

: `cf]XU'DUbh\Yfg'7Y`YVfUhY'6UW_!hc!6UW_
7i dg'k]h\ '9d]WDUfUXY'Gi bXUm°

H\Y': `cf]XU'DUbh\Yfg'W`YVfUhY'h\Y]f'GhUb`Ym'7i d'k]b'k]h\ 'U
dUfUXY']b': cfh'@Ui XYfXU`Y'cb'đ bY'&&ž&\$&) "'8]gWcj Yf
XYhU]'g'cb'h\Y'fci hYž'fcUX'Wcgi fYgž'UbX'hfUbgcdcfh'cdh]cbg"



: cfh'@Ui XYfXU`Yž': `cf]XU'!`H\Y': `cf]XU'DUbh\Yfg'UfY'[YUf]b['i d
Zcf'U' [fUbX'W`YVfUh]cb']b': cfh'@Ui XYfXU`Yž'a Uf_]b['h\Y]f'gYWcbX
WcbgYW'hj] Y'GhUb`Ym'7i d'W\Ua d]cbg\]d"'C b'Gi bXUmž'đ bY'&&ž
&\$&) ž'h\ci gUbXg'cZ'ZUbg'UfY'YI dYW\YX'hc'']bY'h\Y'ghfYYhg'hc'W\YYf
cb'h\Y]f'hYUa 'Xi f]b['U'a i W\!Ubh]W]dUhYX'j]Wc'fm'dUfUXY"

GhUfh]b['Uh'bcccž'h\Y'dUfUXY'k]''k]bX']hg'k Um'U'cb['5%5ž'_]W_]b[
cZZUh'F]ca Uf'GhfYYh'UbX'WcbWi X]b['Uh'Gci h\YUgh':]Zh\ 'GhfYYhž
↑ gh'bYUf': cfh'@Ui XYfXU`Y'6YUW\`DUf_"5g'h\Y'YI W]hYa Ybh'Vi]Xgž
K DHJ 'UbX'GW]ddg'Gdcfhg'k]''dfcj]XY''j] Y'Wcj YfU[Yž'Ybgi f]b[
ZUbg'Uh'\ca Y'WUb'gcU_]b'Yj Yfm'a ca Ybh'cZ'h\Y'ZYgh]j]h]Yg
VY[]bb]b['Uh'%%'U"a "

DUfUXY`8YhU]`g

5ZhYf`h\Y`dUfUXYž`UhYbXYYg`WUbb`cc_`Zcfk UfX`hc`U`fU`m`ZYUhi`f]b[
gdYYWXYg`Zfca`d`UmYfgž`WcUWXYgž`UbX`YI`YW`hj`Ygž`gYh`hc`hU_Y
d`UW`Zfca`%`\$`hc`&.`\$`d"a`"8cYg`h\Y`Uha`cgd\YfY`dfca`]gY`hc
VY`Y`YWf]W3`5Vgc`i`hY`m`@cWU`Ui`h\cf]h]Yg`dfYX]Wh`Ufci`bX`%&)`ž\$\$\$
ZUbg`k`j`g\c`k`i`d`hc`W`YVfUhY`h\]g`a`cbi`a`YbhU`k`]b"

H\cgY`d`Ubb]b[`hc`UhhYbX`g\ci`X`VY`Uk`UfY`h\Uh`fcUX`Wcgi`fYg`k`j`
ghUfh`Uh`*`U"a`"ž]a`dUWh]b[`Bcfh\Vci`bX`5%5`UbX`ghfYYhg`YUX]b[`hc
]h`Zfca`Bcfh\`6]fW`F`cUX`UbX`GYUVfYYnY`6ci`Yj`UfX`"GhfYYhg
gci`h\`cZ`J]ghUa`Uf`GhfYYh`k`j`U`gc`VY`WcgYX`hc`ZUW]`j`hUhY`h\Y
dUfUXY`ZYgh]j`h]Yg`"Gcž]hg`U[`ccX`d`Ub`hc`dUf`Uk`Um`Zfca`h\Y
VUff]Yf`]g`UbX`UbX`Wc`bg]XYf`i`g]b[`U`hYfb`UhY`hfUbgdcfhUh]cb
a`Yh\cXg`hc`fYUW`h\Y`dUfUXY`fci`hY`Wc`a`ZcfhUV`m"

