

6fi W'6cW m'ØVYf\c`h'GdUf_m'5bXYfgcb.
8Yf`bYi Y`A Y]ghYf`XYg`A @6!G]Y[Yg°

6fi W'6cW m'YffY]W h'Ua`%*""A U] &\$&) `a]h`&"%-) `G]Y[Yb
D`Uhn`gYW`g`XYf`A @6!G]Y[YfhUVY`Y`i bX`ØVYf\c`h'GdUf_m
5bXYfgcb"



5f`]b[hcbž'HYI Ugž'I G5`!'5a`%*""A U] &\$&) `YffY]W Yb`X]Y`HYI Ug
F Ub[Yfg`Y]bYb`\]ghcf]gW`Yb`G]Y[ž`XYf`XUg`A @6!A UbU[Yf!@YVYb
j cb`6fi W'6cW m]b`XYb`A]hhY`di b`_h`ghY`h" `A]h`Y]bYa`%\$!G]Y[
ØVYf`X]Y`<ci`ghcb`5ghfcg`ZY]Yfh'6cW`migY]bYb`&"%-) "`Hf]i`a`d`\]b
XYf`fY[i`ÀfYb`GU]gcb`i bX`ØVYf\c`h`XUa`]h`X]Y`@Y[YbXY`GdUf_m
5bXYfgcb" `8]YgY`@Y]ghi b[`_UhUdi`h]Yfh`\b`Ui ZXYb`gYW`ghYb`D`Uhn
XYf`5`!H]a`Y!K`]bg!@ghY`XYf`A U`cf`@YU[i`Y`6UgYVU`"

6cW mž`XYf`a`]h`+`\$`đ\`fYb`Ui ZY]bY`VYa`Yf`_Ybgk`YfhY`?`Uff]YfY
ni`fØW`V`]W`hž`\`Uh`g]W`]b`XYb`Y`hnhYb`XfY]`Gd]Y`nY]hYb`U`g`A`UbU[`Yf
XYf`F`Ub[`Yfg`Y]b`Xfi`W`_gj`c``VYk`À`fh" `GY]h`gY]bYa`6Y]hf]h`ni`a
HYUa`]a`đ\`f`&\$&` \`Uh`Yf`VYfY]hg`ZØbZ`Y[YbX`ÀfY`A`UbU[`Yf`Ui`Z
XYf`g]Y[`fY]W`Yb`F`Ub[`]ghY`\]bhYf`g]W`[`Y`UggYb`" `GY]b

i a ZUggYbXYg'J YfghÅbXb]g'XYg'Gd]Y`gž`_ca V]b]Yfh'a]h'gY]bYf
 : Å\][_Y]hž'a]h'Gd]Y`Yfb'ni`_ca a i b]n]YfYb'i bX'g]Y`ni`a ch]j]YfYbž
 k]fX'j cb`XYf'6UgYVU``[Ya Y]bgWÅ UZh`cWÅ`[YgWÅ Åhnh``6cWÅ mg
 F YgdY_h[Y[YbØVYf`XYa`Gdcfh'gck]Y`gY]bY` : Ø\fi b[gei U`hÅhYb
 g]bX`k Y]h\]b`UbYf_Ubbh"

9fZc`[fY]WÅ Y`? Uff]YfY`i bX`VYXYi hYbXYf A Y]`YbghY]b

8 Yf`G]Y[`ØVYf`5bXYfgcb`k]fX'j cb`j]Y`Yb`U`g`VYXYi hYbXYf
 A Y]`YbghY]b`]b`6cWÅ mg`? Uff]YfY`VYhfUWÅ hYh`9f`k i WÅ g`U`g` : Ub`XYf
 7]bW]bbUh]F YXg`Ui Zi bX`j YfV]bXYh`Y]bY`dYfgØb`]WÅ Y`J YfV]bXi b[
 ni`5bXYfgcbž`Y]bYa`XYf` : fc»Yb`XYf'6UgYVU``[YgWÅ]WÅ hY`` 8]YgY
 5bYf_Ybbi b[`VYXYi hYh'a]f`j]Y` žYf_UbbhY`6cWÅ m]Ubž`bUWÅ XYa
 Yf`gY]bYb`FY`cfX`[YZY]Yfh`UhhY"

8]Y`HYI Ug`F Ub[Yfg`k UfYb`bUWÅ`XYa`Gd]Y``]b` : Y]Yf`Ui bY``8 Ug
 HYUa`ØVYffY]WÅ hY`6cWÅ mini f` : Y]Yf`gY]bYg`9fZc`[Yg`Y]bY
 7\Ua`dU[bYfZUgWÅ Yž`6ci fVcbž`Y]b`dYfgcbU`g]YfhYg`K Y]b[YŽÅ»
 i bX`Y]bY` : YXYb_hUZ` ``6cWÅ m]gY`Vgh`Uh]b`gY]bYf`NY]h`VY]`XYb
 F Ub[Yfg]bg[YgUa`h`%`&`G]Y[Y`Yffi b[Ybž`k Ug`]\b`Ui Z`Y]bYb
 X]fY`hYb`?i fg`[Y[Yb`æY`HcffY`i bX`XYggYb`&`` &`*`G]Y[Y`Vf]b[hž
 k Ybb`Yf`k Y]hYf\]b`YfZc`[fY]WÅ`V`Y]Vh"

9]b`6`]W_`Ui Z`X]Y`5``!H]a Y!K]bg!@]ghY

8]Y`Zc`[YbXY`@]ghY`nY][h`X]Y`YfZc`[fY]WÅ ghYb`A UbU[Yf`]b`XYf
 ; YgWÅ]WÅ hY`XYf`A @6.

F Ub[A UbU[Yf	G]Y[Y
%	7cbb]Y`A UW_	' ž+' %
&	Hcbm`@U`F i ggU	&ž , (
'	æ\b`A W`fUk	&ž+`*`'
(6cVVm`7cl	&ž) \$(
)	æY`HcffY	&ž &`*`
*	6fi WÅ`6cWÅ m	&ž%-)
+	GdUf`_m`5bXYfgcb	&ž%- (

6cWłmi\Uhini XYa ˆJWłVˆXY; fca ˆ]bˆY]bYfˆVYY]bXfi W_YbXYbˆ: cfa
 [YgY\YbžˆUˆgˆX]YgYfˆ[Y[YbˆX]Yˆ5ghfcgˆUWłhˆb]b[gˆU]b[ˆghUf_
 d]hWłhY"ˆ8UgˆHYUa žˆXUgˆg]Włˆ]a ˆA ca Ybhi]bˆY]bYfˆgdUbbYbXYb
 D\UgYˆVYZ]bXYhžˆ_Ubbˆgca ˆ]hiUi ZY]bYˆ]]Yˆ] YfgdFYWłYbXY
 <YfUi gZcFXfYfi b[ˆVˆ]W_Ybžˆk Å\FYbXˆ6cWłmigY]bYˆ?Uff]YfYˆ]a ˆGdcfh
 ZcfhgYhnh"ˆ6cWłmgˆ9j Yfhcbˆk]fXˆb]Włhˆbi fˆXi fWłˆgY]bYˆG]Y[Yž
 gcbXYfbˆUi WłˆXi fWłˆgY]bYbˆbUWł\Uˆh][Ybˆ9]bZi ggˆUi Zni _ØbZh][Y
 ; YbYfUh]cbYbˆk Yˆhk Y]h[Yk ØfX][hžˆk Ugˆ]ˆbˆni ˆY]bYfˆfYgdY_h]YfhYb
 i bXˆVYk i bXYfhYbˆ:][i fˆ]a ˆ6UgYVUˆˆa UWłh"

: Un]hˆ6fi Włˆ6cWłmi\Uhˆb]Włhˆbi fˆY]bYbˆVYa Yf_Ybgk YfhYbˆDˆUhnˆ]b
 XYfˆ; YgWł]WłhYˆXYfˆA @ˆY]b[Ybca a YbžˆgcbXYfbˆgYhnhUi Wł
 k Y]hYf\]bˆA U» ghÅVYˆZØfˆ: Ø\fi b[gghÅf_Yˆi bXˆFYgˆ]Ybnˆ]a
 DfcZ]gdcfh"ˆA c hc fWłWY Gdc fhgˆi bXˆ8UˆˆUgˆBYk gˆVYf]WłhYbˆØVYf
 X]YgYˆVYXYi hYbXYˆ@Y]ghi b[ˆ]bˆgY]bYfˆˆUi ZYbXYbˆ?Uff]YfY"

8YhU]ˆg	
C fh	5fˆ]b[hc bžˆHYI UgžˆI G5
E i YˆˆYb	<ul style="list-style-type: none"> • a c hc fWłWY gd c fhg"bYh • k k k "XUˆˆUgbYk g"Ŧca

6Ygi WłYbˆG]Yˆi bgˆUi ZˆY]bY!fY]gY"XY