

GUfUgc hU': UW g' < ci g]b ['7 f]g]g. '%) ž\$ \$\$
5 ZZc fXUV`Y`I b]hg`B YYXYX`B ck °

9I d`cfY`A UbUhYY`7ci bhm' \$' - /g'ghfUhY []Yg`Zcf`UZZcfXUV`Y
`ci g]b [`Ua]X`U`ci g]b [`Wf]g]g`UZZYWh]b [`cWU`Wca a i b]h]Ygž
k]h\`UWh]cbUV`Y`gc`i h]cbg`UbX`]bg][\hg"



GUfUgc hUž': @ž`I G5`!`GUfUgc hU`7ci bhm]g`ghUbX]b [`Uh`U`Wf]h]WU`
↑ bWhi fY`]b`]hg`ei Ygh`Zcf`a cfY`UZZcfXUV`Y`ci g]b [" `b`h`Y`ZUW`cZ`U
`cca]b [`Wf]g]gž`h`Y`GUfUgc hU`7ci bhm`7ca a]gg]cb`]g`hU`]b [`ghYdg
hc`UXXfYgg`h`Y`i f [Ybh`b`YYX`Zcf`ci g]b [ž`dUfh]W`Uf`m`Zcf
j i `bYfUV`Y`dcdi `Uh]cbg`gi W\`Ug`gYb]c`fgž`hYUW\Yfgž`bi fgYgž`UbX
gYfj]W`k cf`Yfg`5g`h`Y`< YfU`X`Hf]Vi bY`fYdcfhgž`U`fYW`bh`ghi Xm
Vm`h`Y` : `cf]XU`<ci g]b [`7cU`h]cbž`Wca a]gg]cbYX`Vm`cWU`
Zci bXUh]cbgž`Ygh]a UhYg`h`Uh`h`Y`Wci bhm`b`YYXg`Ufci bX`%) ž\$ \$\$
bYk`UZZcfXUV`Y`ci g]b [`i b]hg`cj Yf`h`Y`bYI`h`XYWUXY`7i ffYbh`mž
UVci h`-) \$`i b]hg`UfY`]b`h`Y`k cf`gž`h`Ub`_g`]b`dUfh`hc`U`cbY!h]a Y
~ *) `a]`]cb`ZYXYfU`fY`]YZ`]bZi I "

<ck Yj Yfž`h`Y`g]hi Uh]cb`]g`Wca d`]WUhYX`Gca Y`fYW`bh

XYj Y`cda Ybhg`jb`9Ugh`7ci bhmUddfcj YX`Vm`h\Y`Wca a]gg]cb`X]X
bch]bWi XY`UbmiUZZcfXUV`Y`i b]hgž`Zi fh\Yf`Yi UWfVUh]b[`h\Y
XYa UbX`]b`U`a Uf_Yh`U`fYUXmi_bck b`Zcf`\][\`d]Wf`g`K \`Y
X]gW gg]cbg`UfY`i bXYfk Um`hc`fYghcfY`U`fYei]fYa Ybh`Zcf`]bWi X]b[
UZZcfXUV`Y`i b]hg`]b`bYk`XYj Y`cda Ybhgž`h\Y`YZZYWhj YbYgg`cZ
j`c`i bhUfmXYbg]hmVcbi gYgž`i gYX`gc`ZUfž`\Ug`Wca Y`i bXYf
gWfi h]bm"

@cWU`Gc`i h]cbg`UbX`GhfUhY[]Yg

H\Y`GUfUgchU`<ci g]b[`5Wh]cb`D`Ub`gi [[Yghg`WfYUh]b[`U
Wcbh]bi ci g`fYj Ybi Y`ghfYUa`Zcf`UZZcfXUV`Y`\ci g]b[`Zfca`f]g]b[
dfcdYfhm`hU[`]bWca Y``H\]g`dfcdcgU``]g[U]b]b[`hfUWh]cbž`k]h\
gi ddcfh`Zfca ``cWU`WUa VYfg`cZWca a YfWž`Ya d`cmYfgž`UbX
bcbdfcZ]hgž`Ug`k Y``Ug`U`a U`cf]hmicZ`h\Y`Wci bhm`Wca a]gg]cb```
UddYUfg`h\Uh`cWU``YUXYfg`UfY``YUfb]b[`Zfca`bY][\Vcf]b[
A UbUhYY`7ci bhmž`k \]W\`Ug`YZZYWhj Y`m]a d`Ya YbhYX`ghfUhY[]Yg
Zcf`UZZcfXUV`Y`\ci g]b[ž`gi W\`Ug`ZUgh`hfUW_]b[`dYfa`]hg`UbX`cZZYf]b[
[Ud`Zi bX]b[`hc`XYj Y`cdYfg"

⊕`ZUWž`A UbUhYY`7ci bhm`g`5ZZcfXUV`Y`<ci g]b[`Hfi gh
: i bX` VUW_YX`Vm`ZYXYfU`ž`ghUhYž`UbX`cWU`dfcdYfhm`hU[
fYj Ybi Yg` \Ug`VYYb`U`Wfi W]U`fYgci fW``H\Y`<ci g]b[`Hfi gh; fci d
\Ug`gYhi d`gYj YfU`UZZcfXUV`Y`\ci g]b[`Wca a i b]h]Yg`]b`A UbUhYYž
k]h\`a c`bh\`m`fYbhg`fUb[]b[`VYhk`YYb`~` &+`UbX`~`%ž`\$`\$``H\Y]f`C`bY
Ghcd`<ci g]b[`]b]h]Uhj Y`ZcW`gYg`cb`k`cf_ZcfW`\ci g]b[ž`WUhYf]b[`hc
ZUa`]]Yg`YUfb]b[`VYhk`YYb`*`\$i`UbX`, \$i`cZ`h\Y`5fYU`A`YX]Ub
⊕Wca Y"

