

: `cf]XU': UWg'<i ff]WUby`GYUgcb
I bdfYdUfYX.: YXYfU`7i hg`F U]gY`5`Ufa

9I d`cfY`ck`ZYXYfU`W hg`hc`BC55`UbX': 9A 5`ja dUWh
\\i ff]WUby`dfYdUfYXbYgg`b`6fYj UfX`7ci bhmUa]X`Ub`UWhj Y
&\$&) `gYUgcb"



6fYj UfX`7ci bhmž: `cf]XUž'I G5`!`H\Y`\\i ff]WUby`gYUgcb`]g
cZZ]WU`mi dcb`i gž`UbX': `cf]XU g`WcUghU`Wca a i b]h]Yg`UfY`VfUWb[
h\Ya gY`j Yg`Zcf`k`\\Uh g`Ubh]WjdUhYX`hc`VY`Ub`UWhj Y`gYUgcb"
<ck Yj Yfž`cca]b[`W hg`hc`ZYXYfU`mž bXYX`U[YbW]Yg`]_Y`h\Y
BUh]cbU`C WUby]WUbyX`5ha cgd\\Yf]W5Xa]b]ghfUh]cb`fBC55`UbX
h\Y': YXYfU`9a Yf[YbWm`A UbU[Ya Ybh`5[YbWm`fI 9A 5`\\Uj Y`fU]gYX
dfYgg]b[`WcbWfbg`UVci h: `cf]XU g`\\i ff]WUby`dfYdUfYXbYgg"`5g
DfYg]XYbh`8cbU`X`Hfi a d`ghYYfg`g][b]Z]WUbh`Vi X[Yh`W hg`h\fcI [\\
X]fYWhj Yg`hc`9`cb`A i g_`UbX`h\Y`8YdUfha Ybh`cZ; cj Yfba Ybh
9ZZ]WYbWm`fBC; 9łž`k cff]Yg`UVci h`h\Y`ja dUWh`cb`ZcfYWgh]b[`UbX
Ya Yf[YbWm`fYgdcbgY`UfY`[fck]b[``ci XYf": `cf]XU`HcXUm`fYdcfhg
h\Uh`h\YgY`W hg`h\YUhYb`hc`Wca dfca]gY`h\Y`UWW fUWm`cZ
\\i ff]WUby`hfU`YWhcfm`dfYX]Wh]cbgž`YUj]b[`a Ubmik cbXYf]b[`UVci h

h\Y]f'gUZyhmiUbX'gYW f]hmXi f]b['h\]g'hi a i`hi ci g'ha Y"

@cWU`k YUh\Yfa Ybž]bWi X]b['h\cgY`]b`Gci h\`:`cf]XUž`\Uj Y`WUgh
Xci Vhg`cj Yf'h\Y]f'UV`]]hm'hc`]bZcfa 'h\Y`di V`]WUWW fUhY`mž`[]j Yb
h\Y`dchYbh]U`fYXi W]cb`]b`Wf]h]WU`k YUh\Yf`XUhU`Xi Y`hc`ghUZZ]b[
g\cfhU[Yg`fYgi `h]b[`Zfca 'h\YgY`W hg"BC55`Ug`U`fYUXm`U`YfhYX
h\Y`di V`]Whc`Ub`Ygh]a UhYX`%\$`i ff]WUbYg`cf][]bUh]b[`Zfca 'h\Y
5h`Ubh]Wh\]g`gYUgcbž`mYh`h\Y`bYWWggUfm`XUhU`hc`a U_Y`dfYW]gY
dfYX]W]cbg`a Um`bch`VY`Uj U`]UV`Y`"H\Y`U[YbWmg`WUdUV`]h]Yg`\Uj Y
U`fYUXm`VYYb`gYj YfY`mWU`Yb[YXž`Ug`bchYX`]b`**MU`Y`7`]a UhY**
7cbbYW]cbgž`k \YfY`ghUZZ]b[`cggYgž`]bWi X]b[`Z]f]b[g`UbX
fYh]fYa Ybhgž`\Uj Y`fYbXYfYX`Uh`YUgh`Y][\h`cZ`h\Y`%&&`B Uh]cbU`
K YUh\Yf`GYfj]W`fBK GŁ`cZ]W`g`cdYfUh]cbU`m]a dU]fYX"

