

B chfi Zbi a a Yfb ']b '@Y]dn][. 'Gc 'g]bX 'G]Y
]a 'B chZU``'j cfVYfY]hYh°

5_hi Y``Y'Dc`nY]a Y`Xi b[Yb'Ui g'@Y]dn]['Ua ' % ("\$ * " & \$ &) .
B chfi Zbi a a YfbžBchZU``j Yf\U`hYb'i bX'Øfh]WXY
Dc`nY]fYj]YfY']a ' , VYfV`]W_ "



@Y]dn][ž'8Yi hgWk`UbX`!`8]Y`A YbgWYb`]b`i bX`i a `@Y]dn][`g]bX
\Yi hY`VYghYbg`]bZcfa]Yfhž`k Ybb`Yg`i a `G]WkYf\Y]hg!`i bX
B chZU``h\Ya Yb`[Y`h`'5_hi Y``Y'Dc`nY]a Y`Xi b[Yb`i bX`k]Wk] [Y
B chfi Zbi a a Yfb`ghY\Yb`]a `: c_i gž`i a `6Øf[Yf.]bbYb`G]WkYf\Y]h`ni
V]YhYb`i bX`]a `9fbghZU``gWk`bY``\UbXY`b`ni `'_ØbbYb" <]Yfni
VYf]Wk`hYh`X]Y`@Y]dn][Yf`J`c`_gnY]hi b[`ØVYf`j YfgWk]YXYbY
H\Ya Yb[YV]YhY" `J`cb`J`Yf`_Y`fgi bZ`Yb`ØVYf
J`Yfa]gghYba Y`Xi b[Yb`V]g`\]b`ni `; Yk`U`hXY`]_hYb`k]fX`U`Yg`]a
@j`Yh]W_Yf`VYfY]h[YghY``h"

⇒ `B chZU``]gh`Yg`Yb`hgWk`Y]XYbXž`X]Y`f]Wk] [Y`Bi`a`a`Yf`ni`k`À`\Yb`"
⇒ `8Yi hgWk`UbX`YffY]WkYb`6Øf[Yf.]bbYb`X]Y`Dc`nY]`i`bhYf`%`%`\$`i`bX
XYb`F`Yhhi`b[`gX]Ybghi`bhYf`%`%`" `5i`Wk`]b`@Y]dn][`V`Y]Vh`X]Y

Jcf[Y\Ybgk Y]gY`_Uf. GhUbXcfhi bX'G]hi Uh]cb'dfÅn]gY'a]hY]Ybž
`]Y»'g]WVY]`7]h]Yg'`bg]XYf`bUW`YgYb"8cW`b]W`h`bi`f`]b`U`_i`hYb
6YXfc\i b[gg]hi Uh]cbYb`nÅ`h`XYf`gW`bY`Y`?cbhU`h"5i W`VY]
b]W`h`YVYbgVYXfc\`]W`Yb`a`YX]n]b]gW`Yb`DfcV`Ya`Yb`]gh`XYf
Åfnh`]W`Y`6YfY]hgW`UZhGX]Ybghi`bhYf`%%*`%`+`Y]bY`k`]W`h][`Y
5b`Ui`ZghY`Y"

K]W`h][`Y`B`c`hZU``bi`a`a`Yfb`]b`@Y]dn][`

9]bY`_`VYfg]W`h`XYf`k`]W`h][`ghYb`B`chfi`Z`bi`a`a`Yfbž`X]Y`Y`XYf`]a
<]bhYf`_cdZ`UVYb`gc``hY.

- Dc`]nY].`%%\$
- FYhhi`b[`gX]Ybgh.`%%&
- Yfnh`]W`Yf`6YfY]hgW`UZhGX]Ybgh.`%%*`%`+`
- ;`]Zhbc`hfi`Z.`Ž`(-`'`*`%`+'`\$`+'`\$`
- DgmW`c`c`[`]gW`Y`I`b`hYfghØhni`b[`.`\$`,`\$\$`%%`\$`%%`cXYf`
\$`,`\$\$`%%`\$`&&&

