

DcbhY`J YXfU`GhUfg`G\]bY`]b`&\$&) `5`!:]fgh
7cUgh`@UWfcggY`HYUa`°

8]gWcj Yf`h\Y`&\$&) `5`!:]fgh7cUgh`\][\`gW\cc`Vcmg`UWfcggY
hYUa ž\][\`][\h]b[`ghUbXci h'd`UmYfg`_]Y`A U`cbY`UbX`h\Y
DcbhY`J YXfU`j]Whcfm"



DcbhY`J YXfUž: @ž`I G5`!`C b`U`XUm`h\Uh\UX`h\Y`gi b`ga`]`b[`cb
h\Y`YI W]hYa Ybh`cZ\][\`gW\cc`gdcfhgž`h\Y`DcbhY`J YXfU`Vcmg
`UWfcggY`hYUa `g\ck WUgYX`h\Y]f`g_]`UbX`XYhYfa`]bUh]cb`]b`h\Y
fY[]cbU`Z]bU`g"↵`U`Z]YfmigYa`Z]bU`a UhW\`U[U]bgh`@U`Y`A Ufm<][\`
GW\cc`ž`h\Y`G\Uf_g`WU]a YX`j]Whcfm`k]h\`U`ghfcb[`!&%)`gWcfYž
Vc`ghYfYX`Vm]a dfYgg]j Y`dYfZcfa UbW`g`Zfca`h\Y]f`_Ym`d`UmYfg"
K]h\`h\]g`k]bž`DcbhY`J YXfU`UXj UbW`X`hc`h\Y`fY[]cbU`
W\Ua`d]cbg\]dž`Ufa YX`k]h\`U`fYa Uf_UV`Y`gYUgcb`fYWcfX`cZ`&`!`%"

DcbhY`J YXfU`hcc`_`Wcbhfc`cZ`h\Y`[Ua`Y`YUf`mž`gi f[]b[`hc`U`!`\$
`YUX`Vm`h\Y`YbX`cZ`h\Y`Z]fgh`dYf]cX`UbX`a U]bhU]b]b[`U`*`!`
UXj UbhU[Y`Uh`U`Zh]a Y"↵@U`Y`A Ufmž`ck Yj Yfž`g\ck YX`fYg]`YbW`ž
bUffck]b[`h\Y`[Ud`gYj YfU`h]a Yg`]b`h\Y`gYWcbX`U`Z"↵M`hž`h\Y

G\Uf_g`Z]b]g\YX`ghfcb[ž'gWcf]b[`Z]j Y`[cU`g]b`h\Y`Zci fh\`ei UfhYf`hc
gYU`h\Y]f`hf]i a d\"GYb]cf`UhhUW_Yfg`đW_`8ck X`UbX`DUhf]W_
8chg]_Ugž`U`cb[`k]h\`gcd\ca cfY`a]XZ]Y`XYf`šY`HUfUVc`Yh]ž`YUW
Zci bX`h\Y`VUW_`cZ`h\Y`bYh`h\YfY`h]a Ygž`di hh]b[`Zcfh\`U
Wca a YbXUV`Y`YZZcfh`h\Uh\`Y`dYX`gYW`fY`h\Y`k`]b\"`fYg\`a Ub
[cU`]Y`Bc`Ub`DUf`YhY`U`gc`d`UmYX`U`d]j chU`fc`Y`k]h\`Y][\h`_Ym
gUj Ygž`XYa cbghfUh]b[`\\]g`a Yhh`Y`]b`\\][\!dfYggi fY`a ca Ybhg`
DcbhY`J YXfU`F YWcfXYf`fYdcfhg"

<cbcf]b[`9I W`Y`YbW`. `H\Y`5`!`:]fgh`7cUgh
HYUa

H\Y`YI W]hYa Ybh`Wcbh]bi YX`Ug`**H\Y`H]a Yg!I b]cb`**fYj YU`YX`h\Y`5`!
:]fgh`7cUgh`hYUa `Zcf`\\][\`gW\cc`Vcmg`UWfcggY`]b`đW_gcbj`]`Y`UbX
Bcfh\YUgh:`cf]XUž`\\][\`][\h]b[`h\Y`ghUbXci h`Uh\`YhYg`cZ`h\Y`&\$&)
gYUgcb``H\]g`gY`YWh]cb`dfcW`gg`]bj`c`j YX`bca`]bUh]cbg`Zfca
WcUW\Ygž`Yj U`i Uh]cbg`Vm`h\Y`H]a Yg!I b]cb`gdcfhg`ghUZZ`UbX`Ub
UggYgga Ybh`cZ`d`UmYfg`ghUh]gh]WU`dYfZcfa UbW`g`U[U]bgh`j Uf]ci g
`Yj Y`g`cZ`Wca dYh]h]cb"

@YUX]b[`h\Y`:]fgh`HYUa `gY`YWh]cbg`k YfY`gca Y`ghY`Uf`Uh\`YhYg`
đ XY`?cVf]bž`U`↑b]cf`[cU`]Y`Zfca `9d]gWcdU`ž`hcdYX`h\Y`]gh`k]h\
Ub`]a dfYgg]j Y`gUj Y`fUhY`cZ`*\$İ`UbX`U`Wca a`]ha Ybh`hc`GYk UbYY`
Cb`XYZYbgYž`@ WUg`7\][ci b]g`Zfca `DcbhY`J YXfU`YI W`Y`Xž`WUi g]b[
'`hi fbcj Yfg`UbX`U`gc`Wca a`]hhYX`hc`:]cf]XU``5bch\Yf`ghUbXci h
XYZYbXYfž`đmYb`; UVV`Zfca `:`YhW\Yfž`a UXY`\]g`a Uf`_`k]h\`',
[fci bX`VU`g`UbX`Y][\h`WUi gYX`hi fbcj Yfgž`d`Ubb]b[`hc`Zi fh\Yf`\]g
`UWfcggY`WUfYYf`Uh`A U`cbY``A cfY`hU`Ybh`WUb`VY`gYYb`UWfcgg
dcg]h]cbgž`]bWi X]b[`A Ugcb`<Ui gYa Ub`Zfca `DcbhY`J YXfUž`k`c
bchW\YX`) - `[cU`g`UbX`&`*`Ugg]ghg`h\]g`gYUgcbž`UbX`HfY`7UfhYf`Zfca
9d]gWcdU`ž`k`c`fYWcfXYX`*``[cU`g`UbX`(-`Ugg]ghg`**fYdcfhg`H\Y`
H]a Yg!I b]cb"**

5`;`UbW`Uh`h\Y`:`i hi fY

5g`Vch\`h\Y`DcbhY`J YXfU`hYUa `UbX`]bX]j]Xi U`Uh\`YhYg`fYW`]j Y
h\Y]f`k Y`!XYgYfj YX`fYWc[b]h]cbgž`h\Y`Zi hi fY`cc_g`Vf][\h`Zcf

h\YgY`hU`YbhYX`mci b[`a Yb"K]h\`dfcZ]Yg`_]Y`>UW_`7cl `Zfca
6c``Ygž`k \c`fUW_YX`i d`(\$`[cU`g`UbX`` *`Ugg]ghgž`UbX`<Ybfm
<cVVmž`k \c`gWcfYX`Zci f`[cU`g`U`cb[`k]h\`&&`[fci bX`VU`gž`]hg
Yj]XYbh`h\Uh`h\Y`gdcfh]g`Zci f]g\]b[`]b`h\Y`fY[]cb``H\YgY
UW\]Yj Ya Ybhg`bch`cb`mia Uf_`dYfgcbU`a]YghcbYg`Vi h`U`gc`gYfj Y
hc`]bgd]fY`i dWca]b[`Uh\`YhYg`]b`h\Y`Wca a i b]hm"

5g`k Y``cc_`Zcfk UfX`hc`h\Y`fY[]cbU`WXUa d]cbg\]d`k \YfY`DcbhY
JYXfU`k]``ZUW`6c``Yg`Uh`\ca Yž`a UbmUfY`\cdYZ` ``h\Uh`h\Y`G\Uf_g
k]``Wcbh]bi Y`h\Y]f`k]bb]b[`k Umg"K]h\`h\Y`YI W]hYa Ybh`cZ
Wca dYh]h]j Y``UWgfcggY`Z`Y`]b[`Wca a i b]hmgd]f]hž`h\YfY`g`U`di`gY
cZ`Ubh]W]dUh]cb`Ug`Uh\`YhYg`ghf]j Y`hc`a U_Y`h\Y]f`a Uf_`]b`h\]g
VY`cj YX`gdcfh"

⊕XYXž`k \Yh\Yf`]hg`h\Y`h\f`]`cZ`h\Y`[Ua Y`cf`h\Y`\cbcf`g`[]j Yb`hc
d`UmYfgž`h\Y`W`YVfUh]cb`cZ`][\`gW\cc``UWfcggY`]b`Bcfh\YUgh
: `cf]XU`]g`cbY`h\Uh]g`bch`hc`VY`a]ggYX"

8YhU]`g	
Cfh	DcbhY`JYXfUž: @ž`I`G5
EiY``Yb	<ul style="list-style-type: none">• k k k ``^UW_gc bj]``Y"Wca• dcbhYj YXfUfYWcfXYf"Wca• `i Xc`d\]bg"Wca

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