

A]hhY`U`hYfZYghY`&\$&) .`9]b`Gca a Yf`j c``Yf
F]hhYfgd]Y`Y`i bX` ; Ui X]`

9f`YVYb`G]Y`&\$&) `ZUgn]b]YfYbXY`A]hhY`U`hYfZYghY`]b
@ I Ya Vi f[`i bX`XYf`FY[]cb`Hf]Yf.`F]hhYfgd]Y`Y`ž`A`Àf`_hY`i bX
`]ghcf]gWXY`5_hj]h`hYb`j cb`A U]`V]g`C`_hcVYf"



J]UbXYbž`@ I Ya Vi f[`!`a` `]`f`&\$&) `k]fX`X]Y`FY[]cb`Hf]Yf`i bX
@ I Ya Vi f[`Y]b`k U`fYg` : Ygh`Z0f`@YV`UVYf`XYg`A]hhY`U`hYfg
df`AgYbh]YfYb``J YfgW]XYbY` : Ygh`i bX` `]ghcf]gWXY`A`Àf`_hY`U`XYb
j cb`A U]`V]g`C`_hcVYf`XUni`Y]bž`]b`X]Y`K`Y`h`j cb`F]hhYfbž` ; Ui `Yfb
i bX`hfUX]h]cbY`Ya` < UbXk Yf`_Y]bni hUi WXYb``@Ui h`gc``XY
Yfk UfhYb`X]Y`6Ygi WXYf`Y]b`UVk YW`g`i b[gfY]WXYg`Dfc[fUa` a`ž`XUg
F]hhYfgd]Y`Y`ž`A`i`g`_`i bX`XUg`Ui`h`Ybh]gWXY`@YVYb`XYg`A]hhY`U`hYfg
i a`ZUggh"

Ni`XYb`<`[[`\\`][`hg`X]YgYf`GU]gcb`n`A`\\`Yb`X]Y`F]hhYfZYghgd]Y`Y`Ui`Z
XYf`6i`f[`GUhnj`Ymž`X]Y`Ub`a`Y`fYfYb`HYfa`]bYb`]a`Gca`a`Yf
ghUhz]bXYbž`gck]Y`XUg`A]hhY`U`hYfZYgh`]b`J]UbXYbž`@ I Ya Vi f[`ž
XUg`j cb`9bXY`đ`]`V]g`5bZUb[`5i`[i`gh[`YZ]Yfh`k]fX``9]b`k`Y]hYfYg

9fY[b]g]ghXUg'6i f[ZYghUi ZXYf'F Y]WgVi f['7cWYa 'ni '6Y[]bb
XYg'5i [i ghg": Øf': Ubg'j cb'K]_b[Yf!; YgW]W'hY '[]Vh'Yg'XUg
K]_b[Yf!HU[!9j Ybh]b'A UbXYfgWY]X'a 'A U"'6YgcbXYfg
Y]bXfi W_gj c''k YfXYb'X]Y'A]hhY`U`hYf'/: ' UbhUgmhU[Y'a]h'8fUWXYb
Ui ZXYf'@cfY`Ym'VY]'Gh"; cUfg\Ui gYb'ja 'C_hcVYf'gY]b"

