

: `cf]XU'5/ Ua d/A : fYg\ a Yb`K]b`~ &\$ž\$\$\$\$
Zcf`đbbcj Uh]j Y`9WŁ5fa `Dfc`YWh°

9I d`cfY`HUm`cf`7ci bhmž` , \$' - /g`fYWb`h`UW\]Yj Ya Ybhgž
]bWi X]b[`: 5A I `ZfYg\ a Yb`k]bb]b[`U`~ &\$?`df]nY`Zcf`h\Y]f
9WŁ5fa `dfc`YWh`Uh`U`bUh]cbU`WŁa dYh]h]cb"



HUm`cf`7ci bhmž: `cf]XUž`I G5`!`đ`U`fYa Uf`UV`Y`UW\]Yj Ya Ybhž
: `cf]XU'5/ A`I`b]j Yfg]hm`ZfYg\ a Yb`fYWb`h`m`W]bW\YX`U`dfYgh[]ci g
`~ &\$ž\$\$\$\$`df]nY`Uh`h\Y`<Ybfm: cfX`@YUfb]b[`đgh]hi hY`HYgh`HfUW_
7ca dYh]h]cb``H\]g`Uk UfXž`W`YVfUhYX`cb`đ bY`%&ž&\$&) ž
fYWŁ[b]nYg`h\Y]f`]bbcj Uh]j Y`dfc`YWž`h\Y`9WŁ5fa žXYg][bYX`hc`gcfh
fYWmWUV`Yg`Zfca`fY[i`Uf`k UghY``Bch`cb`m`XcYg`h\]g`Uk UfX
\\[\`][\h`h\Y`dchYbh]U`cZ`mci b[`]bbcj Uhcfgž`Vi`h`h`U`gc`dfcj]XYg
h\YgY`ghi XYbhg`k]h`h\Y`bYWggUfm`Z bXg`hc`Z fh\Yf`XYj Y`cd`h\Y]f
dfc`YWž`U]a]b[`Zcf`fYU`!k cf`X`]a d`Ya YbhUh]cb`]b`WŁ`UVcfUh]cb
k]h\`cWU`bcbdfcZ]hg"

H\Y`9WŁ5fa`ghUbXg`Ug`U`hYghUa Yb`h`hc`h\Y`]XYU`h`Uh`cWU`
gc`i h]cbg`WŁb`\Uj Y`U`g][b]Z]WŁbh]a dUW`h`cb`[`cVU`WŁU`Yb[Yg``5g

h\Y`hYUa`][g`[YUf]b[`i`d`hc`dUfhbYf`k`]h\`cWU`cf[Ub]nUh]cbgž`h\Ym
`c`dY`hc`Vf]b[`h\Y]f`d`fc`Y`W`h`c`][ZY`k`]h\]b`h\Y`W`c`a`a`i`b]hmž
g\ck`WUg]b[`c`k`[`fUggf`c`c`hg`]b]h]Uh]j`Yg`WU`b`U`X`X`f`Y`gg`d`f`Y`gg]b[
Ybj`]f`c`b`a`Y`b`h`U`][ggi`Yg`"H\]g`U`][bg`k`Y`k`]h\`h\Y`Ugd]fUh]cbg`g`Y`h
Zcfh\`V`m`i`a`U`b`m`i`m`c`i`b[`]b`b`c`j`U`h`c`f`g`h`c`X`U`m`ž`k`c`ž`U`g`b`c`h`Y`X`V`m`H\Y
Gi`ghU]bUV`Y`H]a`Ygž`UfY`ghY`dd]b[`]b`h`c`f`c`Y`g`U`g`W`ffY`b`h
W\U`b[`Y`a`U`Y`fg`f`U`h\Y`f`h\U`b`i`a`Y`f`Y`m`i`c`c`_]b[`h`c`k`U`f`X`g`h\Y`Z`h`i`f`Y`"

