

: `cf]XU`đ fm'7cbj]Whg'79C`]b`~`%'6]``]cb
A YX]WUfY`': fUi X`GWUbbXU`

; Ufm'7cl ž: `cf]XU`79Cž`Wčbj]WhYX`cZ`~`%6`A YX]WUfY`ZfUi X/
gWXYa Y`hUf[YhYX`j i `bYfUV`Y`VYbYZ]WUf]Yg`h\fc i [\`XYW`]hž`
dfUWh]W`g"



Dc`_`7ci bhmž`I G5`!`đ`U`U`bXa Uf`_fi`]b[ž; Ufm'7cl ž`h\Y`+-!mYUf!
c`X`79C`cZ`Dck Yf`A`cV`]`hm'8c`Wčf`FI`ž`@@7`fBA`9FI`Łž`\Ug`VYYb
Wčbj]WhYX`Vm`U`ZYXYfU`'†`fm]b': `cf]XU`Zcf`\]g`W`bhfU`fc`Y`]b`U
ghU[[Yf]b[`V`]``]cb!Xc``Uf`A`YX]WUfY`ZfUi X`gWXYa Y``H\]g`g][`b]Z]WUbh
j]Wčfm`Zcf`Uk`Yb`ZcfW`a`Ybhi`bXYfgWčfYg`h\Y`hYbUW]hmik`]h`k`\]W
Ui`h\cf]h]Yg`UfY`hUW`_`]b[`\YU`h\WUfY`ZfUi X`h\Uh`g]d\cbg`j`U`i`UV`Y
fYgci`fW`g`Zfca`Wfi`WU`gYfj`]W`g``H\Y`†`fm`Zci`bX`gi`ZZ]WYbh
Yj`]XYbW`h\Uh`7cl`c`fWXYghfUhYX`U`ZfUi Xi`Ybh`cdYfUh]cb`U]a`YX`Uh
\i`bXfYXg`cZ`h\ci`gUbXg`cZ`A`YX]WUfY`VYbYZ]WUf]Ygž`i`h`]n]b[
a`]g`YUX]b[`hUWh]W`gi`W`Ug`XYW`dh]j`Y`a`U]Yfg`UbX`hY`Yj`]g]cb`UXgž
Wci`d`YX`k`]h\`WU`g`Zfca`c`Zg\cfY`W`bhfYgž`hc`i`fY`]bX]j`]Xi`U`g`]bhc
\]g`k`YV`cZ
XYW`]h`\hhdg.##k`k`hJa`dUZd`Wča`#Uf]ncbU!W`c!Wčbj]WhYX!Vm!

Zcf]XU!↑fm!]b!V]``]cb!Xc``Uf!a YX]WUfY!ZfUi X!gWYa Y#

7cl g'gWYa Y`X]X`bch'a YfY`mighcd`Uh'a]g`YUX]b[`UXj Yfh]g]b[/]h
]bj c`j YX`gYW`f]b[`dYfgcbU``]bZcfa Uh]cb`i bXYf`ZU`gY`dFYhYbgYgž
k \]W\`k Ug`h\Yb`i gYX`hc`dfcW`fY`a YX]WU``mi bbYW`ggUfm]hYa gž
gi W\`Ug`cfh\ch]WVfUW`g`UbX`dU]b`WfYUa g" <]g`Wca dUbm
[YbYfUhYX`Z]Wh]h]ci g`XcW`hcf`g`cfXYfgž`WU]a]b[`h\Uh`d\mg]W]Ub g`\UX
h\cfci [\`mYI Ua]bYX`VYbYZ]W]Uf]Yg`k \Ybž]b`ZUW`ž`h\YfY`\UX`VYYb
`]hh`Y`hc`bc`Wcbgi `hUh]cb`Uh`U``": YXYfU``Ui h\cf]h]Yg`\Uj Y`ghUhYX
h\Uh`h\YgY`ZfUi Xi `Ybh`WU]a g`YX`hc`cj Yf` %V]``]cb`VY]b[`V]`YX`hc
A YX]WUfY`UbX`ch\Yf`]bgi fYfgž`fYgi `h]b[`]b`a cfY`h\Ub` `` *\$`a]``]cb
]b`dUmci hg`Zfca `A YX]WUfY`UbX`df]j UhY`]bgi fYfg"

