

:]fY`GhUh]c b`&\$`F]g]b [`]b`HfUX]h]c b`hc
6c c gh`GUZYhm`Ub X`GYfj]W`g`

Dcfh`Gh" `@i WjY`]g`Vi`j`X]b [`:]fY`GhUh]c b`&\$`]b`HfUX]h]c b`hc
Yb\UbW`Ya`Yf[YbWm`gYfj]W`g`Zcf`]hg`[fck]b [`Wca`a`i`b]hm`Vm
`UhY`&\$&) "

%&((\$`GK`J]`U[Y`DUf_k Umž`Dcfh`Gh" `@i WjYž: @ž`I G5`!`ð`Ub
YfU`k`YfY`Wca`a`i`b]hm`gUZYhm]g`dUfUa`ci`bhž`h`Y`i`dWca`]b [`:]fY
GhUh]c b`&\$`]b`Dcfh`Gh" `@i WjY`dfca`]gYg`hc`Vc`ghYf`Z]fY`UbX
Ya`Yf[YbWm`gYfj]W`g`g][b]Z]WUb`h`m`@cWUhYX`Uh`%&((\$`GK`J]`U[Y
DUf_k Umž`h`]g`bYk`ZUW`]hm]g`i`bXYf`Wcb`ghfi`Wh]c b`UbX`]g`YI`dYW`YX
hc`cdYb`Vm`h`Y`YbX`cZ`&\$&) "7`YbYm`6fch`Yfg`ðW`\Ug`U`gc`a`UXY
]hg`a`Uf`_`c b`h`Y`UfYUž`cdYfUh]b [`U`[fcW`fm`ghcfY`Uh`h`Y`gUa`Y
UXXfYggž`UXX]b [`hc`h`Y`Wca`a`i`b]hm`g`Ua`Yb]h]Yg`fH7DU`a`Ł"

Dcfh`Gh" `@i WjY`]g`U`h`f]j]b [`i`V`cZ[fck`h`ž`hfUbgZcfa`]b [`fUd]X`m
Zfca`i`bXYj`Y`cdYX`UbX`]bhc`U`j]VfUb`h`Wca`a`i`b]hm`UXcfbYX`k`j`h
Vch`\`ca`Yg`UbX`Vi`g]bYggYg" H`Y`bY`YX`Zcf`U`bYk`Z]fY`ghUh]c b
VYWJa`Y`i`f[Yb`h`Ug`WU`g`Zcf`gYfj]W`]b`h`Y`HfUX]h]c b`UfYU`Xci`V`YX
cj`Yf`h`Y`dUgh`m`Ufž`dfca`dh]b [`Z]fY`cZ]W]U`g`hc`YI`dYX]hY
Wcb`ghfi`Wh]c b`d`Ub`g"5`[fci`bXVfYU_]b [`WfYa`cbm`YfU`XYX`h`Y
ghUf`h`cZ`h`]g]a`dcfhUb`h`XYj`Y`cda`Yb`h`fK`DHJ`Ł"

5XXfYgg]b [`U`; fck]b [`8Ya`UbX

:]fY`7\]YZ`>ZZ`@YY`Ufh]W`UhYX`h`Y`dYfYgg]b [`bY`YX`Zcf`:]fY`GhUh]c b
&\$`ž`ghUh]b [`h`Uh]h`]g`VY]b [`df]cf]h]nYX`hc`Yb\UbW`Ya`Yf[YbWm
fYgdcbgY`WUdUV`]h]Yg`]b`h`Y`UfYU" H`]g`ghUh]c b`]g`cbY`cZ`h`fYY
Y]h`Yf`i`bXYf`Wcb`ghfi`Wh]c b`cf`d`UbbYX`]b`Gh" `@i WjY`7ci`bhmž
\[`\][`h]b [`h`Y`WcbW`fhYX`YZZcf`h`hc`a`YY`h`h`Y`]bWfYUg]b [
XYa`UbXg`Zcf`Z]fY`UbX`Ya`Yf[YbWm`gYfj]W`g"5g`h`Y`Wca`a`i`b]hm

Wċbh]bi Yg'hc '[fck ž'gc'hcc'k]''h\Y'bYYX'Zcf'XYX]WUhYX'dYfgcbbY'ž
k]h\`gYj Ybhm!Zj Y'bYk 'Z]fYZ[\hYfg'fYe i]fYX'hc'YZZYWh]j Y'm'ghUZZ
h\Y'bYk 'ZUWj`h]Yg'f7 6 G % & Ľ"

8Ydi hm7\Y]Z'DUi ``@Ub[Y`Ya d\Ug]nYX'h\Uh'h\Y'bYk 'ghUh]cb'k]`
bch'cb`m]a dfcj Y'fYgdcbgY'h]a Yg'Vi h'k]``U`gc'Yb\UbW
Ya Yf[YbWm'a YX]WU`gYfj]W'g'UbX'Z]fY'dfchYWh]cb'Zcf'fYg]XYb'hg"
H\]g'\c`]gh]WUddfcUW\hc'gUZYhm]g'Wċa a YbXUV`Yž'UbX'h\Y
Wċa a i b]hm'WUbb`cc_`Zcfk UfX'hc'U'gUZYf'Ybj]fcb'a Ybh'Ug'h\YgY
XYj Y`cda Yb'hg'dfc[fYgg"

H\Y`&- !UWfY'd`ch'YUfa Uf_YX'Zcf'h\]g'Z]fY'ghUh]cb'k]`gYfj Y'bch
↑ gh'HfUX]h]cb'Vi h'U`gc'h\Y'gi ffc i bX]b['Wċa a i b]h]Ygž'k \]W\UfY
k]hbYgg]b['fUd]X'XYj Y`cda Yb'h"K]h\`a i `h]d`Y'fYg]XYb'h]U`ž
Wċa a YfW]U`ž'UbX`]bXi ghf]U`dfc'YWh'gi bXYfk Umž'h\Y'bYk `:]fY
GhUh]cb'&\$'k]``VYWċa Y`U`WċfbYfghcbY'cZ'di V`]WgUZYhm]b'h\]g
hfUbgZcfa]b['fY[]cb"

H\]g'Ua V]h]ci g'dfc'YWh'g][b]Z]Yg'a c'fY'h\Ub'↑ gh'Vf]W_g'UbX
a c'fhUf/'h'fYdfYgYb'hg'U`Wċa a i b]hm]bj Ygh]b[`]b`]hg'Zi hi fY""5g'Dc'fh
Gh" '@ W]Y`Wċbh]bi Yg'hc'YI dUbXž'h\Y`Wċbghfi Wh]cb'cZ:]fY`GhUh]cb'&\$
ghUbXg'Ug'U'hYghUa Ybh'hc'h\Y`Wċa a]ha Ybh'cZ`cWU`cZZ]W]U`g'hc
_YYd'dUW'k]h\`[fck h\`k \]Y`Ybgi f]b['h\Y'gUZYhm'UbX'k Y`!VY]b[
cZ'fYg]XYb'hg"

8YhU]`g	
Cfh	%&((\$`GK `J]`U[Y`DUf_k Umž'Dc'fh'Gh" '@ W]Yž : @ž! G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "hWdU`a "Wċa• k k k "k dhj "Wċa• W'g%&"Wċa

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