

F]YgYbk]bXfUX`]b`GUWXgYb!5b\U`h.`("&\$\$ < Ui g\U`hY`dfcZ]h]YfYb`^Yhnh°

I ? 5 'ghUfhYh'XYb '6Yhf]YV 'Y]bYf'+!A K !K]bXhi fV]bY ']a K]bXdUf_ '8 cfbVcW_ž'GUWXgYb!5b\U'hž'ni f'GhÀf_i b['XYf fY[]cbU'Yb '9bYf[]Yj Yfgcf[i b["



8 cfb V c W_ž G U W g Y b! 5 b \ U `hž 8 Y i hg W `Ub X '! + Y]b Y f

VYXY i hYb XYb '9 b hk] W_`i b ['ZØf' X]Y 'K]b XYb Y f []Y ']a 'C ghY b

8 Y i hg W `Ub X g `\ Uh `X]Y 'I ? 5 'I a k Y `h [Y f Y W hY ?? f U Zh Ub `U [Y b '; a V <
Y]b Y 'b Y i Y 'K]b XYb Y f []Y Ub `U [Y ']a 'K]b X d Uf_ '8 c f b V c W_ ']b 'G U W g Y b!

5 b \ U `h ']b '6 Y h f]Y V [Y b ca a Y b " 8]Y g Y '5 b `U [Y '[Y \ O f h in i f

+! A Y [Uk Uhh!? `Ug g Y 'i b X 'k i f X Y 'b i b 'Y f Z c `[f Y] W `Ub g 'B Y hn

[Y V f U W h h '' 8]Y 'K]b X_f U Zh Ub `U [Y ']g h 'H Y] ``Y]b Y g 'i a Z U b [f Y] W Y b

Df c Y_h Y g Z X U g '] b g [Y g Ua h 'Y `Z 'K]b X_f U Zh k Y f_Y ']a 'C ghY f b]Y b V i f [Y f

@ Ub X 'i a Z U g g h " D f c Y_h Y]h Y f]b 'G i g U b b 'H f A b 'V Y h c b h X]Y

Y f Z c `[f Y] W Y 'N i g U a a Y b U f V Y]h 'a]h 'X Y f ; Y a Y]b X Y 'i b X `X Y b

@ Ub X Y] [Y b h Ø a Y f b Z X] Y 'Y]b Y 'k Y g Y b h `] W Y 'Y F c ``Y 'k A \ f Y b X `X Y g

D `Ub i b [g d f c n Y g g Y g 'g d] Y `h Y b " `K]b X V f U b W Y 'V Y f] W h Y h 'j c b 'X Y b

d c g |h] Y b '5 i g k] f_i b [Y b 'X] Y g Y f ' + b]h |Uh | Y 'Ui Z X] Y 'f Y [] c b U `Y

8]Y'bYi Y'K]bXYbYf[]YUb`U[Y'_Ubb'fYW\bYf]gW\fibX'("&\$\$.8fY]!
DYfgcbYb! < Ui g\U`hY'À\f`]W\a]h'bUW\\U`h][Ya 'Ghfca 'j Yfgcf[Yb" 8 Ug'?`]a U'dfcZ]h]Yfh'Ui W\. 8i fW\XYb'6Yhf]YV'XYf'Hi fV]bY'k YfXYb'À\f`]W\Yhk U'*") \$\$'HcbbYb'7C&'Y]b[YgdUfhž'k Ug'XYb'9a]gg]cbYb'j cb'fi bX'+\$\$'6i bXYgVØf[Yfb'Ybhgdf]W\h"8]Yg']gh'Y]b'k Y]hYfYf GW\f]hh']b'F]W\hi b['Y]bYf'i a ZUggYbXYb'9bYf[]Yk YbXYž'k]Y'Ui W\X]Y'U_hi Y``Y'GhUh]gh]_'nY][h'&\$&('ghUa a Yb'VYfY]hg'&&ž(ı 'XYg Vfi hhc!YbX`]W\Yb'9bYf[]Yj YfVfUi W\g']b'8Yi hgW\`UbX'Ui g YfbYi YfVUfYb'9bYf[]Ybž'Y]b'5bgh]Y[ž'XYf'_cbh]bi]Yf`]W\j cfUbgW\fY]hYh'I a k Y`hVi bXYgUa h"

