

]b`i bhYfgW\jYX`jW ghYb` ; fO»Yb`i bX`HYa dYfUa YbhYb`j YfZØ[VUf
g]bXžZ]bXYb`g]W`Ui W`?UhnYb`i bX`_Y]bY`BU[Yf`i bhYf`XYb
6Yk c\bYfb"@Y]XYf`UVYb`j]Y`Y`j cb`]\bYb`GWk]Yf][_Y]hYbž`XYb
GWf]h`i]b`Y]b`bYi Yg@VYb`ni`k U[Yb`" -) i`XYf`H]YfY`k YfXYb
j Yfa]hY`h ž`XUg]gh`Y]bY`Yfj cffU[YbXY`9fZc`[gei chY`8]YgY
dcg]hj Y`6]`Ubn`nY][hž`k]Y`j]Y`Y`< YfnYb`gWcb`[Yk cbbYb`k YfXYb
_cbbhYb`"ŸXYg`H]Yf`Uh`b]W`h`bi`f`gY]bYb`Y][YbYb`7\UfU_hYfž
gcbXYfb`Ui W`Y]b`[fc»Yg`< Yfnž`XUg`XUfUi Z`k UfhYhž`j ca`f]W`h][Yb
DUfhbYf`YbhXYW`h`ni`k YfXYb"

2 ZZbi b[gnY]hYb`i bX`5bgdfYW ghY`Yb

8 Ug`H]Yf`Y]a` \Uh`gY]bY`DZcfhYb`ZØf`h]Yf`]YVY`A YbgW`Yb`ni`XYb
Zc`[YbXYb`NY]hYb`[YØZbYh

- A cbhU[.`[YgW`cggYb
- 8]YbghU[.`%(.\$\$`%+. \$\$`I \f
- A]hkh cW.`[YgW`cggYb
- 8 cbbYfghU[.`[YgW`cggYb
- : fY]hU[.`%(.\$\$`%- .\$\$`I \f
- GUa ghU[.`%(.\$\$`%+. \$\$`I \f
- GcbbhU[.`[YgW`cggYb
- : Y]YfhU[g.`[YgW`cggYb

: Øf`<i bXYVYg]hnYf`[]Vh`Yg`gdYn]Y`Y`NY]hYb`ni`a` ; Ugg][Y`Ybž
Y]bYb`k]W`h][Yb`5gdY`hž`i`a`X]Y`H]YfY`VYggYf`_YbbYbni`YfbYb`"
8]YgY`Z]bXYb`]b`XYf`FY[Y`j`cfa`]hU[g`i`bX`bUW`a`]hU[g`ghU`hž
a`UbW`a`U`gc[Uf`Ui W`Ua`GcbbhU[`°

: U`g`G]Y`a`Y`f`ØVYf`XUg`H]Yf`Y]a`YfZU`fYb`a`ØW`hYbž`_ØbbYb`G]Y
g]W`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`\$`-`+`&`'`'`++`+`\$`cXYf`j`]U`9!A`U]`Ub
]bZc4`h]Yf`Y]a`!gW`k`YV`Y]a`"XY`a`Y`XYb`"K`Y]hYfZØ`fYbXY
æZcfa`Uh]cbYb`Z]bXYb`G]Y`Ui`Z`XYf`K`YVgY]hY`XYg`H]Yf`Y]a`g"

I bhYfghØhni b[`i bX`J YfUbgH`hi b[Yb

8 Ug`H]Yf`Y]a`GW`k`YV`Y]a`ZfYi`h`g]W`ghYhg`ØVYf`I`bhYfghØhni`b[`]b
: cfa`j`cb` ; Y`X`!`i`bX`GUW`gdYbXYbž` : i`hYf`cXYf`gc[Uf`Xi`fW`

A]h[`]YXgWUZhYb`ja `H]YfgW i hnj YfY]b" `9]bY`k i bXYfVUfY
 ; Y`Y[Yb\Y]hž`X]Y`9W_Y`XYf`H]Yf`YV\UVYf`ni gUa a Ybni Vf]b[Ybž
 k]fX`VY]a `ca a YbXYb`Gca a YfZYgh`Ua `&, " `đ b]`&\$%) `[YVchYb"
 <]Yf`_ÖbbYb`X]Y`6Ygi W`Yf`b]W`h`bi f`X]Y`H]YfY`_YbbYb`YfbYbž
 gcbXYfb`g]W`Ui W`U_h]j`ZØf`XYb`H]YfgW i h`Yb[U[]YfYb"

8 Ug`H\Ya U`H]YfgW i h`]gh`Yi hY`U_hi Y`Yf`XYbb`Y" `@Ui h`Y]bYf
 l a ZfU[Y`j cb`**GhUh]ghU`Y`Y[Yb`j]Y`Y`J YfVfUi W`Yf`K Yfh`Ui Z
 h]YfZfYi bX`]W`Y`DfcXi _hY" `9hk U` , ž `DfcnYbh`XYf`df]j UhYb
 ; Y`XgdYbXYb`]b`8Yi hgW`UbX`Z]Y» Yb`]b`XYb`H]YfgW i h`ž`i bX
]a a Yf`a Y`f`A YbgW`Yb`g]bX`VYfY]hž`ZØf`h]Yfk c`\ [YfYW`hY
 DfcXi _hY`h]YZ`]b`X]Y`HUgW`Y`ni `[fY]ZYb"**

9g`]gh`Y]b`[i hYg` ; YgW`ÅZhž`b]W`h`bi f`ZØf`X]Y`H]YfYž`gcbXYfb`Ui W`
 ZØf`X]Y`A YbgW`Ybž`X]Y`Y]bYa `j]YfVY]b][Yb` : fYi bX`Y]b`bYi Yg
 @YVYb`gW`Yb`_Y" `@JggYb`G]Y`i bg`[Ya Y]bgUa `XUfUb`UfVY]hYbž`XUgg
 H]YfY`Ui g`GW`k YV\Y]a `Y]b` `]YVYj c`Yg`Ni \Ui gY`Z]bXYb"
 A UbW`a U`VfUi W`h`Yg`bi f`Y]bYb`_Y]bYb` : i b_Yb`<cZbi b[ž`i a
 X]Y`K Y`h`Y]bYg`H]YfYg`ni `j Yf`ÅbXYfb"

8 YhU]`g	
C fh	5`ZfYX` ` ; ÅfhbYf` `D`Uhnž` - +) &) GW`k YV\Y]a ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a U]b d c gh"XY • h]Yf\Y]a Y"]b • XY"ghUh]ghU"W`a

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY