

; c`XfUi gW`ZØf`<Y`k][`i bX`6]YbghUXh.
8cddY`!GYbgUh]cb`VY]`9A °

?UfYb`<Y`k][`i bX`7cfbY`]U`6]YbghUXh]g]W`Yfb`g]W`VY]`XYb
8Yi hgW`Yb`A Y]ghYfgW`UZhYb`]b`9fZi fh; c`X`]a`8Ua`Yb!
8cddY`XYf`5`hYfg`_`UggY`*`\$"



9fZi fhž`8Yi hgW`UbX`!`8]Y`GYb]cfYb!9i fcdUa`Y]ghYfgW`UZh`&\$&)
]b`Bcj`]`GUXž`GYfV]Ybž`k`Uf`Y]b`[`fc»`Yg`9fY][`b]g`ZØf`X]Y`H]gW`hYbb]g!
7ca`a`i`b]hm`J`cb`%*`"V]g`&%`ħ`b]`hfUHYb`ØVYf`" "\$\$\$`GYb]cf]bbYb
i`bX`GYb]cfYb`Ui`g`a`Y`f`U`g`(` \$`B`U]cbYb`Ubž`XUfi`bhYf`Ui`W`Y]b
ghUf`_`Yg`HYUa`Ui`g`8Yi`hgW`UbX`"9]b`VYgcbXYfYf`<`Ø`Ydi`b`_`h`k`Uf
XYf`Hf]i`a`d`j`cb`?`UfYb`<Y`k`][`i`bX`7cfbY`]U`6]YbghUXhž`X]Y`]a
8Ua`Yb!8cddY`XYf`5`hYfg`_`UggY`*`\$`b]W`h`bi`f`VY]`XYb`8Yi`hgW`Yb
A`Y]ghYfgW`UZhYbž`gcbXYfb`Ui`W`VY]`XYf`9i`fcdUa`Y]ghYfgW`UZh
[`c`XYbY`A`YXU]`Yb`Y]bZi` \`fYb`"V`hj`"XY`VYf]W`hYhž`XUgg`g]Y`]a
:]b`U`Y`X]Y`i`b`[`Uf]gW`Yb`Gd]Y`Yf]bbYb`≠`c`m`U`A`U`]`G`W`b`Y]XYfbY
i`bX`A`UfhU`Hch` \`]b`Y]bYa`gd`UbbYbXYb`8`fY]g`UhnYf[`YVb]g
VYg]Y[`hYb"

8Yf`K YhhVYk YfV`i a ZUgghY`nU\`fY]W\Y`5`hYfg_`UggYbž`Ub[YZUb[Yb
VY]`XYb`(\$!`À\`f][Yb`V]g`ØVYf`-\$!`À\`f][Y"``đ`YXYf`?UhY[cf]Y`[UV
Yg`Ya`ch]cbU`Y`A UhW\Yg`i bX`gdUbbYbXY`?`Àa`dZY`i a`X]Y
A`YXU]``Yb"``6Y]`XYb`<`YffYb`g]W\YfhY`g]W\`;`f][cfm]J`Ugcj
fHbX]j]Xi`Y``Y`B`Yi`hfU`Y`5`h\`Y`hYbŁ`XYb`YfghYb`D`Uhm`ja``9]bnY``XYf
5`hYfg_`UggY`(\$ž`k`À\`fYbX`H\`ca`Ug`;`i][bUh`Ui`g`:`fUb`_`fY]W\`i`bX
æ`g]d`<`i`n`U_`Ui`g`?`fcUh]Yb`XYb`6`fcbnYfUb[`hY]`hYb"``6Y]`XYb`:`fUi`Yb
XYf`5`hYfg_`UggY`(\$`k`Uf`A`Uf]bU`8`cbbYf`Ui`g`:`]bb`UbX`X]Y
G]Y[Yf]b"

9fZc`[fY]W\Y`A`YXU]``Yb[Yk`]bbYf

8]Y`XYi`hgW\Yb`Gd]Y`Yf]bbYb`[`ÀbnhYb`b]W\h`bi`f`ja``8`Ua`Yb!
8`cddY"``đ`XYb`9]bnY`!`i`bX`8`cddY`k`YhhVYk`YfVYb`Yfn]Y`hYb
a`Y\`fYfY`5`h\`Y`hYb`VYa`Yf`_`Ybgk`YfhY`9f[YVb]ggYž`XUfi`bhYf.

- 6fcbnY`ZØf`đ`hU`9fbgh`fHHJ`6i`f[ghYhhYbŁ`ja``9]bnY``XYf`5`hYfg_`UggY`))`"
- 6fcbnY`ja``8`Ua`Yb!8`cddY``)`\$`ZØf`đ`hU`9fbghi`bX`5`bXfYU`K`]bhYf`fHHJ`6i`f[ghYhhYbŁ`"
- 6fcbnY`ja``8`Ua`Yb!8`cddY``+)`ZØf`J`YfU`A`YmYf`fHJ`F`Y]W\YbVUW\Ł`a`]h`A`Uf[]hU`è`g`_`Ybg`"
- 6fcbnY`ja``9]bnY``XYf`GYb]cfYb`(\$`ZØf`æ`g]d`<`i`n`U_`f?`fcUh]YbŁ`"

6YY]bXfi`W_`YbX`k`UfYb`X]Y`@Y]ghi`b[Yb`XYf`HHJ`6i`f[ghYhhYb!
Gd]Y`Yf]bbYbž`X]Y`]\`fY`YfghY`GYb]cfYb!9A`VYghf]hYb`i`bX`XYb`bcW\`
ghUf`_`Y`9]bnY``Y]ghi`b[Yb`nY][`hYb"``5`bXfYU`K`]bhYf`_`cbbhY`g]W\`]b
]\`fYf`;`fi`ddY`c`b`Y`B]YXYf`U[Y`Xi`fW\`gYhnYbž`k`À\`fYbX`đ`hU`9fbgh
]bg`<`U`V`Z]bU`Y`j`cfXfUb[ž`Ui`W\`k`Ybb`g]Y`Xcfh[Y[Yb`Y]bY`gd`À`hYfY
9i`fcdUa`Y]ghYf]b`Ui`ggW\]YX"``hhV`k`"XY`YVh`h`Yfj`cfž`XUgg`XYf
Hi`fb]Yfj`Yf`Ui`Zi`bX`X]Y`Ya`ch]cbU`Y`G]Y[YfY\`fi`b[`XYb
HY]`bY\`a`Yfb`j`]Y``:`fYi`XY`VYfY]hYhYb"

J`YfUb`ghU`hi`b[gXYhU]`g`i`bX`5`ha`c`gd`\`À`fY

8`Ug`Hi`fb]Yf`ZUbX`]b`Y]bYf``YV`U`ZhYb`5`ha`c`gd`\`À`fY`a`]h
HYa`dYfUhi`fYb`nk`]gW\Yb`&%`i`bX`&`*`;`fUX`7Y`g]i`g`ghUhh"

<cWgdUbbi b['k Uf'b]W h'bi f'Ui ZXYa 'H]gW ž'gcbXYfb'Ui W'ja
 Di V`_i a 'gdØfVUf.'8Yf'; YfAi gWdY[Y`YffY]W hY`V]g'ni ' -)
 8Yn]VY`'`Y]b`YW hYg': Ygh'ZØf'X]Y`H]gW hYbb]g!: Ubg°

: Øf'U`Y`6YhY`][hYb`k Uf'X]Y`9i fcdUa Y]ghYfgW UZh'Y]b`j c`Yf'9fZc`[ž
 b]W h'bi f'XUb_`XYf`GhÅf`_i b[`XYg`HYUa [Y]ghg'i bhYf`XYb`5h`YhYbž
 gcbXYfb'Ui W`Xi fW`X]Y`A Ò[`]W`_Y]hž'g]W`a]h'XYb`VYghYb
 GYb]cf]bbYb`i bX`GYb]cfYb`9i fcdUg'ni `a YggYb`"GW`i ggYbX`]W
 _ØbbYb`X]Y`9ffi b[YbgW UZh'Y]b`j cb`?UfYb`<Y`k][`i bX`7cfbY`]U
 6]YbghUXh'U`g`k i bXYfvUfYg`6Y]gd]Y`ZØf'X]Y`6Y[Y]ghYfi b[`i bX`XYb
 i bYfa ØX`]WYb`?Ua dZ[Y]gh'Ub[YgY`Yb`k YfXYbžXYf`]b`XYf`K`Y`h
 XYg`H]gW hYbb]g`\YffgW`h"

8YhU]`g	
C fh	9fZi fhž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vhhj "XY • hh!k]_]"]b Zc • k k k "hhV k "XY

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