:]bUbn]Y``Y'JcfhY]`Y'ZØf'X]Y'FY[]cb

8]Y'I a gYhni b['X]YgYg'K]bXdUf_g'gcf[h'b]W\h'bi f'ZØf'Y]bY
bUW\\U'h][Y'9bYf[]Yj Yfgcf[i b[ž'gcbXYfb'Ui W\ 'ZØf'Z]bUbn]Y``Y
JcfhY]'Y'ZØf'X]Y'?ca a i bYb']b'XYf'I a [YVi b["'@Ui h'XYa
9fbYi YfVUfY!9bYf[]Yb!; YgYhn'fk'* '99; Ł'dfcZ]h]YfYb'; Ya Y]bXYbž
X]Y'g]W\'a i a _fY]g'j cb'&ž)'?]'ca YhYfb'i a 'X]Y
K]bXYbYf[]YUb`U[Yb'VYZ]bXYbž'j cb'A\f`]W\Yb'9]bbU\a Yb'Ui g
XYf'K]bXghfca dfcXi _h]cb"'Dfc'K]bXYbYf[]YUb`U[Y'fYW\bYb'X]Y
9I dYfhYb'a]h'9]bbU\a Yb'j cb'Yhk U'' \$"\$\$\$'9i fc'dfc'\$U\fž'X]Y
ØVYf'Y]bYb'NY]hfUi a 'j cb'&\$'\$U\fYb'[Yg]W\Yfh'g]bX"'8 UXi fW\'k]fX
X]Y'k]fhgW\UZh`]W\Y'6Ug]g'XYf'FY[]cb'[Ygh\Af_hi bX'`Ub[Zf]gh][Y
9]bbU\a Yei Y``Yb'[YgW\UZZYb''K]bXa YggY'i bhYfghfY]W\h'X]Y
6YXYi hi b['X]YgYf'\Dj Ygh]h]cbYb'ZØf'X]Y'`c_U`Y'K YfhgW\ÒdZ b["

9]b '6`]W_ ']b 'X]Y 'Ni _i b Zh

A]h'XYa '5i gVUi 'XYg'K]bXdUf_g'[Y\h'I ?5'Y]bYb'k]W\h][Yb'GW\f]hh
ni f'GhÀf_i b['XYf'fY[]cbU`Yb'9bYf[]Yj Yfgcf[i b['i bX'ni f
I bhYfghØhni b['XYf'XYi hgW\Yb'?`]a Un]Y`Y"'9]bY'Zcfh`Ui ZYbXY
5i gk Y]hi b['XYf'YfbYi YfVUfYb'9bYf[]Yb']gh'UVgY\VUfž'ni a U`
Ub[YghfYVh'k]fXž'V]g'&\$' \$'(% 'XYg'6fi hhcYbXYbYf[]Yj YfVfUi W\g
Ui Z'YfbYi YfVUfY'E i Y``Yb'ni 'gYhnYb"'8Yf'K]bXdUf_'8cfbVcW_'k]fX
Y]bYb'k YgYbh`]W\Yb'6Y]hfU['XUni '`Y]ghYbž'XYbb'K]bXYbYf[]Y`\Uh
g]W\']b'XYb'`YhnhYb'\J\fYb'U`g'Y]bYf'XYf'k]W\h][ghYb'YfbYi YfVUfYb

9bYf[]Yhfà[Yf:YhUV`]Yfhii bX:gd]Y`h:Y]bY:nYbhfU`Y:Fc``Y:VY]:XYf Ghfca YfnYi [i b[']b:8Yi hgW\`UbX'l a k Y`hVi bXYgUa h"

5i Z'X]YgYa 'K Y['nY][h'g]W\ž'XUgg'K]bXYbYf[]Y'b]W\h'bi f'Y]b k]W\h][Yf'6Ui ghY]b'XYf'9bYf[]Yk YbXY']ghž'gcbXYfb'Ui W\'X]Y 7ca a i b]h]Yg'j cf'Cfh'gh\h'f_h'i bX'Z]bUbn]Y``Y'DYfgdY_h]j Yb Yf\OZZbYh"'9g'V`Y]Vh'gdUbbYbXž'k]Y'g]W\'X]YgYf'VYa Yf_Ybgk YfhY: cfhgW\f]hh'k Y]hYf'Ybhk]W_Y`b'k]fX"

8 YhU]`g	
Cfh	8cfbVcW_ž'GUW\gYb!5b\U`hž'8YihgW\`UbX
EiY``Yb	k k k "k]bXVfUbWXY"XY
	• kˈ"k]bXa YggY"XY
	• k k k "i a k Y`hVi bXYgUa h"XY

6Ygi WXYb G]Y i bg Ui Z b!U["bYh