

H]W_Yh! < Ua a Yf'ZØf'XYb'9G7'&\$&) . 'BYi Y
? UfhYb'UV'&+'A Àfn°

9fZU\ fYb'G]Y'U`Yg'ØVYf'XYb'H]W_Yhj Yf_Ui Z'ZØf'XYb
9i fcj]g]cb'Gcb['7cbhYgh'&\$&)]b'6UgY`.'HYfa]bYž'DfY]gY
i bX'k]W h][Y'<]bk Y]gY"

Gh" :U_cVg\U`Yž'6UgY'ž'GWk Y]n!'5a'%"": YVfi Uf'&\$&) 'ghY\h
XYf'9i fcj]g]cb'Gcb['7cbhYgh'f9G7k]b'6UgY`YfbYi h]a
F Ua dYb`]W hž'XU'k Y]hYfY'9]bhf]hgg_UfhYb'j YfZØ[VUf'[Ya UW h
k YfXYb"8Yf'J Yf_Ui ZVY[]bbh'Ua' '&+'A Àfn'i a' '%&''\$'\$'I \f'Ui Z'
h]W_Y hWc f b Y f " W X "Bi f'j c fUV'Ub[Ya Y'XYhY'DYfgcbYb' _ÒbbYb
H]W_Yhg'Yfk YfVYbž'k Ug'VYXYi hYhž'XUgg'_Y]bY'bYi Yb
F Y[]ghf]Yfi b[Yb'a Y\ f'a Ò[`]W 'g]bX" ð'Y]bYf'YfghYb
J Yf_Ui Zgfi bXY'ja' :Ubi Uf'k i fXYb'VYfY]hg' (&'\$\$\$'j cb']bg[YgUa h
) '\$\$\$\$'V]g'*\$ '\$\$\$\$'H]W_Yhg'j Yf_Ui Zh"

8]Y'DfY]gY'ZØf'X]Y'H]W_Yhg'j Uf]]YfYb'nk]gWYb'(\$'i bX'') \$': fUb_Yb
fWU"" +\$'9i fcŁ'i bX'g]bX']bbYf\U'V'j cb'bi f'&\$'A]bi hYb
Ui gj Yf_Ui Zh'[Yk YgYb"6YgcbXYfg'i a _Àa dZh'g]bX'X]Y'hYi YfghYb
H]W_Yhgž'X]Y'U`g'GhY_UfhYb'X]fY_h'Ub'XYf'6Ø\ bY'Ub[YVchYb
k YfXYb"

J YfUbghU`hi b[gXYhU]`g

8Yf'9G7'&\$&) 'Z]bXYh]b'XYf'Gh" :U_cVg\U`Y'bU\Y'XYf'XYi hgWYb
; fYbnY'ghUhi bX'i a ZUggh]bg[YgUa h'bi b'G\ck g'nk]gWYb'XYa
%"'i bX'%'+'A U]ž'Y]bgW`]Y»`]W'XYf'<U'VZ]bU'Y'i bX'XYg':]bU`g"8]Y
<cZ]bi b['Ui Z'Y]bY'fY]Vi b[g'cgY'8i fW ZØ\ fi b['k]fX'Xi fW'XYb
[fc»Yb'5bXfUb['Ui Z'H]W_Yhg'i bhYfa Ui Yfhž'XYbb'VYfY]hg'VY]XYf
YfghYb'J Yf_Ui Zgfi bXY'k i fXY'X]Y'B UW ZFU[Y'XYi h]W"

8]Y`J YfUbgH`hYf`XYf`GF; `k UfbYb`j cf`XYa`?Ui Zj cb`H]W_Yhg`j cb
8f]hhUbV]YhYfbž`XU`_Y]bY`; UfUbh]Y`ZØf`X]Y`; Øh][_Y]h`X]YgYf`H]W_Yhg
ØVYfbca`a`Yb`k`]fX`"8UfØVYf`\`]bUi`g`k`]fX`H]W_YhW`fbYf`Y]bY`GY]hY
Y]b]W`hYbž`i`a`b]W`h`[`Ybi`hnhY`H]W_Yhg`ni`a`C`f][`]bU`dfY]g
k`Y]hYfni`j`Yf`_Ui`ZYb`"

H]W_Yh]bZcfa`Uh]cbYb`

C`VYfgW`k`Y`Y`bdfY]gY`fY]W`X`Y`b`j`cb`7<: `%\$`V]g`7<: `)` \$ž`k`c`VY]
Y]b][`Y`H]W_Yhg`ZØf`gdYn]Z]gW`X`Y`J`YfUbgH`U`hi`b`[`Yb`k`]Y`X]Y
;`YbYfU`dfc`VYb`Y`VYb`ZU`g`j`YfZØ[`VUf`g]bX`"9]bn][`Ufh][`]ghž`XUgg`X]Y
H]W_Yhg`Ui`ggW`X`Y`»`]W`X`ØVYf`X]Y`H]W_YhW`fbYf]5dd`VYfY]h[`YghY`h
k`YfX`Yb`/[`YXfi`W`_hY`H]W_Yhg`g]bX`b]W`h`Yf`Ui`Vh`"8]Y
NU\`i`b`[`gcdh]cbYb`i`a`ZUggYb`?`fYX]h`_UfhYb`i`bX`X]j`YfgY`a`cV]Y
NU\`i`b`[`ga`Yh\cXYb`k`]Y`5dd`Y`DUmi`bX`;`cc[`Y`DUm`"

