

GhUi !5`Ufa `]b`HY`hck !: `Àa]b[.`5%\$`V]g
5%%' `VYhfc ZZY b`°

5_hi Y`Y`J Yf_Y\fg`U[Y`]b`HY`hck !: `Àa]b[`Ua`%+"`\$*`&\$&).
GhUi k Ufbi b[Yb`Ui Z5%\$ž5%&ž5%` `i bX`5%` ``K]W h][Y
`bZcg`ZØf`DYbX`Yf"



HY`hck !: `Àa]b[ž`8Yi hgW`UbX`!`8]Y`J Yf_Y\fg`U[Y`]b`HY`hck !
: `Àa]b[`nY][`hg]W`Ua` `Yi h][Yb`%+"`\$*`&\$&) `gY`f`Y`f`U`i`gZc`f`X`Y`f`b`X`
K]Y`a`Un!`cb`]b`Y`"XY`VYf]W`h`Y`hž[]Vh`Y`g`n`U`\`f`Y]W`X`Y`GhUi`g`i`b`X
J`Y`f`n`Ø[Y`f`i`b[Yb`Ui`Z`X`Y`b`k`]W`h][`gh`Y`b`J`Y`f`_`Y`\`f`g`U`X`Y`f`b`X`Y`f`F`Y`[]cb`
6`Y`h`f`c`Z`Z`Y`b`g]b`X`b]W`h`b`i`f`X]Y`5`i`h`c`V`U`\`b`Y`b`5`%`\$`ž`5`%`&`ž`5`%` `i`b`X
5`%`%` ž`g`c`b`X`Y`f`b`Ui`W`a`Y`\`f`Y`f`Y`6`i`b`X`Y`g`g`h`f`U`»`Y`b`k`]Y`6`%`\$`ž`6`-`*`i`b`X
6`&(`*``8]Y`8`U`h`Y`b`k`Y`f`X`Y`b`]b`Ni`g`Ua`a`Y`b`U`f`V`Y]h`i`a`]h`i`X`Y`a`8]Y`b`g`h
H`c`a`H`c`a` `f`Y[Y`a`À»][`U`_`hi`U`]g]Y`f`h`ž`X`Y`g`g`Y`b`;`D`G`!`8`U`h`Y`b`j`c`b
A`j`]c`b`Y`b`j`c`b`9`b`X[Y`f`À`h`Y`b`g`h`Ua`a`Y`b`i`b`X`U`Y`Z`Ø`b`Z`A`]b`i`h`Y`b`b`Y`i`Y
`b`Z`c`f`a`U`h]c`b`Y`b`V`Y`f`Y]h`g`h`Y`Y`b`"

»`G`h`À`X`h`Y`b`k`]Y`@`X`k`][`g`Z`Y`X`Y`ž`@`W`_`Y`b`k`U`X`Y`ž`N`c`g`g`Y`b`i`b`X`i`Ø`h`Y`f`V`c`[
_`c`a`a`h`Y`g`]a`a`Y`f`k`]Y`X`Y`f`ni`9`b[`d`À`g`g`Y`b`"»`b`g`V`Y`g`c`b`X`Y`f`Y`Ui`Z`X`Y`f`

5%\$`ja`gØX`jWXYb`i bX`Ògh`jWXYb`F]b[ž`gck]Y`Ui Z`XYf`5%&ž`X]Y`j ca
8fY]YW`GdfYYUi`V]g` : ØfghYbk U`XY`ZØ\fhž`gc`hYb`5i hcZU\fyf`a]h
`Àb[Yfyb` : U\fhmY]hYb`fYW`bYb`"5i W`Ui Z`XYb`6i bXYgghfU»Yb`]gh
CVUW`h[YVchYbž`j cf`U`Ya`Ui Z`XYf`6%%`nk]gWXYb`6Yf`]b`i bX
ØhYfVc[`cXYf`XYf`6- *`nk]gWXYb`6Yf`]b`i bX`6Ufi h`"

J YfghÀf`_hY`J Yf`_Y`fgVY`Ughi b[Yb

Ni gÀhn`jW`ni`XYb`VYfY]hg`Ub[YgdfcWXYbYb`F ci hYb`[]VhYg`Ui hi
ghUi`"j b Zc`Ui W`Ui Z`XYa`5%\$!GhUXhf]b[`]b`6Yf`]b`\c\Yb
J Yf`_Y`fgUi Z`ca`a Yb`"<]Yf`g]bX`n`6`"Zc`[YbXY`A`Y`Xi b[Yb
Y]b[Y[Ub[Yb.