≡gd]f]b[`≡b`b`c`j`U`h]c`b`5`W`f`c`gg`;`Y`b`Y`f`U`h]c`b`g`

5g`g`g`U`f`Y`X`V`m`i`h\Y`<Y`b`f`m`i`c`f`X`g`]b]h]Uh]j`Y`ž`]b`b`c`j`U`h]c`b`]gb`h`i`g`h`Z`c`f
h\Y`h`Y`W\!g`U`j`j`m`i`h`g`U`b`Y`h`c`g`h\U`h`U`b`m`c`b`Y`W`U`b`Y`a`V`f`U`W`"H\Y]f
c`b[`]c`]b[`]d`f`c[`]f`U`a`g`]b`g`d]f`Y`W`f`Y`U`h]j`]h`m`U`b`X`U`d`f`c`V`Y`a`!g`c`]b[
a`]b`X`g`Y`h`]b`U`f`U`b[`]Y`c`Z`U`f`Y`U`g`ž`Z`f`c`a`g`c`W`U`h`f`U`b`g`Z`c`f`a`U`h]c`b`h`c
Y`b`j`]f`c`b`a`Y`b`h`U`gh`Y`k`U`f`X`g\]d`"5`W`W`gg`h`c`h\Y`g`Y`d`f`c[`]f`U`a`g`ž`c`Z`Y`f`Y`X
h\`f`c`i`[`\`d`U`h`Z`c`f`a`g`]Y`≡ghU[`]f`U`a`ž`U`W`V`c`c`_ž`U`b`X`M`c`i`H`i`V`Y`ž
i`b`X`Y`f`g`W`c`f`Y`g`h\Y`]a`d`c`f`h`U`b`W`c`Z`Y`b[`]U[`]Y`a`Y`b`h`U`b`X`_b`c`k`Y`X[`]Y
g`U`f]b[`]b`h\Y`U[`]Y`c`Z`g`c`W`U`a`Y`X]U`"K`Y`h\Y`f`h\`f`c`i`[`\`h\Y`Gi`a`a`Y`f
7`U`Y`b[`]Y`X`Y`g][`]b`Y`X`Z`c`f`m`c`i`b[`]a`]b`X`g`c`f`]b`h`Y`f`U`W`h]j`Y`g`Y`gg]c`b`g
Z`Y`U`h`i`f]b[`]W`f`U`h`c`f`g`ž`h\Y`W`c`a`a`]h`a`Y`b`h`c`Z`c`g`h`Y`f]b[`]b`b`c`j`U`h]c`b
f`Y`g`c`b`U`h`Y`g`k`]X`Y`m`"

K`Y`h\U`h`g`d`U`f`h]W`U`f`m`i`Y`i`\]U`f`U`h]b[`]U`V`c`i`h`]b]h]Uh]j`Y`g`_]Y`h\]g`]g`c`k
h\Y`m`i`Y`i`h`Y`b`X`Y`a`d`c`k`Y`f`a`Y`b`h`c`h\Y`m`c`i`h\";`f`Y`h`U`H\i`b`V`Y`f[`]ž`Z`c`f
]b`g`h`U`b`W`ž`W`U`h`U`m`Y`X`h\Y`;`f]X`U`m`g`Z`c`f`;`i`h`i`f`Y`a`c`j`Y`a`Y`b`h`ž
X`Y`a`c`b`g`h`f`U`h]b[`]h\Y`d`c`k`Y`f`c`Z`m`c`i`h\]b`X`Y`a`U`b`X]b[`]g`i`V`g`h`U`b`h]U`
W]a`U`h`Y`U`W`h]c`b`"G]a`]U`f`m`ž`m`c`i`b[`]Y`b`h`f`Y`d`f`Y`b`Y`i`f`g`U`f`c`i`b`X`h\Y`[`]c`V`Y`ž
`]Y`H]U`_`A`Y`h`U`]b`A`i`a`V`U]ž`U`f`Y`Z]b`X]b[`]b`b`c`j`U`h]j`Y`d`U`h\`k`U`m`g`h`c
g`c`]Y`Y`j`Y`f`m`X`U`m`W\U`Y`b[`]Y`g`ž`g`c`k`W`U`g]b[`]h\Y`V`Y`b`X`c`Z`W`c`i`f`U[`]Y`U`b`X
W`f`Y`U`h]j`]h`m`h\U`h`X`Y`Z]b`Y`g`h`c`X`U`m`g`m`c`i`h\`"

G\Ud]b[`]U`Gi`ghU]bUV`Y`;`i`h`i`f`Y`

<c`k`X`c`h\Y`g`Y`U`h`f]V`i`h`Y`g`d`U`m`]b`h`c`h\Y`U`f[`]Y`f`b`U`f`f`U`h]j`Y`c`Z
g`i`ghU]bUV`]h`m`U`b`X`Y`W`c`b`c`a`]W`Y`e`i`U`]h`m`3`H\Y`m`c`i`b[`]Y`U`X`Y`f`g`c`Z
h`c`X`U`m`i`d`c`g`g`Y`g`g`U`i`b]e`i`Y`U`V`]h`m`h`c`Y`j`Y`f`U[`]Y`X][`]h`U`h`c`c`g`U`b`X
g`c`W`U`d`U`h`Z`c`f`a`g`h`c`U`X]c`W`U`h`Y`Z`c`f`f`Y`U`W\U`b[`]Y`"H\Y`m`U`X`X`f`Y`gg`W`c`f`Y
W\U`Y`b[`]Y`g`g`i`W\U`g`W]a`U`h`Y`W\U`b[`]Y`U`b`X`Y`U`h\W`U`f`Y`X]g`W`f`Y`d`U`b`W]Y`g`

h\fc i [\]bj Ybh]j Y '[fUggfcchg'UWh]j]ga ž'dfcj]b['h\Uh'U[Y']g'bc
VUff]Yf'hc']a dUWhž ``Wčbhf]Vi h]cbg"``H\Y'WUdUW]hmZcf'Wč``UVcfUh]cb
UbX']bbcj Uh]cb'Wčbh]bi Yg'hc' [fck ž'Ug'gYYb']b'h\Y' 59 g
]b]h]Uh]j Yg'h\Uh'gi ddcfh'mci h\!Xf]j Yb'Vi g]bYgg'j Ybhi fYg"

H\Y'k cf'X']g'k UhW\]b['Ug'h\YgY'mci b['d]cbYYfgž'gi W\ 'Ug'5']5`
@ci [\Ub]'UbX'\]g'Uk UfX!k]bb]b['8cWčf'FcVch'dfc'YWž`YUX'h\Y
k Um]b'fcVch]Wg'UbX'Ufh]Z]W]U'']bhY''[YbW\''H\Y]f'YbXYUj cfg'UfY
bch]gc`UhYXž'Vi h'fUh\Yf'dUfh'cZ'U'VfcUXYf'a cj Ya Ybh'h\Uh
W\Ua d]cbg'gi ghU]bUV']]hmž'hYW\]bhY[fUh]cbž'UbX'U'j][]'Ubh
Uk UfYbYgg'cZ'Ybj]fcb'a YbhU'']ggi Yg"``H\Y'G99'; `cVU`
Gi ghU]bUV']]hmGi a a]h'gYh'Zcf'5df]'&' !&(ž'&\$&) ž'U]a g'hc'\][\'] [\h
gi W\ 'Wčbhf]Vi h]cbg'UbX'ž fh\Yf'dfca chY']bbcj Uh]j Y'h\]b_]b['Zcf'U
gi ghU]bUV`Y'ž hi fY"

5g'k Y'k]hbYgg'h\Y'fc``ci h'cZ']b]h]Uh]j Yg``_Y'h\Y'9Wč5fa ž']hg'WYUf
h\Uh'h\Y'mci h\ 'UfY'bch'† gh'k U]h]b['Zcf'h\Y]f'h]a Y'hc``YUX/h\Ym
UfY'X]j]b[]b'\YUXZ]fghž'WfYUh]b['gc'i h]cbg'h\Uh'W\Ub[Y'h\Y
`UbXgWUdY'cZ'ci f'gcW]Yhm"``H\Y']bhYfgYW]cb'cZ'YXi WUh]cbž
]bbcj Uh]cbž'UbX'Ybj]fcb'a YbhU''UW]cb'\Ug'bYj Yf'VYYb'a cfY'j]hU`ž
UbX': `cf]XU'5/ A g'fYa Uf_UV`Y'hYUa ']g'† gh'cbY'YI Ua d`Y'cZ'\ck
j]VfUbh'UbX']a dUWhž ``h\]g'mci h\!YX'a cj Ya Ybh'WUb'VY"

K]h\ 'YbWč'i fU[]b['YI Ua d`Yg'k cf'Xk]XY'UbX'`cWU'`YbhYfdf]gYg``_Y
9Wč5fa ž'h\YfY g'd`Ybhm'cZ'fYUgcb'hc'VY']Yj Y'h\Y'bYI h[YbYfUh]cb
k]``Wčbh]bi Y'hc'hU_Y'dfcUWh]j Y'ghYdg]b'g\Ud]b['ci f'd`UbYh'Zcf
h\Y'VYhYf"

8YhU]`g	
Cfh	HUm'cf'7ci bhmž: `cf]XUž'I G5
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "k Wj "hj • k k k "h\Y\Yb'fmZcfX"cf[• h\Ygi ghU]bUV`Yh]a Yg"Wča

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