GhUZZ`G`c`fhU[Yg`UbX`H\Y]f`a d`]WUh]cbg

GhUZZ]b[`g\cfhU[Yg`\Uj Y`fYUWXYX`U`Wf]h]WU`dc]bh`Uh`BC55ž`k]h\
fY[i`Uf`i ddYf`U]f`VU`ccb`gci bX]b[gž`j]hU`Zcf`UWW fUhY`k YUh\Yf
ZcfYWUghgž`fYXi W`X`Uh`%, i`cZ`i ddYf`U]f`ghUh]cbg" `Gca Y`cWUh]cbg
UfY`Xck b`hc`W`bXi W]b[`cb`micbY`VU`ccb`Ui bW`dYf`XUm`cf`bcbY
Uh`U`"H\Y`A]Xk Ygh]g`dUfh]W`Uf`mgi ZYf]b[`Zfca `XUhU`cggž`k \]W
WUb`gYf]ci g`m]a dUW`ZcfYWUghg`Zcf`Vch`h\Y`; i`Z`UbX`5h`Ubh]W
W`Ughg" `H\]g]g`XYYd`m`hfc`i V`]b[`Ug`i ff]WUbY`gYUgcb`cZ]W]U`m
_]W_YX`cZZ`cb`ž`bY`%`Ua]X`dfYX]W]cbg`cZ`UVcj Y!Uj YfU[Y`UW]j]hm"

- A]Ua]ž: @`&) i`i bXYfghUZZYX
- ?Ym`K Yghž: @`%- i`i bXYfghUZZYX
- HUa dU`6Umž: @`&- i`i bXYfghUZZYX
- 5W_gcbj]`Yž: @`- i`i bXYfghUZZYX
- 7\Uf`Yghcbž`G7.`&&i`i bXYfghUZZYX
- K]`a]b[hcbž`B7.`&% i`i bXYfghUZZYX
- BYk dcfhž`B7.`%(i`i bXYfghUZZYX
- 6cghcbž`A5.`%- i`i bXYfghUZZYX
- BYk `Cf`YUbgž`@5.`cbY`YUXYfg\]d`dcg]h]cb`i bZ]`YX
- @U_Y`7\Uf`Ygž`@5.`%) i`i bXYfghUZZYX
- 7cdfi g`7\f]gh]ž`HL.`%% i`i bXYfghUZZYX
- 6fck bgj]`Yž`HL.`- i`i bXYfghUZZYX
- GUb`ž`Ubž`DF.`&% i`i bXYfghUZZYX

- <cbc`i`i ž<=%\$l`i bXYfghUZZYX

5XX]b[`Zi`Y`hc`h\Y`Z]fYž: 9A 5`Ug`gYYb`U`ghU[[Yf]b[``\$l
fYXi`Wh]cb`]b`Zi``!h]a`Y`ghUZZ`Ug`h\Ym[fUdd`Y`k`]h\`h\Y`]a`d`]WWh]cbg
cZ`U`fYgW]bXYX`ghfUhY[]Wd`Ub`Zcf`X]gUghYf`fYgdcbgY``H\Y
g][`b]Z]WUbhYl`cXi`g`cZYl`dYf]YbWwX`dYfgcbbY`fU]gYg`U`Ufa`g`UVci`h
h\Y`U[YbWm`g`UV`]hm`hc`VY\Uj`Y`YZZYWh]j`Y`m]b`Ya`Yf[YbW]Ygž
YgdYW]U`m`Ug`h\Y`UWh]b[`W\]YŽž`8Uj`]X`F`]W\UfXgcbž`UW`g`U`gc`]X
VUW_[fci`bX`]b`X]gUghYf`a`UbU[Ya`Ybh`~~đ~~`U`a`cj`Y`h\Uh`Ug`WUi`gYX
cb[c]b[`WcbWwfbž: 9A 5`Ug`fYgW]bXYX`gYj`YfU`hfU]b]b[`dfc[fUa`g
YggYbh]U`Zcf`YZZYWh]j`Y`Ya`Yf[YbWm`a`UbU[Ya`Ybh`fYgdcbgYg"

