

5 ZZcfXUV`Y`<ca Yg`I bXYf`~` '\$\$?.`K \YfY
6i mYfg`7Ub`Gh]``:]bX`8YU`g°

9I d`cfY`GUb`5bhcb]c/ . \$' - /g`fYU`YghUhY`UbXgWUdY`Ug
\ca YVi mYfg`ZUW`f]g]b[`df]W`g`UbX`X]gWc`j Yf`UZZcfXUV`Y
cdh]cbg`]b`&\$&) "



GUb`5bhcb]cž`HLž`I b]hYX`GhUhYg`!`H\Y`W ffYbh`ghUhY`cZ
\ca YVi m]b[`]b`h\Y`I b]hYX`GhUhYg`]g`U`a]I YX`VU[`cZ`WU`Yb[Yg
UbX`fUfY`cddcfhi b]h]Yg" K \]Y`h\Y`XfYUa `cZ`\ca Y`ck bYfg\]d
fYa U]bg`Uh`h\Y`ZcfY`Zfcbh`Zcf`a Ubmž`h\Y`fYU`]hmcZ`\[\`df]W`g`UbX
a cfh[U[Y`fUhYg`a U_Yg`]h`k cfh\`dc bXYf]b[`k \YfY`Vi mYfg`WUb`gh]`
Z]bX`U`[ccX`XYU`"5W`cfX]b[`hc`BYk`gk`YY_ž`h\Y`a YX]Ub`gU`Y
df]W`cZ`U`hmd]WU`I "G"`\ca Y`\Ug`g\chi`d`Zfca ``Ygg`h\Ub`~` '\$\$\$
VYZcfY`h\Y`dUbXYa]Whc`cj Yf`~ (\$\$ž\$`hcXUm`5g`cZ`5df]`ž`h\Uh
df]W`hU[`ghUbXg`Uh`~ (' +ž`*(ž`a Uf_]b[`U`%" i `]bWfYUgY`Zfca ``Ugh
mYUf"

H\Y`WcbZi YbW`cZ`h\Y`dUbXYa]Wg`ZU`ci`h`UbX`Ub`cb[c]b[
g\cfhU[Y`cZ`\ca Yg`]g`dfcj]b[`dUfh]W`Uf`midfcV`Ya Uh]WZcf`Z]fghi

h]a`Y`Vi`mYfg`"H\Y`BUh]cbU`5ggcWjUh]cb`cZ`FYU`hc`fg`fB`5FŁ
i`bXYfgWc`fYg`Ub`U`Ufa`]b[`bYYX`Zcf`" *`+ž\$\$\$`a`cfY`\ca`Yg`"ghYX`Uh
cf`VY`ck`~`%+`ž\$\$\$`UbX`Z`fh\Yf`"gh]b[`g`Zcf`UZZcfXUV`Y`cdh]cbg`i`d
hc`~`'`(\$ž\$\$\$`"

K` \YfY`7Ub`6i`mYfg`:`]bX`5ZZcfXUV`Y`<`ca`Yg3

8Ygd]hY`h\YgY`\i`fX`Ygž`UZZcfXUV`Y`\ca`Yg`WUb`gh]`VY`Zci`bXž
df]a`Uf]`m]b`h\Y`A`]Xk`Ygh`UbX`Gci`h`"7]h]Yg`gi`W\`Ug`8Yhfc]hž`k` \YfY
\ca`Yg`UfY`df]W\X`Uh`Ub`Uj`YfU[`Y`cZ`~`%\$-`ž\$\$\$ž`UbX`6]fa`]b[`\Ua`ž
5@ž`Uh`~`%,`%ž)`\$\$ž`ghUbX`]b`ghUf`_`Wc`bhUgh`hc`h\Y`gcUf]b[`df]W\g`cZ
a`Ubm`Wc`UghU`a`Uf`_Yhg`"C`h\Yf`bchUV`Y`Wj]Yg`k` \YfY`\ca`Yg`UfY
gh]`i`bXYf`~`'`\$\$ž\$\$\$`]bWi`XY`Gh`"@ci`]gž`A`C`ž`UbX`A`Ya`d\]gž`HB`ž
k`\]W\`cZZYf`cdh]cbg`i`bXYf`~`&&\$ž\$\$\$`"

- 8Yhfc]hž`A` =`~`%\$-`ž\$\$\$
- 6]fa`]b[`\Ua`ž`5@`~`%,`%ž)`\$\$
- Gh`"@ci`]gž`A`C`~`%-`-`ž`-`-
- A`Ya`d\]gž`HB`~`~`&%,`ž&\$\$\$
- 6U`h]a`cfYž`A`8`~`~`&(`-`ž`-\$\$\$
- 4W`_gcbj`]`Yž`:`@`~`~`&-`-`ž`-\$\$\$

4hYfYgh]b[`mž`Wj]Yg`U`cb[`h\Y`9Ugh`7cUgh`ghfi`[[`Y`hc`a`UhW\`h\YgY
UZZcfXUV`]hmi`Yj`Y`g`"M`hž`d`UW\g`"]_Y`D\`]UXY`d\`]U`UbX`D]hngVi`f[`\
Xc`dfcj`]XY`gca`Y`\cdY`k`]h\`h\Y]f`"gh]b[`g`VY`ck`h\Y`~`'`\$\$ž\$\$\$
a`Uf`_"5g`bchYX`Vm`<`UbbU\`x`bYg`Zfca`f`FYU`hcf`Wca`ž`h\YgY
UZZcfXUV`Y`\ca`Yg`UfY`a`cfY`UVi`bXUbh`]b`h\Y`Gci`h\`UbX`A`]Xk`Ygh
Xi`Y`hc`ck`Yf`Wca`dYh]h]cb`UbX`Ua`d`Y`gdUW\`Zcf`XYj`Y`cda`Ybh`"

