

8]gWŁj Yf`)'9l W]h]b[`: fYY`5Wh]j]h]Yg`]b
6fYj UfX`H\]g`K YY_YbX`°

8]gWŁj Yf`ZfYY`k YY_YbX`UWh]j]h]Yg`]b`DU`a`'6Um'cb`đ`m`%-ž
]bWi X]b[`U`a`cj]Y`Uh'h\Y`5ei Uh]W7YbhYf`UbX`bUhi fY`hci fg"



(&\$`7ca`a`i`b]hm`7c`Y[Y`D_k`m`G9ž`DU`a`'6Umž`:`c`f]XUž
' &- \$- ž! G5`!`5g`h\Y`k YY_YbX`UddfcUW\Ygž`fYg]XYbhg`UbX
j]g]hcf`g`U`_Y`]b`6fYj UfX`7ci`bhm`\Uj Y`U`k YU`h`c`Z`ZfYY`UWh]j]h]Yg
hc`W\ccgY`Zfca`'h\]g`đ`m`:`fca`'a`cj]Yg`i`bXYf`h\Y`ghUfg`hc
Yb[U[]b[`bUhi fY`\i`bhgž`h\]g`WŁUghU`fY[]cb`]g`Vi`gh]b[`k`h\
cddcfhi`b]h]Yg`hc`Yb`ĉm`Yj Yf`mh\]b[`]h`\Ug`hc`c`ZZYf`k`]h\ci`h
gdYbX]b[`U`X]a`Y``A`Uf`_mci`f`WU`YbXUfg`UbX`[Yh`fYUXm`hc`X]j Y`]bhc
gca`Y`cWU`Zi`b`°

:]fghicb`h\Y``]gh]g`h\Y`:`fYY`A`cj]Y`Uh'h\Y`DU`a`'6Um`5ei`Uh]W
7Yb`hYf`H\]g`ZUa`]m`Zf]YbX`m`Yj Ybh`ZYUhi fYg`'5`A`]bYWfUZ`h`A`cj]Y
fD; Ł`cb`GUhi`fXUmž`đ`m`%-ž`k`h\`h\Y`Z]`a`'ghUf]b[`Uh`,`.`\$`d`"a`"
; i`Yghg`UfY`k`Y`WŁa`Y`hc`Uff]j Y`YUf`m`Zcf`cdYb`gk`]a`'Uh`+`d`"a`"

5Xa]gg]cb`]g`ZfYY/\ck Yj Yfž`h\Y`gdUW`]bg]XY`]g`]a]hYX"H\cgY
UhhYbX]b[`UfY`YbWłi fU[YX`hc`Vf]b[`V`Ub_Yhg`cf`W\U]fg`Zcf`ci hXccf
j]Yk]b["': cf'a cfY`XYhU]`gž`mci `W\ub`WłbhUWh' &%!-) &!&, ' ' `cf`j]g]h
: `cf]XU`HcXUm"

7ca a i b]hm'; Uh\Yf]b[g`UbX`B Uhi fY
9I d`cfUh]cb

: cf`h\cgY`cc_]b[`hc`\cbY`h\Y]f`k f]h]b[`g_]`gž`h\Y`a cbh`\m`GdUW
7cUgh`K f]hYfg'; i]`X`A`YYh]b[`hU_Yg`d`UW`Uh`h\Y`9Ui `; U`]Y
Di V`]W@]VfUfm`Zfca `bccb`hc`&`d"a "`H\]g[Uh\Yf]b[ž`Y`X`cb`h\Y
h\]fX`GUhi fXUm`cZYUW`a cbh`ž`YbWłi fU[Yg`k f]hYfg`UW`cgg[YbfYg
hc`g\UfY`UbX`XYj Y`cd`h\Y]f`k cf_"`A cfY`]bZcfa Uh]cb`W\ub`VY`Zci bX
Uh: `cf]XU`HcXUm"

ž`mci fY`ZY`]b[`UXj Ybhi fci gž`č]b`h\Y`GW\jYb[Yf`<i bh`Uh
GUa g`<ci gY``9UW`Gi bXUm`Zfca `%\$`U"a "`hc`(`d"a "ž`h\]g`Yj Ybh
]bj]hYg`dUfh]W\dubhg`hc`\i bh`Zcf`hfYUgi fYg`]b`bUhi fY`Uh`h\Y`\]ghcf]W
%, , , `łci gY`cW\hYX`cb`A Yff]hh`ğ`UbX``: cf`Zi fh\Yf`XYhU]`gž`W\`
' &%!((- ! (+ &\$`cf`j]g]h`h\Y]f': UW`Vcc`_dU[Y"