H\Y`F`cUX`5\YUX

K`]h\`h\Y`ZYXYfU``[cj`Yfba`Ybh`dcg]h]cb]b[`ghUhYg`hc`VYUf`a`cfY
fYgdcbg]V`]hm]b`X]gUghYf`fY`]YŽž`a`Ubm`ghUhYg`Z]bX`h\Ya`gY`j`Yg
i`bdfYdUfYXž`UW_]b[`h\Y`Vi`X[YhUfm`U`c`WWh]cbg`bYWwggUfm`hc
\UbX`Y`h\YgY`g\]Zhg``5g`h\Y`X]gUghYf`XYWUfUh]cb`dfcWwgg[fck`g
]bWfYUg]b[`m`Wca`d`]WWhYXž`dfYX]Wh]cbg`cZ`XY`Um`YX`cf`XYb]YX
fYei`Yghg`dc]bh`hc`gYf]ci`gj`i`bYfUV`]h]Yg`]b`fYgdcbgY`ghfUhY[]Yg"

8Ygd]hY`Uggi`fUbWw`g`Zfca`~~:~~: 9A 5`h\Uh`h\Ym`UfY`[YUf]b[`i`d`Zcf`h\Y
\i`ff]WUbY`gYUgcb`Ya`d\Ug]n]b[`fY`]UbWw`cb`ghUhY
UW`hcf`g`Yl`dYfhg`fYa`U]b`g`_Ydh]WU``~~đ~~`\]g`fYj`]Yk`ž`5D`BYk`g
\[`\][`hg`h\Uh`W`hg`hc`cdYfUh]cbU`WUdUV`]h]Yg`g]bWw`DfYg]XYbh
Hfi`a`d`g`UXa`]b]ghfUh]cb`hcc`_YZZYWh`a`Um`\Uj`Y`X]fY`WcbgYei`YbWw`g
cb``]j`Yg`UbX`dfcdYfhm[]j`Yb`h\Y`f]g]b[`]bhYbg]hm`cZ`\i`ff]WUbYg
Xf]j`Yb`Vm`W]a`UhY`W\Ub[Y"

H\Y`\i`ff]WUbY`ci`hcc`_]g`ca`]bci`gž`UbX`Ug`: `cf]X]Ub`g`dfYdUfY`Zcf
h\Y`gYUgcb`U\YUXž`h\Y`Wf]dd`]b[`YZZYWh`g`cZ`ghUZZ`fYXi`Wh]cbg`Uh
Vch`\BC55`UbX`: 9A 5`fU]gY`gYf]ci`g`ei`Ygh]cbg`UVci`h`k`\c`k`]`
gUZ[i`UfX`Wca`a`i`b]h]Yg`h\fc[[\`h\YgY`]a`dYbX]b[`ghcfa`g"
DYf\Udg`]hg`h]a`Y`Zcf`U`h\ci[[\hZ`X]gW`gg]cb`cb`Ybgi`f]b[`h\Uh`ci`f
U[YbW]Yg`fYa`U]b`fcVi`gh`UbX`fYUXm`hc`XY`]j`Yf`h\Y`dfchYWh]cb`UbX
dfYdUfYXbYgg`h\Uh`: `cf]X]Ub`g`gc`XYgdYfUhY`m`bYYX"

8YhU]`g	
Cfh	6fYj UfX`7ci bhmž: `cf]XUž'I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "Zcf]XUhcXUm"Wča• mU`YW]a UhYWčbbYW]cbg"cf[• UdbYk g"Wča

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