]bYf'? Uff]YfY'ja 'ž\ f'%- - * 'Y]bY'VYY]bXfi W_YbXY
:]`a c[fUZ]Y'Ui Z[YVUi h"Ni 'gY]bYb'VY_UbbhYghYb':]`a Yb'nÅ\`Yb.

- 6chh`Y`F cW_Yh `f%- - * Ł
- Fi g\`a c fY `f%- - , Ł
- H\Y`F cmU`HYbYbVUi a g `f&\$\$%Ł
- ; fUbX`6i XUdYgh`< chY` `f&\$\$%(Ł
- H\Y': fYbW\`8]gdUhW\ `f&\$\$%Ł

8Yf'9fZc`[`gY]bYf':]`a Y`gd]Y[Y`h'g]W\`Ui W\`]b`XYb`? f]h]_Yb`k]XYf"
H\Y'; fUbX`6i XUdYgh`< chY` ž`k Y`W\Yf`Y]b`6i X[Yh`j cb`&)
A]``cbYb`8c``Uf`\Uhhyž`Yfgd]Y`hY`k Y`hk Y]h`%+(ž`A]``cbYb`8c``Uf"
5bXYfgcbg'5fVY]h`k]fX`\Åi Z[]j cb`k]YXYf_Y\`fYbXYb
GW\Ui gd]Y`Yfb`i bX`HU`YbhYb`VY[`Y]hYhž`XUfi bhYf`6]``A i ffUm`i bX
X]Y`K]`gcb!6f0XYf"6YgcbXYfg`\Yfj c fni \YVYb`]gh`F cVYfh`M`ca Ubž
XYf'U`g'? Ua YfUa Ubb`Z0f`U`Y`j cb`5bXYfgcbg`@] Y!5W]cb!':]`a Yb
hÅh][`k Uf`ž`i bX`A Uf`_`A ch\YfgVUi [\ž`XYf`X]Y`A i g]_`Z0f`a Y\`fYfY
gY]bYf`Zf0\Yb`K Yf`Y`_`ca dcb]YfhY"

:]`a c[fUZ]Y`i bX`5i gnY]W\ bi b[Yb

8]Y':]`a Y`j cb`5bXYfgcb`g]bX`VY_Ubbh`Z0f`]\`fYb`a Uf_UbhYb`Gh]
i bX`X]Y`h]YZž`c Zh`g_i ff]Y`9fnÅ\`k Y]gY" '<]Yf`g]bX`Y]b][Y`Z]bUbn]Y`Y
i bX`_f]h]gW\Y`9fZc`[Y`Ui Z[YZ0\`fh

:]`a	F chhYb	A YhUWf]h]W	6i X[Yh	6cl`C ZZ]W\
	Hca Uhcyg		fA]``cbYb	fA]``cbYb
	fi Ł		` Ł	` Ł

6chh`Y` F cW_Yh	, *i	* +	+	\$") *
Fi g\`a c fY	- \$i	, *	-	%+ "%
H\Y`F cmU`H YbYbVUi a g	, %i	+*	&%	+%"(

H\Y'; fUbX 6i XUdYgh <chY`	- &i	, ,	&)	%+("
H\Y': fYbW 8]gdUhW	+) i	+(&)	(* ""

8]Y'5fVY]hYb'j cb'5bXYfgcb'g]bX'Y]b'ZYghYf'6YghUbXhY]'XYf
a cXYfbYb':]a _i`hi fž[YdfÄ[h'Xi fW'Y]bYb'i bj Yfk YWgY`VUfYb
Gh]'i bX'Y]bY'Ui g[Y_Ø[Y'hY'9fnÅ`k Y]gY"K Å\fybX'X]Y
Ni gUa a YbUfVY]h'a]h'æX]Y': cghYf'V]g\Yf'b]W'h'ni ghUbXY'_Ua ž
V'Y]Vh'UVni k UfhYbž'cV'X]Y'Ni _i bZh'bYi Y'A Ø[`]W_ Y]hYb'Øf'XYb
hU'Ybh]YfhYb'F Y[]ggYi f'VYfY]h`Å'h`

8]YgY'9]bV`]W_Y']b'K Yg'5bXYfgcbg'? Uff]YfY'i bX'gY]bYb'Ghc`n'Ui Z
X]Y'Ni gUa a YbUfVY]h'a]h'fYbca a]YfhYb'GWUi gd]Y'Yfb'nY][Ybž
k]Y'Yf'gY]bY'_fYUh]j Y'J]g]cb'Ui W'k Y]hYf\]b']b'X]Y'HUh'i a gYhnh
i bX'g]W'U'g'Y]bYf'XYf'Y]bXfi W_gj c`ghYb':]a Ya UWYf'i bgYfYf
NY]h'YhUV'Y]fh": Øf'a Y\ f' ðZcfa Uh]cbYb'ØVYf'K Yg'5bXYfgcbg
:]a Y'i bX' Æfy'6Yk Yfhi b[Ybžg]Y\Y'K]_]dYX]U"

: Øf'X]Y'bYi YghYb'9bhk]W_i b[Yb'i bX'BYi][_Y]hYb'ØVYf'K Yg
5bXYfgcbž'VYgi WYb'G]Y' HU[Yggd]Y[Y`i bX'K]_]dYX]U"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	9g'[]Vh'a`HYI h'_Y]bY'gdYn]Z]gWY'5XfYggY cXYf'C fh'XYg'J cfZU``g"
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • Yb"a "k]_]dYX]U"cf[• Yb"k]_]dYX]U"cf[

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh