

F Yj c`i h]cbUfmi/ , \$' - /8 Yg_
HfcccdYf/ , \$' - /`Dfc[fUa `@Ui bW\Yg`hc
GdYYX`I d`7fUg\`F YgdcbgY`

: `cf]XU/ , \$' - /g`bYk `8Yg_`HfcccdYf`Dfc[fUa ``Yhg`Xf]j Yfg
j]XYc`W\Uh`k]h\`hfcccdYfg`Zcf`a]bcf`WfUg\`fYdcfhgž`Yb\UbW]b[
gUZYhmUbX`fYgdcbgY`h]a Yg"

@U_Y`7ci bhmž: `cf]XUž`I G5`!`b`U`[fci bXVfYU_]b[`a`cj`Y`U]a YX
Uh]a dfcj]b[`hfUZZ]WgUZYhmUbX`YZZ]W]YbWmž`h\Y: `cf]XU`<][\k Um
DUhfc``fl`<DŁ`Ug``Ui bW\YX`h\Y`8Yg_`HfcccdYf`Dfc[fUa ž`Ub
]bbcj Uh]j Y`]b]h]Uh]j Y`Zcf`\UbX`]b[`a]bcf`j Y\]WY`WfUg\Yg`cb
7YbhfU``: `cf]XU`\][\k Umg``H\]g`d]`ch`d`fc[fUa `VY[Ub`]b`C`W`c`VYf
UbX`]g`h\Y`Z]fgh`c`Z]hg`_]bX`]b`h\Y`bUh]cbž`U``ck]b[`Xf]j Yfg`]bj`c`]YX
]b`a]bcf`WfUg\Yg`hc`j]XYc`W\Uh`k]h\`Ub: <D`hfcccdYfž`h\YfYVm
YI dYX]h]b[`h\Y`fYgc`i h]cb`c`Z`Wc``]g]cb`]ggi Yg`k]h\ci h`h\Y`b`Y`YX`Zcf
hfUX]h]cbU`fcUXg]XY`Ugg]ghUbW`"H\Y`d`fc[fUa `gdYW]Z]WU``m`Wc] Yfg
%&) `a]`Yg`c`Z`hc``YX`fcUXg`a UbU[YX`Vm`h\Y`7YbhfU``: `cf]XU
9I dFYggk Um5i h\cf]hm`f7: L Łž]bWi X]b[`ghUhY`fcUXg`(\$, `UbX`(`%+"
H\Y`8Yg_`HfcccdYf`Dfc[fUa `U]a g`hc`fYXi W`h\Y``cb[`fYgdcbgY
h]a Yg`Zcf`a]bcf`UWW]XYbhgž`k \]W`c`ZhYb`YI W`YX`Ub`\ci`f`Xi`Y`hc
\][\`WU``]c`i`a`Yg`UbX``]a]hYX`hfcccdYf`Uj`U]`UV]`]hmž`UW`c`fX]b[`hc`
HUa dU`6Um`H]a Yg"

K \Uh`YbhU]`g`U` a]bcf`WfUg\3`G]a d`m`di hž`h\YgY`]bW]XYbhg
]bj`c`]Y`bc`]b`↑`f]Ygž`hc`k]b[`b`Y`Y`X`gž`c`f``UbY`V`c`W`_U[Ygž`UbX`h\Ym
hmd]WU``m`YI Wi XY`Wc`a`a`YfW]U``j Y\]WYg``b``]bY`k]h\`h\]g`XYZ]b]h]cbž
g]bW`h\Y`d`fc[fUa `g]bW`dh]cbž]h\`Ug`gi W`W`ggZi ``m`V`Y`Y`b`i`h`]nYX`]b
(%i`c`Z`U``a]bcf`WfUg\Yg`cb`7: L`fcUXg``8f]j Yfg`]bhYfYghYX`]b
`Yj`YfU[]b[`h\]g`hYW`bc`c[m`W`Ub`Y`Ug]`m`X`Y`h`Y`fa]bY`]Z`h\Y]f`g]hi`Uh]cb
ei`U`]Z]Yg`Vm`WU``]b[`t`(`+`fł: <DŁ``ž`Y`][]V`Y`ž`U`X]gdUhW`Yf`gYbXg`U
`]b_`hc`Wc`bbY`W`h`k]h\`U`hfcccdYfž`k \c`W`Ub`UggYgg`h\Y`g]hi`Uh]cb

fYa`chY`mUbX`dfcj`jXY`bYWŵggUfmZYXVUW`UbX`XcW`a`YbhUh]cb"