- DfY]gY`ZØf`X]Y`j`YfgW`]Y`X`Y`b`Y`b`J`YfUbgH`U`hi`b`[`Yb`.
 - GYa`]:`]bU`%`7<: `)` \$`V]g`7<: `%+\$`
 - GYa`]:`]bU`&`7<: `)` \$`V]g`7<: `%+\$`
 - ;`fUbX`]:`]bU`7<: `)-`\$`V]g`7<: `)` \$`

9hk`U`)`\$\$`"\$\$\$`J`cfUba`Y`Xi`b`[`Yb`k`i`fXYb`Yf`\`U`hYbž`k`À\`fYbX`X`Yf`
H]W_Yhj`Yf`_Ui`ZgVY[`]bb`Ua`i`&-`"ž`bi`Uf`i`a`%\$.`\$`7`9H`a`Uf_]Yfh
k`i`fXY`"Gh]W`hU[`gVYnc[`YbY`9!A`U]!6YbUW`f]W`h][`i`b`[`Yb`k`i`fXYb
Ua`i`%+"`ž`bi`Uf`Ub`Ui`hcf]g]YfhY`J`cfUba`Y`XYf`j`YfgUbXhž`]b`_"Y]bYg
Y]bn][`Ufh][`Yb`Ni`[`Ub[`gW`X`Y`gž`X`Yf`X`Yb`H]W_Yh`_Ui`Z`Yf`Y]W`h`Y`fh`"

9G7`]a`i`VYfV`]W`_

8Yf`9i`fcj`]g]cb`Gcb[`7`cbhYgh`\`Uh`Y]bY`Ub[`Y`HfUX]h]cb`i`bX`k`i`fXY
%-`)*`Yfgha`U`g`Ui`g[`YhfU[`Yb`"ž`XYg`ž\`f`df`AgYbh]YfYb`HY]`bY\`a`Yf
Ui`g`j`YfgW`]Y`X`Y`b`Y`b`@`AbXYfb`]Y`fY`cf][`]bU`Yb`@]Y`X`Y`f`ž`X]Y`gck`c`\`
Xi`fW`X`Ug`Di`V`_]i`a`U`g`Ui`W`X`i`fW`Y]bY`ž`fm`VYk`YfhY`h`k`YfX`Yb`"
8Yf`K`Y`hhVYk`YfV`k`]fX`hfUX]h]cbY`"Ub`Y]bYa`GUa`ghU[`]a`A`U]`j]Y
ØVYfhfU[`Yb`i`bX`n]Y\`h`Y]b`[`fc`»`Yg`Di`V`_]i`a`Ub`"GW`À`hni`b`[`Yb
ni`Zc`[`Y`\`UhY`GW`k`Y`X`Y`b`]a`i`ž\`f`&`%`*`Y]bYb`<`ØW`ghk`Yfh]j`cb`i`,`(ž`
i`A`Uf`_h`Ub`hY]`k`À\`fYbX`X`Yf`,`VYfhfU[`i`b`[`"

ðg[YgUa h\Uhíƒ`UbX`a]hg]YVYb`G]Y[Yb`X]Y`a Y]ghYb`9G7!
 ; Yk]bbY`Yfn]Y`hž`k Å\fybX`Gw`k YXYb`]b`6Yni [`Ui ZX]Y
 ; YgUa hdi b_hnU`a]h`("%&, `Di`b_hYb`Ub`XYf`Gd]hnY`ghY`h"
 GU`j UXcf`GcVfU``Ui`g`Dcfhi [U``Å`h`XYb`FY`cfX`ZØf`XUg
 VYghd`Uhn]YfhY`@]YX`XYg`K`YhhVYk`YfVg`bUw`XYf`9]bZØ\fi`b[`Y]bYg
 bYi`Yb`5Vgh]a`a`i`b[ggmghYa`g]a``đ\`f`&`\$`%`*`"

8]Y`J`cfVYfY]hi`b[Yb`ZØf`XYb`X]Yg`Å`f][Yb`9G7`]b`6UgY``Ui`ZYb`Ui`Z
 <cW`hci`fyb`i`bX`X]Y`J`cfZfYi`XY`Ui`ZXUg`9j`Yb`hghY][hž
]bgVYgcbXYfY`Ub[Yg]W`hg`XYf`\c`Yb`BUw`ZfU[Y`bUw`H]W`Yhg"
 : Ubg`gc`hYb`Ua``&+`A`Åfn`VYfY]hghY`Yb`ž`i`a``g]W``]\`fY`D`Å`hnY`ni
 g]W`Yfb"

8YhU]`g	
Cfh	Gh`đ_cVg\U`Yž`6UgY`ž`Gw`k`Y]n
EiY`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • Yi fcj]g]cbk cf`X"Wča • k k k "ghUh]ghU"Wča

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