HfUbgdcfhUh]cb`Cdh]cbg

:cf`h\cgY`fY`m]b[`cb`di`V`]WhfUbgdcfhž`6fck`UfX`7ci`bhm`HfUbg]h
f6`7Hc`cZZYfg`g\i`hhY`gYfj`]W`g`Zfca`h\Y`6fck`UfX`7cbj`Ybh]cb
7YbhYf`ghUfh]b[`Uh`,`U"a`"UbX`Wc`bh]bi]b[`i`bh]`bccbž`k`h\`fYh`fb
gYfj`]W`g`fi`bb]b[`Zfca`&`d"a`"hc`(.`\$`d"a`"5XX]h]cbU`mž`6`7H`k`j`
dfcj`]XY`ZfYY`YI`dfYgg`Vi`g`gYfj`]W`Zfca`h\Y`<Yfcb`DUf_]b[`;`UfU[`Y
hc`<UfVcf`8f]j`Y`Xi`f]b[`h\Y`gUa`Y`h]a`Y`ZfUa`Y`"h`g`k`]gY`hc
Ubh]W]dUhY`gca`Y`k`U]h]h]a`Yg`UbX`XY`Umgž`YgdYW]U`mXi`f]b[`dYU_
\ci`fgž`gc`dUh]YbW`k`j`VY`_Ym"

- :fYY`dUf_]b[`]g`Uj`U]`UV`Y`Uh`h\Y`<Yfcb`DUf_]b[`;`UfU[`Y"
- 5XX]h]cbU`dU]X`dUf_]b[`]cdh]cbg`]bWi`XY`h\Y`6fck`UfX`
7ci`bhm`7cbj`Ybh]cb`7YbhYf"
- K`UhYf`hU]`]gYfj`]W`g`k`j`U`gc`VY`cdYfUh]cbU`ž`cZZYf]b[`]U
gW`b]Wcdh]cb`hc`c]b`h\Y`W`YVfUh]cbg"

5hhYbXYYg`UfY`YbWci`fU[`YX`hc`Vf]b[`d`Ybhm`cZ`k`UhYf`YgdYW]U`m
k`h\`Gi`bXUm`g`k`YUh\Yf`ZcfYWUgh`\]bh]b[`Uh`h\Y`dcgg]V`]hmic`ZfU]bž
U`VY]h`]Y`m`hUdYf]b[`]cZZ`Vm`h\Y`h]a`Y`h\Y`dUfUXY`]g`i`bXYfk`Um"
:fYY`Vchh`YX`k`UhYf`ghUh]cbg`UbX`Z]fgh]U]X`hYbhg`k`j`VY`gW]hhYfYX
U`cb[`h\Y`fci`hY`hc`Ybgi`fY`Yj`Yfmc`bY`g`k`Y`!VY]b[`"

GUZYhm:]fgh

K \]Y`h\Y`a`ccX`k`j``VY`4`V]`Ubhž`]hg`YggYbh]U``Zcf`Yj`Yfmc`bY`hc`
ghUmj`][`]`Ubhž`Ug`]bW]XYbhg`cZ`d]W_d`cW_Yh]b[`]\Uj`Y`VYYb`fYd`cfhYX`
]b``Uf[`Y`[`Uh\Yf]b[`g``?`YYd]b[`]`Ub`YmY`c`b`dYfgcbU``VY`c`b[`]b[`g`UbX`
VY]b[`a`]bXZ` ``cZ`gi`ffci`bX]b[`g`]g`U`k`Umg`U`[`ccX`ghfUhY[`m``5bm`
gi`gd]W]ci`g`UWhj`]hmig\ci`X`VY`fYd`cfhYX`hc``cWU``Uk`YbZcfW`a`Ybh`
cf`VmX]U`]b[`-`%%"

8YhU]`g	
Cfh	:cfh@Ui`XYfXU`Yž:``cf]XU
Ei`Y``Yb	<ul style="list-style-type: none">•kkk`"k`dhj`"WŁa•kkk`"g]"WŁa•kkk`"bVWŁ`]Ua`]"WŁa

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