

7fmdhc`Gi`f[Y. `6cb_`GcUfg`%%- i`Ug
6]hWc]b`F YUW\Yg`5`"!H]a`Y`<][\`

9I d`cfY`h\Y`fYW\bh'gi`f[Y`]b`h\Y`Wfmdhc`a`Uf_Yh`Ug`6]hWc]b
\]hg`bYk`h\Y][\hg`UbX`6cb_/_`\$`- /g`fYa`Uf_UV`Y`f]gYž
gdUf_]b[`fYbYk`YX`]bhYfYgh`]b`a`Ya`YWc]bg"



A UgWc`hhYž: `cf]XUž`I`G5`!`H\Y`Wfmdhc`W`ffYbWm`a`Uf_Yh`\Ug
k`]hbYggYX`U`bchUV`Y`gi`f[Y``UhY`mž``]Zh]b[`gYj`YfU``a`Ya`YWc]bg
U`cb[`k`]h\`h\Y`]bbcj`Uh]j`Y`Wc`bW`dh`c`Z`X][`]hU``Z]bUbW``A`cgh
dfca`]bYbh`mž`6]hWc]b`f6`H7`Ł`\Ug`fYUW\YX`U`ghU[[Yf]b[`bYk`U``!
h]a`Y`\][\ž`YI`W\YX]b[``%&&ž`\$`\$ž`a`i`W\`hc`h\Y`XY][\h`c`Z`hfUXYfg
UbX`]bj`Yghc`fg`U`_]Y``b`h\]g`j`]VfUbh`Ybj`]fcb`a`Ybhž`6cb_`f6`C`B`?`Łž`U
a`Ya`YWc]b`h\Uh`cdYfUhYg`cb`h\Y`Gc`UbU`V`c`W`W\U]bž`\Ug`gi`f[YX
XfUa`Uh]WU``m`V`m`%%-`dYfW\bhž`\]h]b[`U`dYU`_`j`U`i`Y`c`Z`~`\$`\$`\$`\$`\$`"
H\]g`f]gY`a`Uf_g`6cb_`g`\][\Ygh`Yj`Y``]b`h\Y`dUgh`Z]j`Y`a`cb`h`gž`U
fYa`Uf_UV`Y`Wc`a`YVUW`_`UZhYf`U`X]d`bchYX`Uh`h\Y`YbX`c`Z`ž`bYž
k`\YfY`]h`k`Ug`X`ck`b`g][`b]Z]WU`bh`m``H\Y`YI`d`cg]cb`]b`6cb_`g`j`U`i`Y
\Ug`hf][[YfYX`c`dh]a`]ga`]b`h\Y`Wfmdhc`Wc`a`a`i`b]hmž`YgdYWU`m
Ua`cb[`h\cgY`]bhYfYghYX`]b`a`Ya`YWc]bg`h\Uh]bWi`XY`h\Y``_]Yg`c`Z

8c[YWŁ]b`fB C; 9Ł`UbX`G\]VU`đi`fG< 6Ł`CB Yk gV]hQfYdcfhg"

@cc_]b[`XYdYf`]bhc`h\Y`bi`a`VYfgž`6cb_`g`fYVWbh`hfU`YWŁcfm
g\ck`g`ja`dfYgg]j`Y`fYg`]YbWŁž`k`]h\`UbU`mghg`bch]b[`U`d`chYbh]U`
W]a`V`hck`UfXg`~`\$"\$\$\$*\$`\$`fYdfYgYbh]b[`Ub`YI`dYWŁYX`UXX]h]cbU`
f]gY`cZ`%%`dYfWŁbh`7`fmdhc`7`UhU`mgh`\`][`\`][`\hg`h\Uh`h\]g`gi`f[`Y`]g
dUfh`cZ`U`Vfc`UXYf`hfYbX`h\Uh`WŁi`X`g][`bU`U`bYk`fU`m`Zcf
a`Ya`YWŁ]bg`"Hc`di`h`h\]b[`g`]bhc`dYfgdYWŁ]j`Yž`Di`X[`m`DYb[`i`]bg
fD9B;`I`Łž`Ubch\Yf`f]g]b[`ghUf``]b_YX`hc`U`dcdi`Uf`B: `H`WŁ`YWŁ]cbž
\Ug`gYYb`U`k`\cdd]b[`&-)``dYfWŁbh`↑`a`d`g]bWŁ`U`hY`đ`bY
CB Yk gV]hQ`

F`YWŁ`bh`HfYbXg`]b`h\Y`7`fmdhc`A`Uf_Yh

6i`h`k`\Uh`YI`UWŁm`]g`Xf]j`]b[`h\]g`a`Uf_Yh`VY\Uj`]cf3`đ`igYYa`g
6]hWŁ]b`g`ja`dfYgg]j`Y`f]gY`hc`cj`Yf`~`%%,`ž&)(`Ug`d`UmYX`U`Wfi`W]U`
fc`Y`]b`6cb_`gi`dk`UfX`a`ca`Ybhi`a`"Cj`Yf`h\Y`dUgh`hk`c`k`YY_g
U`cbYž`6cb_`\Ug`fYdcfhYX`U`+'`",`dYfWŁbh`]bWŁYUgY`"<ck`Yj`Yfž`]hg
YggYbh]U`hc`bchY`h\Uh`]hg`W`ffYbh`df]WŁ`gh`]`g]hg`*`\$`dYfWŁbh`VY`ck
]hg`U`!`h]a`Y`\`][`\`cZ`~`\$"\$\$\$)\$`,`&)`ž`fYWŁcfYX`X`VUW_]b`Bcj`Ya`VYf
&\$&(`CB`cW_bYk`gQ`