6i`h`Yhg`bch`Zcf[`Yh`h\Y`Vfc`UXYf`~`UbXgWUdY`cZ`fYg]XYbh`Wc`bW`fbg`"
5`gi`fj`Ym`Vm`h\Y`DYk`f`YgYUfW\`7YbhYf`fYj`YU`g`h\Uh`bYUf`m`+\$i`
cZ`5a`Yf]WUbg`UfY`j`Yfm`Wc`bW`fbYX`UVci`h\ci`g]b[`Wc`ghgž
fYZYWh]b[`]U`[fck`]b[`]Wf]g]g`"4`&\$&`ž`%"`ı`cZ`\ci`gY\c`Xg`ZY`h`h\Y
d]bW\`cZ`VY]b[`]Wc`ghVi`fXYbYXž`gdYbX]b[`]a`cfY`h\Ub`"`\$ı`cZ`h\Y]f
]bWca`Y`cb`\ci`g]b[`]c`cf]XU`Wca`Yg`]b`bchUV`mik`]h\`" +`&ı`cZ
\ci`gY\c`Xg`[fUdd`]b[`]k`]h\`h\]g`]ggi`Y`"

H\Y`6][`[`Yf`D]Whi`fY`

H\Y`df]W]b[`WcbX]h]cbg`UfYb h`4 gh`U`fYgi `hcZ]bWfYUgYX`Vi mYf
XYa UbX" `H\Y`a Uf_Yh`Ug`VYYb`]bZi YbWX`Vmif]g]b[`]bhYfYgh
fUH`gž`k `]W\`g\chi`d`Zfca `Ub`Uj YfU[Y`cZ`&") i `hc`*) (i `Zfca
YUf`m`&\$`%`hc`U`hY`&\$`&` " `H\`g]`g`YfcX]b[`Vi mYfg`di fWXUg]b[
dck Yfž`a U_]b[`]h`X]ZZ]W`h`hc`WUd]hU`nY`cb`h`Y`g][`h`]bj Ybhcfm
i dh]W_`Ug`bYk `ca Y`Wcbghfi W]cb`fYa U]bg`XYZ]W]Ybh`Wca dUfYX`hc
dfY!W]g]g`Yj Y`gž`Ug`\][`\\][`hYX`]b`XUHu`Zfca `h`Y`I "G"7Ybgi g
6i fYUi "

K \]`Y`h`Y`bi a VYf`cZ`UW]j Y`]gh]b[g`\Ug`VY[i b`hc`Vci bW`VUW_
UbX`gY`Yfg`UfY`bck`ci hbi a VYf]b[`Vi mYfg`VmUddfcI]a UhY`m
) \$\$\$\$`\$ž`bYk `WX`U`Yb[Yg`UfY`Wf`cdd]b[`i`d``6i`]`XYfg`ZUW`
WcbghfU]bhg`]b`XY`]j Yf]b[`UZZcfXUV`Y`Ybhfm`Yj Y`ca Ygž`k `]W\`
\Uj Y`XYWfYUgYX`bchUV`m]b`fYW`bh`mYUfgž`k \]`Y`fYbhYfg`UfY`gh]`
UZcUh`Ua]X`f]g]b[`[f`cgg`fYbhg" `H\Y`UbXgWUdY`UddYUfg`a i f_mž
k]h`f]g]b[`ci`g]b[`Wcbghg`Wcbg]ghYbh`m`h`fYUhYb]b[`h`Y`XfYUa `cZ
ca Y`ck bYfg\]d`Zcf`a Ubm`UWf`cgg`h`Y`bUh]cb"

5g`k Y`cc_`Zcfk UfX`hc`dchYbh]U`dc`]Wm`X]gW`gg]cbg`]b`h`Y`&\$`&(
Y`YW]cbž`UXXfYgg]b[`ci`g]b[`UZZcfXUV`]hmk`]`VY`dUfUa`ci`bh"
6ch`?`Ua U`U`<`Uff]g`UbX`8`cbU`X`Hfi`a`d`\Uj Y`di`h`Zcfh`h`Y]f`ck`b
j]g]cbg`Zcf`dfcj]X]b[`gca Y`fY`]YZ`]b`h`]g`ZfUi [`h`a Uf_Yhd`UW`"
K]h`\ca YVi mYfg`ghUhYX`hc`VY`ZUW]b[`g][`b]Z]WUbh`WX`U`Yb[Ygž`h`Y
ci`h`Wca Y`cZ`h`]g`Wcbj YfgUh]cb`Wci`X`d`fc`Zci`bX`m`ig`UdY`h`Y
\ci`g]b[`UbXgWUdY`Xck`b`h`Y`]bY"

8YhU]`g	
Cfh	GUb`5bhcb]cž`HL`ž`I`b]hYX`GhUhYg
EiY`Yb	<ul style="list-style-type: none">• k k k "bYk gk YY_`Wca• k k k "dYk fYgYUfWX"cf[• k k k "Wbgi g"[cj

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