

F Y h h i b [' X Y f ' D] b [i] b Y . ' 5 ` U f a] Y f Y b X Y
@ U [Y ' U a ' ? U d ' X Y f ' ; i h Y b ' < c Z Z b i b [°

9 b h X Y W _ Y b ' G] Y ' X] Y ' Z U g n] b] Y f Y b X Y ' H] Y f k Y ' h ' G Ø X U Z f] _ U g '] b ' X Y f
8 c _ i / e i c h K] ' X Y g ' G Ø X U Z f] _ U / e i c h ' i b X ' Y f Z U \ f Y b ' G] Y ' a Y \ f
Ø V Y f ' V Y X f c \ h Y ' D] b [i] b U f h Y b "



: f U b _ Z i f h ' f C X Y f ł ž ' 8 Y i h g W X ` U b X ' ! ' 5 a ' % " ' & \$ &) ' n Y] [h ' g] W X
G Ø X U Z f] _ U ' j c b ' g Y] b Y f ' j] Y ' Z Å ' h] [g h Y b ' G Y] h Y " ' 8 U g ' @ U b X ž V Y _ U b b h ' Z Ø f
g Y] b Y ' Y] b n] [U f h] [Y ' : ' c f U ' i b X ' : U i b U ž ' Y V h '] a ' F \ m h \ a i g ' X Y f ' B U h i f
i b X ' V Y \ Y f V Y f [h ' n U \ f Y] W X Y ' 5 f h Y b ' i b X ' @ V Y b g f Å i a Y " ' 8 Y f ' 5 i Z h U _ h
n i f ' X f Y] h Y] '] [Y b ' G Y f] Y ' K] ' X Y g ' G Ø X U Z f] _ U ž X] Y ' j c b ' H \ c a U g
6 Y \ f Y b X ' i b X ' g Y] b Y a ' H Y U a ' j c b ' 6 ' i Y ' D ' U b Y h :] ' a ' Ø V Y f ' n k Y] ' ð \ f Y
\] b k Y [' [Y X f Y \ h ' k i f X Y ž ' X f Y \ h ' g] W X ' i a ' X U g ' ? U d ' X Y f ' 9 l h f Y a Y
i b X ' g Y] b Y ' V Y g c b X Y f Y b ' < Y f U i g Z c f X Y f i b [Y b " <] Y f ž k c ' X Y f ' _ U ' h Y
6 Y b [i Y ' U g h f c a ' U i Z X Y b ' k U f a Y b ' 5 [i ' \ U g g h f c a ' h f] Z h ž ' j Y f X] Y b Y b
X] Y ' H] Y f k Y ' h i b X ' X] Y ' V Y Y] b X f i W _ Y b X Y b ' @ U b X g W X U Z h Y b ' X] Y ' j c ' Y
5 i Z a Y f _ g U a _ Y] h ' X Y f ' N i g W X U i Y f ž ' k] Y ' f V V ' c b '] b Y ' V Y f] W X h Y h "

5 a ' ? U d ' h i a a Y ' b ' g] W X ' b] W X h ' b i f ' G h f U i » Y ž ' g c b X Y f b ' U i W X ' X] Y

]_c b]gW Yb'6f]'Y b d]b[i]bYž'X]Y']b'XYb'_U'hYbž'Z]gW fY]W Yb
; Yk ÅggYfb'VfØhYb"'8]YgY'_Y]bYbž'e i]f]['[Y'Y[YbYb'H]YfY'\UVYb
Yg'YXcW' b]W h]a a Yf'Y]W h"'8]Y'<]hY']b'GØXUZf'_U'ghY''h'Y]bY
YW hY'< YfUi gZc fXYfi b['ZØf'X]Y'D]b[i]bY'XUfž']bgVYgcbXYfY'VY]a
BYghVUi "'BYi [YVcfYbY'GYVÅfYb'g]bX'ni XYa '[YZÅ\ fXYhž'XU']\fY
A ØhYf'g]Y' bUW'XYf'; YVi fh'U''Y]b'UggYb'a ØggYbž'i a 'BU\fi b['ni
gi W Yb"'8Uj cb'UV[YgY\Yb'a ØggYb'† b[Y'?UdhØ'dY''YfbYbž'XUgg
GYVÅfYb'Y]bY'6YXfc\i b['XUfghY''Yb' i bX'XUg']b'Y]bYa 'fUi Yb
']a Už'k c'X]Y'<]hY'Ui ZXYb': Y'gYb']\bYb'YVYbgc'ni 'gW UZZYb
a UW h'k]Y'X]Y'? Å'hY'XYg'C nYUbg"

D]b[i]bY'Ua '6ci 'XYf g'6YUW

9]b'VYgcbXYfg'VY'YVhYf'C fhž'i a 'X]Y'6f]'Y b d]b[i]bY'ni
VYcVUW hYbž']gh'6ci 'XYf g'6YUW ž'XYf'bi f'() '_a' j cb'?UdghUXh
YbhZYfbh]gh"'<]Yf']b'G]a cb g'Hck b'\Uh]g]W 'Y]bY''VYbX][Y
'?c'cb]Y'YhUV'Y]fhž'X]Y'-%-, &'YbhXYW_h'k i fXY"'@Ui h'? Ud'XYf' [i hYb
< cZZbi b['Hci f']gh'X]Y'< cW gU]gcb'j cb'8YnYa VYf'V]g'A Åfnž
k Ybb'XYf'5bXfUb['Ub'6Ygi W Yfb'gdØfVUf'UbghY][h'D]b[i]bY'g]bX
]b'XYf'i a [YVi b['g]W hVUf'i bX'\fY'5bk YgYb\Y]h'n]Y\h'nU\ fY]W Y
Hci f]ghYb'Ubž'X]Y'X]Y'; Y'Y[Yb\Y]h'bi hYbž'X]Y'i b[Yk Ø\ b']W Yb
J Ø[Y''\Ui hbU\ ni 'Yf'YVYb"

8]Y'6f]'Y b d]b[i]bYž'X]Y'Ui W'U'g' >W_Ugg'DYb[i]bg'VY_Ubbh
g]bXž'g]bX'X]Y']bn][Y'D]b[i]b!5fh]b'5Zf'_U"'A]h'bi f'bcW'Yhk U
&%"\$\$\$DUUfYb'k Y'hk Y]hi bX'W]fWU'&"\$\$\$V]g'&)" \$\$\$X]YgYf'H]YfY
Ua '6ci 'XYf g'6YUW ž'g]bX'g]Y'U'g'[YZÅ\ fXYhY'H]YfUfh'Y]b[Yghi Zh"'#
XYb''YhnhYb'XfY']; YbYfUh]cbYb']gh']\f'6YghUbX']b'GØXUZf'_U'gc[Uf
i a '- +i '[Ygi b_Ybž'k Ug'XYi h']W' nY][hž'k]Y'Yfbgh'X]Y'G]hi Uh]cb
]gh"'8Ug'gd]Y[Y'h'g]W'Ui W']b'XYf'5fVY]h'XYf'GØXUZf'_Ub]gW Yb
Gh]Zi b['ZØf'XYb'9f\U'h'XYf'?ØghYbj Ø[Y'fG5B77C6Ł'k]XYfž'X]Y
g]W' i a 'X]Y'fYhhi b['i bX'DZY[Y'X]YgYf'H]YfY'_Øa a Yfh"

< YfUi gZc fXYfi b[Yb' i bX'GW i hna U» bU\ a Yb

8]Y'D]b[i]bY'VYbØh][Yb'hÅ['W'XfY]'V]g'gYW'g':]gW Yž'i a'ni
ØVYf'YVYb"'5b[Yg]W h'g'XYg'FØW_[Ub[g]\fYf
BU\fi b[gfYggci fW' bž'\Ui dhgÅW']W'Xi fW', VYfZ]gW' i b[ž'g]bX'g]Y

U_i h'VYXfc\h"5_hi Y``YVYb'bi f'bcW\Yhk U', "\$ \$ \$'Vfi hYbXY'DUUFY
]b'ZFY]Yf'K]'XVU\ bži bX'c\ bY'A U» bU\ a Yb'_ÖbbhY'X]Y''YhnhY
Dcdi `Uh]cb'j]bbYf\U`V'j cb'nY\ b`š\ fYb'j YfgW\k i bXYb'gY]bž'k]Y
X]Y' **HU[YggW\Ui** 'k Ufbh"A]h'gdYn]Y''Yb'6fi h_ÄghYb'i bX'Y]bYa
Ni W\hdFc[fUa a 'j Yfgi W'h'G5B77C6ž'X]Y'5fh'j cf'XYa '5i gghYfVYb
ni `VYk U\ fYb"Ni XYa 'k YfXYb'%- 'D]b[i]bY'VY\UbXY'hž'X]Y'Xi fW
Y]bY'^2 `dYgh'j Yf'Yhnh'k i fXYb"8 Ug'hÄ[`]W\Y', VYf'YVYb'XYf
D]b[i]bY'\Äb[h'a U» [YV`]W\ j cb'XYb'6Ya Ø\i b[Yb'X]YgYf
Cf[Ub]gUh]cb'UVž'X]Y'ØVYf' - "\$ \$ \$'D]b[i]bY'YfZc'[fY]W
[fc» [Ync[Yb'i bX'a]h'HfUbgdcbXYfb'j YfgY\Yb'\Uh"

A]h'Y]bYa 'cZZYbYb'5i [Y'ZØf'XYb'GW\i hn'X]YgYf'Y]bn][Ufh][Yb'H]YfY
i bX'XYb'6YghfYVi b[Ybž']\bYb'Y]bY'Ni _i bŽ'ni 'g]W\Yfbž'VY[`Y]hYh
X]Y':]a fY]\Y' K]'XYg'GØXUZF]_U `X]Y'ZUgn]b]YfYbXYb'; YgW\W\hYbž
X]Y'g]W\i a `XUg'?Ud'XYf'9i hfYa Y'fUb_Yb"K Yf'U'gc'X]Y'D]b[i]bY
i bX'X]Y'VYY]bXfi W_YbXY'J]Y'ZU'h'GØXUZF]_Ug'\Ui hbU\Yf'YVYb
a ÖW\hYž'gc`hY'i bVYX]b[h'Y]bYb'6Ygi W\Ua '6ci `XYf'g'6YUW
Y]bd`UbYb' `X]Y'_Y]bYb'?Yf'Y'ZFYi Yb'g]W\ØVYf'Y[`]W\Y
5i Za Yf_gUa _Y]hž'X]Y'g]Y'VY_ca a Yb'_ÖbbYb°

8YhU]`g	
Cfh	: fUb_Zi fh'fCXYfłž'8Yi hgW\`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "fVV!cb`]bY"XY • k k k "_Ud!XYf![i hYb!\cZZbi b[! hci f"XY • k k k "hU[YggW\Ui "XY

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