5g`h\Y`[`c`VU`W`fmdhcW`ffYbWŁi`a`Uf_Yh`WŁd`Ug`gc`UfYX`hc`~`'`"+`
hf`]`cbž`YI`dYfhg`d`c]bh`hc`j`Uf]ci`g`ZUWŁcf`g`h\Uh`a`Um]b`Zi`YbWŁ`Ži`hi`fY
a`cj`Ya`Yb`hg`]b`h\Y`W`fmdhc`k`cf`X`"H\Y`d`cgg]V`]`hm`cZ`U`:`YXYfU`
F`YgYfj`Y`fU`hY`W`h`WŁi`X`]bgd]fY`a`cfY`fYhU`]`]bj`Ygha`Yb`hg`]b`f]g_
UggYhg`]Y`6cb_`"A`cfYcj`Yfž`h\Y`]bWŁYUg]b[`]bgh]hi`h]cbU`]bZ`ck`g
]bhc`6]hWŁ]b`UfY`fYgcbUh]b[`d`cg]hj`Y`m`ih`fci`[`\`ch\Yf`U`hWŁ]bgž
a`U_]b[`6cb_`g`Ži`hi`fY`dYfZcfa`UbWŁ`WcgY`m`h]YX`hc`6]hWŁ]b`g
Zi`WŁi`Uh]b[`d`f]WŁ`UbX`d`fYj`U`]b[`a`Uf_Yh`gYbh]a`Yb`h`CB`cW_bYk`gQ`

I`bXYfghUbX]b[`A`Ya`YWŁ]bg`UbX`h\Y]f
J`c`Uh`]`]hm

A`Ya`YWŁ]bgž`WŁ`UfUWŁYf]nYX`V`m`ih\Y]f`\`][`\`j`c`Uh`]`]hmž`d`fYgYbh`U
Xci`V`Y!YX[`YX`gk`cfX`Zcf`]bj`Yghc`fg`"K`\`]Y`h\Ym`c`ZYf`h\Y`d`chYbh]U`
Zcf`]a`dfYgg]j`Y`[`U]bgž`Ug`]`i`ghfUhYX`V`m`6cb_`ž`h\Ym`U`gc`WŁffm

g][b]Z]WUbh'f]g_g"F YhU]'']bj Yghc'fg'UfY'VY[]bb]b['hc'hfYUX
WUih]ci g'm'Ua]X'\][\']bhYfYgh'fUhYg'UbX`cca]b['a UW'cYW'cbca]W
i bW'fhu]bh]Yg"5g'h\Y'a Uf_Yh'Yj c'j Ygž'a Ubm'UfY`YZh'k cbXYf]b[
k \Yh\Yf'h\Ym'g\ci `X'X]j Y'VUW_]bh'c'h\YgY'ei]f_m'hc_Ybg'cf'ghYfYf
WYUf'Ö`cW_bYk gQ'

H\fc i [\ci h'h\]g'j]VfUbh`UbXgWUdYž'hcc`g'`]_Y'7c]bA Uf_Yh7Ud
\Uj Y'VYW'ca Y']bj U'i UV`Y'Zcf'hfUW_]b['fYU'!h]a Y'df]W'g'UbX'hfYbXg"
K]h\']hg'W'ca dfY\Ybg]j Y'W'cj YfU[Y'cZcj Yf'&'a]`]cb'hfUX]b['dU]fg
UbX'j Yf]Z]WU]h]cb'dfcW'ggYg'Zcf`']ghYX'UggYhgž'7c]bA Uf_Yh7Ud
gYfj Yg'Ug'U'hfi ghk cfh\m'VUfca YhYf'Zcf'h\Y'W'fmdhc'a Uf_Yhž
cZYf]b[']'bg][\hg']bh'c'\ck 'a Uf_Yh'XmbUa]Wg'g\]Zh": ci bXYX']b
&\$%' ž'h\Y'd`UhZcfa '\Ug'W'cbg]ghYbh'm'U]a YX'hc'dfcj]XY'i bV]UgYX
]bZcfa Uh]cbž'Ybgi f]b['h\Uh'hfUXYfg'UbX'bcj]W'g'U']_Y'WU
bUj][UhY'h\Y']bh'f]WU]hY'k cf'X'cZ'W'fmdhcW'ffYbW]Yg'k]h\ 'gca Y
XY[fYY'cZ'W'cbZ]XYbW'

5g'YI W]hYa Ybh'Vi]Xg'Ufci bX'Zi hi fY'XYj Y`cda Ybhg']b'Vch\`6]hW'cb
UbX'6cb_ž'Ybh'i g]Ughg'fYa U]b'YU[Yf'hc'gYY']Z'h\]g'i dk UfX'hfYbX
k]`W'cbh]bi Y" 'H\YfY g'gca Yh\]b['hc'VY'gU]X'Zcf'h\Y'h\f]'`cZ
a Ya YW'cbg']b'Ub'U'fYUXm'YI \]'UfUh]b['a Uf_Yhž'UbX'Zcf'a Ubmž']hg
U'[Ua Y'k cfh\ 'k UhW\]b['W'cgY`m"

8YhU]'g	
Cfh	A UgW'chYž': `cf]XUž'I G5
E i Y`Yb	<ul style="list-style-type: none">• bYk gV]h"b`• V`cW_bYk g"W'ca• W'cb]ba Uf_YhWUd"W'ca

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