- 5%\$`fK]a`YfgXcfZ` `K`YXX]b[Ł`%ž) `a`GhUi`nk]gWXYb
GW`a`Uf[YbXcfZ`i bX`?i fZØfghYbXUa`a`"
- 5%%`fGW`ÒbYZY`X` `BYi`_Ò`bŁ`.) `a`GhUi`nk]gWXYb
GW`ÒbYZY`X!BcfX`i bX`5X`Yfg`cZ`"
- K`Y]hYfY`A`Y`Xi b[Yb`ØVYf`ghc`W`YbXYb`J Yf`_Y`f`Ui Z
UbXYfYb`5VgW`b]hYb`XYg`5%\$`\$"

8]Y`J Yf`_Y`fgVY`Ughi b[`]gh`b]W`h`bi`f`k`À`fYbX`XYf`DYbX`YfnY]hYb
\cW`ž`gcbXYfb`Ui W`Ui Z`XYb`5i hcVU\bn`i`Vf]b[Yfb`Ui Z[fi bX`j`cb
6Ui ghY`Y`b`i bX`K`Ufhi b[gUfVY]hYb`"Yhk`U`Ui Z`XYf`5%%`nk]gWXYb
BYi`_Ò`b`i bX`GW`ÒbYZY`X`k`i`fXY`X]Y`9]bZU\fh`5X`Yfg`cZ`[YgdYffh`
8]Yg`g]bX`bi`f`Y]b[Y`6Y]gd]Y`Yž`X]Y`X]Y`\Yi`h[Y`J Yf`_Y`fgg]hi`Uh]cb
VYgW`fY]VYb`"

GhUi`]b Zc`fa`Uh]c`bYb`]b`9W`hnY]h

: Øf`U`Yž`X]Y`b]W`h]a`GhUi`ghY`W`Yb`V`Y]VYb`a`ÒW`hYbž`V]YhYh`X]Y
D`UhZc`fa`**ghUi`a`Y`XYf!`_UfhY`XY`Y]bY`\`]ZFY]W`Y`9W`hnY]h!**
GhUi`_UfhY`ZØf`8Yi`hgW`U`bX`"Gc`_ÒbYb`5i hcZU\fyf`j`cf
: U\fhUbhf]hh`X]Y`U`hi`Y`Y`J Yf`_Y`fg`U[Y`UVZfU[Yb`i bX`]fY`F`ci`hY
[Y[YVYbYbZU`g`UbdUggYb`"8]Y`Bi`hni`b[`gc`W`Yf`GYfj`]W`g`]gh
VYgcbXYfg`fUhgUa`ž`i`a`ghfYggZFY]ni`fY]gYb`i bX`XYf`; YZU`f`XYf
U[[fYgg]j`Yb`Gh]a`a`i`b[`]a`GhUi`ni`Yb`h[Y`Yb`"

; YfUXY`]b`XYb` : Yf]Yb`nY]hYb`]gh`Y]bY`Yf\Ò`hY`GhUi`[YZU`f`ni

j YfnY]W\ bYbžk UgXi fW`X]Y` , VYfgW\ bY]Xi b[`XYf`GW\ i `ZYf]Yb
 VYX]b[h]gh`' ð`XYb` ð\ fYb`&\$&' `k i fXYb`]bg[YgUa h`WU`'+&' "\$\$\$
 GhUi g`]b`8Yi hgW\`UbX`j YfnY]W\ bYh` `Y]b`5bgh]Y[`j Yf[`]W\Yb`a `]h
 XYb`J cf`U\ fYb`"8]Yg`a UW\ h`XYi h`]W\ ž`XUgg`Y]b`[i hYg`<`AbXW\Yb
 VY]`XYf`Fci hYbd`Ubi b[`i bX`U`_hi Y``Y` ðZcfa Uh]cbYb`[c`Xk YfhigY]b
 _ÖbbYb"

8]Y`<]bk Y]gY`ni f`6]`Xi b[`Y]bYf`FYhi b[g[UggYž`gck]Y`X]Y
 5i Zc fXYfi b[`ni f`FØW_g]W\ hbU\ a Y`[Y[YbØVYf`UbXYfYb
 J Yf`_Y\ fghY]`bY\ a Yfbž`gc``hYb`Ui W\ `]b`NY]hYb`ghUf`_Yf
 J Yf`_Y\ fgVY`Ughi b[`b]W\ h`j YfbUW\`Àgg][h`k YfXYb`"8Ua `]h`YXYf
 g]W\ Yf`Ubg`N]Y``_ca a h"

| | |
|-----------|---|
| 8YhU]`g | |
| C fh | HY`hck !: `Àa `]b[ž`8Yi hgW\`UbX |
| E i Y``Yb | <ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • ghUi "]bZc • k k k "ghUi a Y`XYf!_UfhY"XY |

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