B Uhi fY`Ybh\i g]Ughg`W\ub`U`gc`Yb`čm`U`F`Ub[Yf!`YX`Hci f`cZ
Hi f_Ym`7fYY`_GUb`Whi`Ufm`H\]g[i]XYX`YI d`cfUh]cb`hU_Yg`d`UW
Zfca `%\$`hc`%%`U"a "`cb`h\Y`Z]fgh`UbX`h\]fX`Gi bXUm`g`cZYj Yfm
a cbh``6Y`gi fY`hc`k YUf`ghi fXm`g\cYg`UbX`Vf]b[`U`cb[`k UhYfž
gbUW_gž`UbX`V]bcW`Ufg`Zcf`h\]g`Yb[U[]b[`\]_Y`h\Uh`Włj Yfg`%`hc
%)`a]Yg"

6cUh]b[`UbX`6Ymc`bX

5bch\Yf`\][\`][\h]g`h\Y': fYY`6cUh`Hf]d`hc`GUa`gcbg`ğ`UbX`ž`U
ghi`bb]b[`bUhi`fU``\Uj`Yb`]b`h\Y`6Ub`Ub`U`F`j]Yf``H\]g`YI`W`fg]cb
cW\fg`cb`h\Y`Z]fgh`UbX`h\]fX`Gi bXUm`g`cZYUW`a cbh`ž`k]h
XYdUfhi fYg`Uh`-`U"a "`Zfca`h\Y`GUhY``]hY`6YUW`:]fY`8YdUfha`Ybh"
FYgYfj Uh]cbg`UfY`fYei]fYXž`gc`Xcb`h`XY`Um]b`W\``]b[
' &%!((&, !&) (*`!`*\$`hc`gYW`fY`mci f`gdch"

ð`UXX]h]cb`hc`h\YgY`UWh]j`j]Ygž`6fYj`UfX`7ci`bhm`\Ug`Ub`UffUmicZ
 ch\Yf`WŁa`a`i`b]hm`Yj`Ybhg`gW\YXi`"YX":`cf`]bghUbW\ž`h\Y`"cWU`
 6fYj`UfX`Ncc`\Ug`YI`hYbXYX`]hg`\ci`fg`hc`*`DA`H\i`fgXUmg`hc
 Gi`bXUmg`h\]g`a`cbh\ž`k`\]Y`7cWŁU`6YUW\`fYW\bh`m`W\`YVfUhyX`]hg
 %\$`\$h\`V]fh\XUm`k`j`h\`ZYghj`j]Yg`ZYUhi`f]b[`\]j`Y`a`i`g]WUbX`"cWU`
 j`YbXcfg"`J`Uf]ci`g`UXX]h]cbU`Yj`Ybhgž`gi`W\`Ug`ł:`f]XUm`B][`\h`@]j`Ył
]b`K`Ygh`A`Y`Vci`fbY`UbX`ł`6cUfX`;`Ua`Yg`UbX`6f]WŁ`6i`j`X]b[`ł`Uh
 A`Y`Vci`fbY`6YUW\`@]VfUfmž`cZZYf`a`cfY`cddcfhi`b]h]Yg`hc`WŁbbYWh
 k`j`h\`h\Y`WŁa`a`i`b]hm"

:`cf`U`XYhU]`YX`fi`bXck`b`cZi`dWŁa`j]b[`\Yj`Ybhg`h\fc`i`[`\ci`h:`"cf]XU`g
 GdUW\`7cUghž`]bWi`X]b[`\Uj`Ybi`Yg`Zcf`Yj`Ybh`gi`Va`]gg]cbgž`mci`WŁb
 W\YWŁ`ci`h`J`]g]h`GdUW\`7cUgh"K`\Yh\Yf`mci`fY`U`"cWU`"cf`ł`gh
 j`]g]h]b[`ž`h\YfY`g`gca`Yh\]b[`\UddYb]b[`\h\Uh]g`gi`fY`hc`d]ei`Y`mci`f
]bhYfYgh"

5g`h\Y`gi`a`a`Yf`fc`"g`cbž`hU_Y`UXj`Ub`hU[`Y`cZ`h\YgY`ZfY`Y`UWh]j`j]Yg
 Ufci`bX`6fYj`UfX"K`\c`XcYgb`h`cj`Y`U`Zi`bž`Vi`X[`Yh`Zf]YbX`mici`h]b[`3
 Gc`[`fUV`mci`f`ZUa`j`m`UbX`Zf]YbXgž`\YUX`ci`h]bh`c`h\Y`gi`b`c`fi`bXYf
 h\Y`ghUfgž`UbX`WfYUhY`gca`Y`i`bZcf[`YhhUV`Y`a`Ya`cf]Yg"

8YhU]`g	
Cfh	(`&\$`7ca`a`i`b]hm`7c`"Y[`Y`D_k`m`G9ž`DU`a 6Umž:`"cf]XUž" &-`\$-`ž`l`G5
Ei`Y`"Yb	<ul style="list-style-type: none"> • k`k`k`"Z`cf]XUhcXUm"WŁa • `]hYfcWŁ`-`-`""]\YUfh"WŁa • k`k`k`"j`]g]hgdUW\WŁUgh"WŁa

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