9I`dYX]h]b[`7fUg\`F`Ygc`i`h]cbg

H\Y`VYbYZ]hg`cZ`h\Y`8Yg`_HfccdYf`Dfc[`fUa`_YI`hYbX`VYmcbX`ei`]W`
fYgc`i`h]cbg"H\Y`]b]h]Uh]j`Y`U`gc`U]a`g`hc`XYWfYUgY`fcUXg]XY`f]g`ž`
WYUf`]bW]XYbHg`a`cfY`YZZ]W]Ybh`mž`UbX`a`]b]a`]nY`hfUZZ]WX]gfi`dh]cbgž`
i`h]a`UhY`m]a`dfcj`]b[`\][\k`UmgUZYhm`Zcf`U``a`chcf]ghg":`<D`UbX`
7:`L`\Uj`Y`ć]bh`m]bj`YghYX`]b`h\]g`d]`ch`dfc[`fUa`ž`\cd]b[`Z`hi`fY`
ghUhY`Z`bX]b[`k`]``U`ck`_]hg`YI`dUb]cb`ghUhYk`jXY`UZhYf`h\Y`]b]h]U`
hk`c`mYUfg`cZ`cdYfUh]cb"H\]g`dfcUW]h]j`Y`UddfcUW`W`a`Yg`Uh`U`h]a`Y`
k`\Yb`:`<D`\Ug`fYgdcbXYX`hc`cj`Yf`(``ž\$\$\$`WfUg\Yg`h`fci`[\ci`h`
:`cf]XU`h\]g`mYUf`U`cbYž`k`]h\`a`cfY`h\Ub`%,`ž\$\$\$`cWw`ff]b[`]b`
7YbhfU`:`cf]XU`Zfca`_`Jbi`Ufm`hc`_`bY"

≠`UXX]h]cb`hc`h\Y`hc```cb`\i`a`Ub`gUZYhm`UbX`h]a`Yž`fcUXg]XY`
]bW]XYbHg`W`bhf]Vi`hY`g][`b]Z]WUb`h`m`hc`hfUZZ]W`b[`Ygh]cb"H\Y`
]b]h]Uh]j`Y`bch`cb`m`hUf[`Yhg`ZUghYf`dfcWŵgg]b[`cZ`a`]bcf`UWw]XYbHg`
Vi`h`U`gc`gYY`_g`hc`dfYj`Ybh`gYW`bXUfm`WfUg\Ygž`k`\]W`cZhYb`cWw`f`
]b`\][\!hfUZZ]Wg]hi`Uh]cbg"6m`W`bbYWh]b[`Xf]j`Yfg`]bj`c`j`YX`]b`a`]bcf`
UWw]XYbHg`j`]fhi`U``mž`hfcc`dYfg`WUb`dYfZcf`a`fYa`chY`]bj`Ygh][`Uh]cbgž`
]bhYfj`]Yk`h\cgY`]bj`c`j`YXž`j`]Yk`j`Y\]WY`XUa`U[`Yž`UbX`Z]Y`
fYdcfhg`U``k`]h\]b`UddfcI`]a`UhY`m%)`a`]bi`hYgž`Ug`\][`\][\hYX`Vm`
:`cl`'`)`Cf`UbXc"

5`A`cXY``Zcf`h\Y`:`i`hi`fY`

:`YYXVUW`_Zfca`_i`gYfg`\Ug`VYYb``Uf[`Y`m`dcg]h]j`Yž`k`]h\`a`Ubm`
YI`dfYgg]b[`fY[`fYh`Zcf`bch`\Uj`]b[`]i`h])nYX`h\Y`dfc[`fUa`_YUf`]Yf`]b`
h\Y]f`UWw]XYbh`YI`dYf]YbWŵg"H\Y`:`<D`\cdYg`h\Uh`h\]g`]b]h]Uh]j`Y`k`]``
bch`cb`m`Yb\UbWŵ`Xf]j`Yf`YI`dYf]YbWŵ`Xi`f]b[`]i`bZcfhi`bUhY`
W]fW`a`ghUbWŵg`Vi`h`U`gc`gYfj`Y`Ug`U`a`cXY``Zcf`ch\Yf`ghUhYg`gYY_]b[`
g]a`]Uf`gc`i`h]cbg"K`\]Y`]h]g`WYUf`h\Uh`h\Y`8Yg`_HfccdYf`Dfc[`fUa`
\Ug`h\Y`dchYbh]U`hc`a`U`Y`:`cf]XU`\][\k`Umg`gUZYfž`]h`U`gc`ghUbXg`
Ug`Ub`]bj`Ybh]j`Y`UddfcUW`h\Uh`W`a`V]bYg`hYW`bc`c[`m`UbX``Uk`
YbZcfWŵ`a`Ybh`hc`UXXfYgg`a`cXYfb`hfUb`gdcfhUh]cb`W`U``Yb[`Yg"

5g`h\Y`dfc[`fUa`_W`bh]bi`Yg`hc`i`bZc`X`UbX`YI`dUbX`]bhc`UXX]h]cbU`

Wci bh]Ygž]bWi X]b['6fYj UfX'UbX'A Uf]cbž']hg'YZZYWh]j YbYgg'k]``VY
Wfi W]U``]b'g\Ud]b['h\Y'Zi hi fY'cZUW]XYbh'fYgc'i h]cb']b'ci f'ghUHY"
: cf'h\cgY'bUj][Uh]b['h\Y'Vi gh]b['fcUXg'cZ'7Ybh'fU': `cf]XUž
h\YfY g'bck 'U'bYk 'k Um'hc'\UbX'Y'a]bcf'a]g\Udg'h\Uh'Wci `X'YUgY
ghfYgg'UbX'WYUf'h\Y'k Um'Zcf'gUZYf'či fbYmg'U\YUX"

8YhU]`g	
Cfh	@J_Y'7ci bhmž': `cf]XUž'I G5
Ei Y``Yb	<ul style="list-style-type: none">• k k k "hUa dUVUm"Wca• k k k "WZl k Um"Wca• k k k "Zcl ') cf`UbXc"Wca

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