H\Y`6fcUXYf`7cbhYI h`cZ`<YU`h\WUfY`: fUi X

H\]g`WUgY`]g`bch`Ub`]gc`UhYX`]bW]XYbh`]b`h\Y`fYU`a`cZ`\YU`h\WUfY
ZfUi X/fUh\Yfž`]h]Z]hg`]bhc`U`hfcI V`]b[`hfYbX`h\Uh`\Ug`gYYb
\YU`h\WUfY`ZfUi X`dYfg]ghYbh`m`YgWU`UhY" BUh]cbk]XYž`\YU`h\WUfY
ZfUi X`Wcghg`h\Y`I b]hYX`GhUhYg`Ufci bX``%\$\$`V]``]cb`YUW\`mYUfž`k]h\
A YX]WUfY`ZfUi X`UW`ci bh]b[`Zcf`U`ghU[[Yf]b[``*\$`V]``]cb`cZ`h\Uh
hchU``\hhdg.##[fck h\U`Wca #V`c[#a YX]WUfY!a YX]WU]X!\YU`h\WUfY!
ZfUi X!ghUh]gh]Wg`9j]XYbW`]bX]WU`hYg`h\Uh`UddfcI]a UhY`m`%\$I`cZ`U``
\YU`h\WUfY`gdYbX]b[`]g`cgh`hc`ZfUi Xi `Ybh`UW`h]]h]Yg`YUW\`mYUfž
UZZYWh]b[`Wci bh`Ygg`]bX]j]Xi U`gž`dUfh]W`Uf`m`gYb]cf`W]h]nYbg`k \c
UfY`cZhYb`h\Y`a cgh]j i`bYfUV`Y`j]Wh]a g"

A cfYcj Yfž`h\Y`ghUh]gh]Wg`fYj YU``U`hfcI V`]b[`f]gY`]b`j Uf]ci g`hmdYg`cZ
\YU`h\WUfY`ZfUi Xž`]bWi X]b[`h\Y`U`Ufa]b[`]bWfYUgY`]b`hY`Y\YU`h\
ZfUi Xž`k \]W\`gUk`U`+) i`i`dh]W_`VYhk YYb`&\$&\$`UbX`&\$&("7cl g
WUgY`\][\`][\hg`U`gdYW]Z]WUgdYWh`cZ`h\]g`VfcUXYf`]ggi Yž
g\ck WUg]b[`ck`Wf]a]bU`g`YI`d`c]h`hY`Ya YX]W]bY`d`UhZcfa g`hc
YI YW`hY`X]g\cbYgh`V]``]b[`dfUW]W`g"G\cW_]b[`mž`cbY!h\]fX`cZ
A YX]WUfY`ZfUi X`WUgYg`]bj c`j Y`ZfUi Xi `Ybh`WU]a g`Zcf`Xi fUV`Y
a YX]WU`Yei]da Ybhž`Ub`UfYU`k \YfY`j][]Ubh`cj Yfg][\h]g`gcfY`m
bYYXXYX"