8]YgY`Bi`a`a`Yfb`]g]bX`b]W`h`bi`f`_cgYb`cgž`gcbXYfb`Ui`W`
YbhgW`Y]XYbX`ZØf`gW`bY`Y`<]ZY`]b`B`ch`U[`Yb"6YgcbXYfg`k`]W`h][`
]gh`X]Y`A`Ò[`]W`_Y]hž`Ui`W`]b`9b[`]gW`<]ZY`ni`Yf`U`hYb"
?ca`a`i`b]_Uh]j`Y`?`Uf`Y]h`k`]fX`[`YgW`Ånhž`k`Ug`VYgcbXYfg`ZØf`
X]Y`Yb][`Yb`\`]ZFY]W`gY]b`_Ubbž`X]Y`a`]h`XYf`XYi`hgW`Yb`GdfUW`Y`
bcW`b]W`h`[`Ub`n`j`Yf`hf`Ui`h`g]bX"

DgmW`c`c`[`]gW`Y`<]ZY`i`bX`I`b`hYfghØhni`b[`

⊖`?`f]gYbg]hi`Uh]cbYb`]gh`Yg`YVYbgc`k`]W`h][`ž`XUgg`6Yhfc`ZYbY`b]W`h`
U`Y]bY`XUghY`Yb"8]Y`6i`bXYgnYbhfU`Y`ZØf`[`Ygi`bX`Y]h`]W`Y`
5i`Z`_`Åfi`b[`]ghY``h`nU`\`fY]W`Y`5b[`YV`chY`VYfY]h`8]Y`
HY`Y`Z`cbgYY`gcf[`Y`i`bhYf`%%*`%`&`_`cXYf`X]Y`Bi`a`a`Yf`[`Y[`Yb`
?i`a`a`Yf`ZØf`?]bXYf`i`bX`đ`[`YbX`]W`Y`i`bhYf`%%*`%`%`V]YhYb`
j`Yf`hf`Ui`]W`Y`i`bX`U`b`c`b`m`a`Y`6Yf`U`i`b[`]fi`bX`i`a`X]Y`I`\`f"8]YgY`
8]YbghY`i`bhYfghØh`nYb`b]W`h`bi`f`]b`U`_i`hYb`Ya`ch]cbU`Yb`?f]gYbž`
gcbXYfb`Ui`W`VY]U``Å[`]W`Yb`<Yf`Ui`gZc`fXYfi`b[`Yb`k`]Y`
GW`i`d`fc`V`Ya`Yb`c`XYf`GhfYgg`a`]h`i`fYi`bXYb"

; YfUXY`j]b`Y]bYf`NY]hž]b`XYf`j]Y`Y`Xi fW`I bg]W`Yf\Y]hYb`i bX
 <YfUi gZcfXYfi b[Yb`[Y\Ybž`]gh`Yg`g]bbj c`ž`X]Y`Y][YbYb
 BchZU`bi a a Yfb`ni `gdY]W`Yfb`i bX`g]W`a]h`XYb`c`_U`Yb
 ; Y[YVYb\Y]hYb`j YfhfUi h`ni `a UW`Yb`"Gc`\Uh`a Ub`]a `9fbghZU`Y]b
 [i hYg`<ÅbXW`Ybž`X]Y`f]W`h][Yb`GW`f]hY`Y]bni `Y]hYb`i bX`gW`bY`
 X]Y`bchk YbX][Y`<]ZY`ni `VY`ca a Yb`"

A]h`X]YgYf`XYhU]`]YfhYb` , VYfg]W`h`_ÒbbYb`X]Y`?Ò`bYf.]bbYb`i bX
 U`Yž`X]Y`@Y]dn][`VYgi W`Ybž`g]W`YfghY`Ybž`XUgg`g]Y`gck c`\`]a
 5`hU[`U`g`Ui W`]b`BchZ`Yb`[i h[YfØghYhig]bX`"9g`[]h`Fi \Y
 VYk U`fYbž`]bZcfa]YfhigY]b`i bX`]a `: U`Y`XYg`: U`Yg`gW`bY`
 \UbXY`b`°

8YhU]`g	
C fh	@Y]dn][ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j n"XY • W]h]Yg]bg]XYf"W`a • [Ygi bX"Vi bX"XY

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