• VYfg]W'h'XYf'J YfUbghU`hi b[Yb

<]Yf'Y]bY', VYfg]W'h'XYf'k]W'h[ghYb'A]hhY`U`hYfZYghY']b'XYf'F Y[]cb

- %+"\$) "'A UbXYfgWY]X.'K]_b[Yf!HU['Ui ZXYf'B]YXYfVi f["
- &-"\$) "' '\$%"\$*"'"? cV`Ybn.' <]ghcf]Ybgd]Y`Y': Yghi b[
9\fybVfY]hghY]b"
- ' %"\$) "' '\$%"\$*"'"6i f[fi]bY`6U`XYbUi ž'<i bX\Y]a .' ?i fZØfgh
6U`Xi]bg'6c[YbgdYWhUW`'i a "
- \$+"\$*"'" '\$- "\$*"'"A YWXYfb]W!GUhnj Ym'F]hhYfZYghgd]Y`Y'6i f[
GUhnj Ym"
- %("\$*"'"'%) "\$*"'"I gY`X]b[Yb'f@ I Ya Vi f[Ł.'I gY`X]b[Yf
A ÇhhY`U`hYfZYgh"
- &-"\$*"'"A YWXYfb]W!GUhnj Ym'8i b_Y`Vi bhYf
Gca a Yfa Uf_h"
- &)"\$+"'" '&+"\$+"'"GWX ØbYVYf[.; fY[cf]Uba Uf_h
A]hhY`U`hYfgdYWhUW`'i a "
- &*" "\$+"'" '\$' "\$, "'J]UbXYb'f@ I Ya Vi f[Ł.'A]hhY`U`hYfZYgh
J]UbXYb"
- \$&"\$, "' '\$' "\$, "'7cWYa .'6i f[ZYghUi ZXYf'F Y]WgVi f["
- %) "\$, "' '\$+"\$, "'6i bXYbVUW.'5`hVi f[ZYgh]j U`&\$&) "
- ' "\$\$, "' '\$' %"\$, "'A UbXYfgWY]X.' <]ghcf]gWXYg'6i f[YbZYgh"
- \$*" "\$- "' '\$+"\$- "' < YffghY]b.'GWX]bXYf\UbbYg!F Ài VYfZYgh"
- %' "\$- "' '\$' %("\$- "'8i XY`Ub[Y'f@ I Ya Vi f[Ł.'6i hgWXYVi Yf[Yf
6i Yf[ZYgh"
- %' "\$- "' '\$' %("\$- "'A YWXYfb]W!GUhnj Ym'F]hhYfZYghgd]Y`Y'6i f[
GUhnj Ym"
- &\$"\$- "' '\$' &%"\$- "'A YWXYfb]W!GUhnj Ym'F]hhYfZYghgd]Y`Y'6i f[
GUhnj Ym"
- &\$"\$- "' '\$' &%"\$- "'? cYf]W'f@ I Ya Vi f[Ł.'HYa di g
A YX]UYj U`Y`&\$&) "

- \$' "%\$"' '\$) "%\$"'@cfY`Ym`VY]`Gh"; cUfg\Ui gYb.`A]hhY`U`hYf!
/ `: UbhUgmU[Y`a]h`8fUWXYb`&\$&)"

F Y]gYcdh]cbYb`i bX`l bhYf`_i bZh

: Øf`U`Y`ž`X]Y`Y]b`A]hhY`U`hYfZYgh]b`XYf`FY[]cb`VYgi WXYb`a ÒW`hYbž
V]YhYh`_i dYfghci f]b[WUfg`b`UhhfU`_hj Y`FY]gYUb[YVchY`Ub"
8]YgY`VY]b`U`hYb`Y]bYb`5i ZYbh\U`h]b`Y]bYa `: Ua]`Y]b`chY`ž`Y]b
: fØ\ghØW`_gVi ZYh`gck]Y`Y]b`!; Åb[Y!8]bbYf`Ni XYa `g]bX
9l`_i fg]cbYb[]Ya Å»`Dfc[fUa`a`i bX`X]Y`6Y[`Y]hi b[`Xi fW`Y]bYb
YfZU\ fYbYb`: U\ fYf`cXYf`FY]gY`Y]hYf`]a`FY]gYdU`_Yh`Ybh\U`hYb`"8]Y
FY]gYb`Z]bXYb`]b`Y]bYa `@ | i g`7ca`Zcfh`7`Ugg`FY]gYVi g`ghUhhž
Ui g[YghUhhYh`a]h`A]b]VUfž`Hc]`YhhY`i bX`?`]a`UUb`U[Y"
⇒Zcfa`Uh]cbYb`ØVYf`5VZU\fhgc`fhY`i bX`DfY]gY`g]bX`Ui ZXYf
K`YVgY]hY`Yf\`Å`h]W`"

8]Y`J`YfUbghU`hi b[Yb`]b`XYf`FY[]cb`j`YfgdfYWXYb`b]W`h`bi`f
gdUbbYbXY`9f`YVb]ggYž`gcbXYfb`Ui W`X]Y`A Ò[`]W`_Y]hž]b`X]Y
ZUgn]b]YfYbXY`; YgW`]W`hY`XYf`a]hhY`U`hYf`]WXYb`NY]h
Y]bni`hUi`WXYb`"8]Y`J`Y`ZU`h`Ub`5`_hj]h`Å`hYb`i bX`X]Y
i bhYfgW`]YX`]WXYb`J`YfUbghU`hi b[gc`fhY`V]YhYb`ZØf`YXYb`Yhk`Ugž
k`Ug`XUg`Ź\`f`&\$&) `ni`Y]bYa`VYgcbXYfYb`9f`YVb]g`ZØf`A]hhY`U`hYf!
: Ubg`a`UWXYb`k`]fX"

8YhU]`g	
Cfh	J]UbXYbž`@ Ya`Vi`f[
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "gc`"XY • k k k "_i dYfghci f]b[WUfg`b`

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