@Y[U`F Ua]Z]WU]h]cbg`UbX`: i hi fY`5Wh]cbg

K \]Y'; Ufm7cl 'bck 'Uk U]hg'gYbhYbW]b[žZUW]b['U'a UI]a i a 'cZ&\$
mYUfg']b'df]gcb'Zcf'WŁbgd]fUWm'U'cb[g]XY'UXX]h]cbU'dYbU'h]Yg'Zcf
ch\Yf'WŁbj]W]cbgž'h\Y'ja d']WU]cbg'cZ'\]g'WŁbj]W]cb'f]dd`Y
h\fc i [\ci h'h\Y'\YU'h\WUfY'gmghYa "'I "G"'5hŁfbYm'<UmXYb'D"
C 6mfbY'\Ug'gdc_Yb'WUbx]X'mUVci h'h\Y'gi VghUbh]U'\Ufa 'WU i gYX
Vmigi W\ZfUi X'gW\Ya Ygž'bc'h'cb'mYfcX]b['h\Y']bhY[f]hmicZ
A YX]WUfY'Vi h'U'gc'a]gUddfcdf]Uh]b['hUI dUmYf'Xc''Ufg''H\Y
]a dcfhUbW\cZ'di fgi]b['UbX'dfcgYW h]b['h\YgY'WUgYg'WUbbch'VY
cj YfghUhYXž'Ug']`i ghfUhYX'Vm'h\Y'+, '\YU'h\WUfY'dfcj]XYfg
dfcgYW hYX'Vm'h\Y'8YdUfha Ybh'cZ'ž gh]W\']b'&\$&('žUa ci bh]b['hc
cj Yf~ &\$ \$'a]`]cb']b'Z]bYg'Zcf'ZfUi X!fY'UhYX
cZZbgYg"\hhdg.##c]["\\g"[cj #fYdcfhg#U`#&\$&(' #YU'h\!WUfY!ZfUi X!
UbX!UVi gY!WŁbhfc'!dfc[fUa !fYdcfh!Z]gWU'mYUf!&\$&' #

Gi W\dfcgYW h]cbg`YUX'hc'U'bchUV`Y'fYWŁj YfmicZŽ bXgž'k]h\`cj Yf
~ &") 'V]`]cb']b'\YU'h\WUfY'ZfUi X'gYhhYa Ybhg'VY]b['fYWŁj YfYX'Vm
h\Y'8YdUfha Ybh'cZ'ž gh]W\']b'&\$&('U'cbY''H\]g']g'a UXY'dcgg]V`Y
h\fc i [\WŁ`YW]j Y`YZZcfhg'Xf]j Yb'Vm'h\Y'<YU'h\`bgi fUbW\
DcfhUV]`]hmiUbX'5WŁci bhUV]`]hmi5WŁfk D55Łž'k \]W\YghUV`]g\YX'U
ZfUa Yk cf_`Zcf'WŁa VUh]b['\YU'h\WUfY'ZfUi X'WŁa dfY\Ybg]j Y`m"
H\Y'UWh'a UbXUhYg'Ubbi U'fYdcfh]b['hc'Ybgi fY'hfUbgdUfYbWm'UbX
UWŁci bhUV]`]hm'k]h\]b'h\Y'A YX]WUfY'Hfi gh': i bX"

5g'5a Yf]WU'WŁbh]bi Yg'hc'[fUdd`Y'k]h\`h\]g'cb[c]b['VUh'hY'U[U]bgh
\YU'h\WUfY'ZfUi Xž'h\Y'`UhYgh'fi `]b['gYfj Yg'Ug'U'fYa]bXYf'cZ'h\Y
bYW\gg]hm'Zcf'j][]UbW\UbX']bhY[f]hm'k]h\]b'ci f'\YU'h\WUfY
gmghYa "'bgi d'hc'U``cZi g d`c`]Wma U_Yfgž'\YU'h\WUfY'dfcj]XYfgž
UbX'dUh]Ybhg hc'ghUm]bZcfa YX'UbX'dfcUW]j Y']b'WŁa VUh]b[
h\YgY'XYW\]hŽ ``dfUW]W\g'h\Uh'i bXYfa]bY'ci f'\YU'h\WUfY
]bhY[f]hm"

8YhU]`g	
C fh	Dc`_`7ci bhmž'I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hUa dUZd"WŁa • [fck h\U"WŁa • c]["\\g"[cj

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