F Ygci fW`g`Zcf`h\Y`7ca a i b]hm

: cf`h\cgY`ZUW]b[`\ci g]b[`]bghUV`]hm]b`GUfUgchUž`U`a mf]UX`cZ
fYgci fW`g`]g`UWf`gg]V`Y``5Wc`fX]b[`hc`G\Y`hYf`@]gh]b[gž`h\Y
Wci bhm`cZZYfg`U`fUb[Y`cZ`gYfj]W`gž`]bWi X]b[`ca`Y`Ygg`g\Y`hYfgž
gi ddcfh]j Y`\ci g]b[ž`\U`Zk Um`\ci gYgž`hfUbg]h]cbU`\ci g]b[ž`UbX
XUmig\Y`hYfg``K`]h\`cj`Yf``ž`\$`\$``]gh]b[gž`]bX]j]Xi U`g`WUb`Z]bX
Ugg]ghUbW`hU]`cfYX`hc`h\Y]f`bYYXg"

- Dfc ^YWh`%, \$`F Yg]XYbh]U``Dfc[fUa .`@cb[!hYfa `\\ci g]b[Zcf`Zcfa Yf`m]bWUfWfUHfYX`a Yb``7cbhUWh`'- (%!*++!&&, %
- GYW**Ł**bX`< YUfh`< ca Yg.`DYfa UbYbh`\\ci g]b[`Zcf]bX]j]Xi U`g`k]h`a YbhU``]`bYgg`Uh`f]g_`cZ`\\ca Y`Ygg**b**Ygg" 7cbhUWh`'- (%!) ++!*) +&
- GU`j Uh]cb`5fa m`G\\Y`hYf` ``7YbhYf`CZ`< cdY.`5`\\Uj Yb Zcf`h\\Y`\\ca Y`Ygg"``7cbhUWh`'- (%!-) (!(*+'`
- GUfUgchU`< ci g]b[`5i h`cf]hm`Dfcj]X]b[``ck !]bW**Ł**a Y UZcfXUV`Y`\\ci g]b[``7cbhUWh`'- (%!' *%!*&%\$

H\\Y`C ZZ]W`cZ`< ca Y`Ygg`GYfj]W`g`]g`dUfh]W` `Uf`mZcW`gYX`cb Yb[U[]b[`UbX`Ya dck Yf]b[`h`cgY`Yl dYf]YbW]b[`\\ca Y`Ygg**b**Ygg`cf Uh`f]g_`cZ]h**ž**YbUV`]b[`h\\Ya `hc`UW\\]Yj Y`ghUV`Y`\\ci g]b[``H\\Ym`UfY W**Ł**bghUb`h`m`k cf_]b[`cb`]a dfcj]b[`gYfj]W`g**ž**]bX]WUhYX`]b`h\\Y]f fYW`bh`fYdcfh`h]hYX` GUfUgchU.`7fYUh]b[`Ub`9ZZYWh]j Y`< ca Y`Ygg 7f]g]g`FYgdc**b**gY`GmghYa " `H\\Y`7ca a i b]hm`5Wh]cb`5[YbW`h`6cUfX f7556Ł`a YYhg`ei UfhYf`m`hc`Zi fh\\Yf`UXXfYgg`VUff]Yfg`hc`gY`Zi gi ZZ]W]YbW**Ł**ž`UWh]j Y`mUXj]g]b[`h\\Y`7ci bhm`7ca a]gg]cb"

A cfYcj Yf**ž**`ci hfYUW\\`]b]h]Uh]j Yg`Vmi`h\\Y`< ca Y`Ygg`Ci hfYUW\\`HYUa fk"C"HŁ`U]a `hc`X]fYW`h`m`Ugg]gh`h`cgY`]b`bY**Y**X"``K]h`h\\Y`dchYbh]U` Zcf`bYk`Zi bX]b[`gci fW`g`UbX`W**Ł**a a i b]hm`igi ddcfh**ž**`h\\YfY`g`U [`]a a Yf`cZ`\\cdY`]b`UXXfYgg]b[`h\\Y`UZZcfXUV`Y`\\ci g]b[`W`]g]g`]b GUfUgchU`7ci bhm"': cf`a cfY`]bZcfa Uh]cb**ž**`fYg]XYbhg`WU**b**`fYUW\\`ci h hc`G\\Ufcb`A UfW\\YgY**ž**`h\\Y`< ca Y`Ygg`UbX`Dcj Yfhm`GmghYa 7ccfX]bUhcf**ž**`Uh`- (%!, *%!&) *%`cf`ga UfW\\YgY4 gW`cj "bYh"

5g`h\\Y`W**Ł**a a i b]hm`W**Ł**bh]bi Yg`hc`bUj][UhY`h\\YgY`W\\U``Yb[Yg**ž**`cbY h\\]b[`ghUbXg`WYUf.`h\\Y`W**Ł**``UVcfUh]cb`VYhk YYb`cWU``Ui h`cf]h]Yg**ž** XYj Y`cdYfg**ž**`UbX`gi ddcfh`cf[Ub]nUh]cbg`]g`YggYbh]U`hc`W`fYUhY`U gi ghU]bUV`Y`gc`i h]cb`h\\Uh`gYfj Yg`Yj Yfm`a Ya VYf`cZ`GUfUgchU 7ci bhm"

8YhU]`g	
Cfh	GUfUgchU ž ': @ ž ! G5
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "\\YfU`Xhf]Vi bY"WŁa • k k k "g\\Y`hYf`]gh]b[g"cf[

8YhU]`g	
	• k k k "gW[cj "bYh

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh