

7 f] h] W U ` ` G h U V V] b [`] b ` G c i h \ ` 5 ` U V U a U
@ Y U j Y g ` C b Y ` :] [\ h] b [` Z c f ` @] Z Y

5 ` W f] h] W U ` ` g h U V V] b [`] b ` 9 g W U a V] U ` 7 c i b h m ` Y U j Y g ` c b Y ` j] W h] a
\ c g d] h U `] n Y X ž ` U g ` U i h \ c f] h] Y g `] b j Y g h] [U h Y ` U ` f Y ` U h Y X ` a i f X Y f
W \ U f [Y "



& % \$ \$ ` V ` c W _ ` c Z ` K c ` Z ` F] X [Y ` F c U X ž ` A c V] ` Y ž ` 5 ` U V U a U ž ` I G 5 ` !
C b Y ` d Y f g c b `] g ` Z [\ h] b [` Z c f ` h \ Y] f ` `] Z Y ` U Z h Y f ` U ` V f i h U ` ` g h U V V] b [
] b W] X Y b h] b ` g c i h \ ` 5 ` U V U a U ` h \ U h \ U g ` g Y b h g \ c W _ k U j Y g ` h \ f c i [\ ` h \ Y
` c W U ` ` W c a a i b] h m ` ` H \ Y ` U ` h Y f W h] c b ` h c c _ ` d ` U W ` ` U h ` U b ` U d U f h a Y b h
W c a d ` Y I ` ` c W h Y X `] b ` h \ Y ` & % \$ \$ ` V ` c W _ ` c Z ` K c ` Z ` F] X [Y ` F c U X ž ` k \ Y f Y
k] h b Y g g Y g ` f Y d c f h \ Y U f] b [` g c a Y c b Y ` W U ` `] b [` Z c f ` \ Y ` d ` Z f c a ` `] b g] X Y
h \ Y ` i b] h ` ` 8 Y g d] h Y ` h \ Y ` i f [Y b h ` W f] Y g ž ` b c ` c b Y ` k U g ` g Y Y b ` Y b h Y f] b [` h \ Y
U d U f h a Y b h ` V Y Z c f Y ` ` U k ` Y b Z c f W a Y b h ` U f f] j Y X ž ` U X X] b [` U b ` i b g Y h h] b [
h k] g h ` h c ` U b ` U ` f Y U X m ` h f U [] W Y j Y b h ` ` H \ Y ` j] W h] a ` k U g ` e i] W _ m ` i h U _ Y b ` h c
U ` \ c g d] h U ` `] b ` D Y b g U W c ` U ž : ` c f] X U ž ` k \ Y f Y ` h \ Y m ` U f Y ` V Y] b [` h f Y U h Y X ` Z c f
a i ` h] d ` Y ` g h U V ` k c i b X g ` h c ` h \ Y ` b Y W _ ` U b X ` \ Y U X " ` 5 g `] h g h U b X g ž ` h \ Y
A c V] ` Y ` 7 c i b h m ` G \ Y f] Z Z g ` C Z Z W ` W c b Z] f a g ` h \ U h ` h \ Y ` j] W h] a ` f Y a U] b g
] b ` W f] h] W U ` ` W c b X] h] c b ž ` Y U j] b [` a U b m ` i f Y Y `] b [` Z f c a ` ` h \ Y ` j] c ` Y b W ` ` h \ U h

Yfi dhYX'gc'gi XXYb`m]b`h\Y]f`bY][\Vcf\ccX""5@**WŁa** `fYdcfhg'h\Uh
h\Y`Df]W\UfX`Dc`jW\`8YdUfha Ybh'k Ug'h\Y`Z]fgh'hc`fYgdc bX`hc`h\Y
gW\by`VYZcfY`h\Y`G\Yf]ZZg`XYdi h]Yg`hc`_`cj Yf`h\Y`]bj Ygh][Uh]cb"

H\]g'ghUVV]b[`fU]gYg`Wfi W\U`ei Ygh]cbg`UVci h'h\Y`gUZYhmcZ
fYg]XYbhgžYgdYW\U`m[]j Yb`h\Y`gcVYf]b[`ghUh]gh]Wg`cb`Xca Ygh]W
j]c`YbW\`UbX`]bh]a UhY`dUfhbYf`\ca]W\XYg`]b`h\Y`i b]hYX`GhUhYg""5
WcgYf`cc`_`Uh`fYW\bh`XUhU`fYj YU`g`h\UhU`g][b]Z]W\bh`dYfW\bhU[Y
cZZYa U`Y`a i fXYf`j]W]a g`UfY`_]`YX`Vm`gca YcbY`h\Ym
_bck ` (i `cZgi W\`W\gYg`]bj c`j Y`Ub`]bh]a UhY`dUfhbYfž`k \]Y`h\Y
a U`cf]hmcZ\ca]W\XYg`cW\`f`Uh`h\Y`\`UbXg`cZ]bX]j]Xi U`g`ZUa]`]Uf
hc`h\Y`j]W]a ""`&`&\$`&%ž`Ub`U`Ufa]b[`(ž- +\$`k ca Yb`cgh`h\Y]f`j Yg
]b`g]a]`Uf`hfU[]W\W\`fW`a ghUbW\gž`UW\cfX]b[`hc`h\Y`6i fYUi `cZ
÷ gh]W\`GhUh]gh]Wg"

Hi a i `hi ci g`F Y`Uh]cbg\]dg`Hi fb`8YUX`m

5XX]b[`hc`h\Y`WŁbj YfgUh]cb`UVci hj]c`YbW\`]b`]bh]a UhY
fY`Uh]cbg\]dgž`>bb]ZYf`<YUh\WŁYž`U` &!mYUf!c`X`k ca Ubž`W ffYbh`m
ZUW\g`W\Uf[Ygi d[fUXYX`hc`W\Ud]hU`a i fXYf`]b`h\Y`XYUh\`cZ\Yf
Vcmžf]YbXž` ` !mYUf!c`X`HU`mc`f`F Uk` `]bg`H\Y]f`hi a i `hi ci g
fY`Uh]cbg\]d`fYdcfhYX`m]bWi`XYX`b][\hg`Z]`YX`k]h\`U`WŁ\c`_`UbX
hYbg]cbž`W`a]bUh]b[`]b`U`\c`ff]Z]W]bW\XYbh`cb`5i [i gh`&&ž`&\$&("`
`&hf][i]b[`mž`F Uk` `]bg`W\`XfYb`k YfY`d`fYgYbh`Xi f]b[`h\Y`hfU[]W
Yj Ybhž`k]h\`k]hbYggYg`fYdcfh]b[`h\Uh`Ub`, !mYUf!c`X`k Ug`cb`h\Y
d\cbY`k]h\`-`%%`k \]Y`<YUh\WŁY`U`Y[YX`m`UhY`a dhYX`hc`a]g`YUX
dc`]W\`VmighUh]b[`h\Uh`Ub`]bhfi XYf`\UX`UhUW`YX`h\Ya ""**MU\cc**
BYk g`][\][\hg`h\UhU`j c]W\`VY`]Yj YX`hc`VY`h\UhicZ`F Uk` `]bg
WŁi`X`VY`\YUfX`d`YUX]b[`Zcf`\Y`d`]b`h\Y`VUW`[fci bX"

I bZcfhi bUhY`mž`h\Y`XmbUa]Wg`cZ`<YUh\WŁY`UbX`F Uk` `]bg
dUfhbYfg\]d`fYZYWh`U`VfcUXYf`gcW\YhU`]ggi Yž`g\ck]b[`ck`h\YUhYX
X]gdi hYg`W\Ub`YgW\`UhY`]bh`j]c`YbW\`H\Y`X]ghi fV]b[`fYU`]hm]g`h\Uh
a Ubm`a Yb`UbX`k ca Yb`Z]bX`h\Ya gY`j Yg`W\i [\h]b`W\WYg`cZ
UVi gY`k \Yh\Yf`Ug`dYfdYhfUhcf`g`c`f`j]W]a g`k]h\`]hY`fYWŁi fgY
hc`W\Ub[Y`h\Y]f`g]hi Uh]cbg`gUZY`m`H\Y` : 6=g`B Uh]cbU``&W\XYbh!
6UgYX`F Ydcfh]b[`GmghYa`g\YXg`][\h`cb`h\YgY`hfYbXgž`]bX]WUh]b[
h\Uh`+*i `cZZYa U`Y`a i fXYfg`]bj c`j Y`gca YcbY`_bck b`hc`h\Y

j]Wh]a ž'U`ghUf_`Wč.bhfUgh'hc'h\Y') *i `Zcf'a U`Y`j]Wh]a g"

H\Y`6fcUXYf`=a d`]WUh]cbg

H\Y`gWčdY`cZ']bh]a UhY`dUfhbYf`j]c`YbWŰ`]g`ghU[[Yf]b[`UbX
dYf\Udg`Yj Yb`a cfY`WčbWŰfb]b[`]b`][\h'cZ']bghUbWŰg`']_Y`h\Y`cbY
cWŰ`ff]b[`]b`5`UVUa U``K]h\`ZfYg\`]bW]XYbhg'a U_]b[`YUX`]bYgž`k Y
a i gh'U`gc`Wčbg]XYf'h\Y`gcW]YhU`ghfi Whi fYg'h\Uh`_YYd`h\YgY
XmbUa]Wg`]bhUWhž`\ck`Wča a i b]h]Yg`WUb`ZcghYf`gUZYf
Ybj]fcba Ybhgž`UbX`h\Y`gmghYa]WŰUUb[Yg`bYYXYX`hc`Wča VUh
Xca Ygh]Wj]c`YbWŰ`YZZYWh]j Y`m"

5g'h\Y`]bj Ygh][Uh]cb`]bh'c'h\Y`ghUVV]b[`Wčbh]bi Ygž`fYg]XYbhg`UfY
`YZh'hc`dcbXYf'h\Y`fYU`]h]Yg`cZj]c`YbWŰ`h\Uh`WUb`i bZc`X`VY\]bX
WcgYX`Xccfgž`cZhYb`\]XXYb`Zfca`j]Yk`i bh]`]hg'hcc``UhY``H\Y
Wča a i b]hm'fYa U]bg`cb`YX[Yž`\cd]b[`Zcf`Ubgk Yfg`UbX`fYgc`i h]cb
Ug'h\Ym`Uk U]hi dXUhYg`cb`h\Y`j]Wh]a`g`WčbX]h]cb`UbX`h\Y`VfcUXYf
]a d`]WUh]cbg`cZh\YgY`fYWŰbh`UWg`cZj]c`YbWŰ"

8YhU]`g	
Cfh	&%\$\$`V`cW_`cZ`K`c`Z`F]X[Y`F`cUXž`A`cV]`Yž 5`UVUa Už`I`G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "U`"Wča• k k k "mU\cc"Wča• V`g"c`đ"[cj

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