

DUb h\Yfg`7`U]a`GhUb`Ym`7i`d`]b`H\ f]``b[
)!%`J]Whcfm`Cj`Yf`C`]`Yfg`°

7cfYm`DYffm`\$`-`/g`]a`dUWh`b`h\Y`C`]`Yfg`\$`-`/;`Ua`Y`*
`cgg`hc`h\Y`DUbh\Yfg`Vf]b[`g`gWfi`h]bmi`hc`XYZYbg]j`Y`ghfUHY[`]Yg
]b`h\Y`GhUb`Ym`7i`d`]bU`"



5a`YfUb`h`6Ub`_`5fYbUž`Gi`bf]gYž: @ž`I`G5`!`đ`h\Y`W]a`Ul`cZ`h\Y
&\$&)`GhUb`Ym`7i`d`]bU`ž`h\Y`9Xa`cbhcb`C`]`Yfg`ZUWX`U`a`i`gh`k`]b
g]hi`Uh]cb`]b`;`Ua`Y`*`U[`]U]bgh`h\Y: `cf]XU`DUbh\Yfgž`hfU`]b[`]h\Y
gYf]Yg`!&`K`]h\`h\Y`ghU`Yg`\[`\`Uh`5a`YfUb`h`6Ub`_`5fYbUž`h\Y
C`]`Yfg`U]a`YX`hc`ZcfW`U`XYW]g]j`Y;`Ua`Y`+ž`Vi`h`h\Y]f`UhhYa`dhg`ZY`
g\cfh`]b`U`)`!%`XYZYUh`H\Y`DUbh\Yfg`\Uj`Y`bck`gYW`fYX`h\Y]f
gYW`bX`W`Ua`d]cbg\`d`]b`ZfUbW`]gY`\]ghcfm`UbX`a`UXY`\YUX`]bYg
Ug`h\Ym`W`YVfUHYX`VUW`!hc!VUW`_h]hYgž`h\Y`Z]fgh`hYUa`hc`Xc`gc
g]bW`h\Y`HUa`dU`6Um`@[`\hb]b[`]g`gi`WW`gg`]b`&\$&\$`UbX`&\$&%"

8fUa`U`i`bZc`XYX`YUf`m]b`h\Y`[`Ua`Y`k`\Yb`9Xa`cbhcb`XYZYbgYa`Ub
A`Uh]Ug`9`\c`a`UhhYa`dhYX`U`VfYU`ci`hdUgg`h\Uh`YbXYX`i`d
]bhYfW`dhYX`Vm: `cf]XU`g`5Ufcb`9`V`UX``đ`gh`Z]j`Y`gYW`bXg`UZhYf`h\Y

hi fbcj Yfž'h\Y`DUbh\Yfg`WUd]hU`nYXž'gWčf]b[`h\Y`Z]fgh[cU`UbX
di hh]b[`h\Y`C]`Yfg`]b`U`X]ZZ]W`h'dcg]h]cb`f][\h'Zfca `h\Y`ghUfh`H\]g
V`i bXYf`i bXYfgWčfYX`cb[c]b[`]ggi Yg`]b`9Xa`cbhcb`g`XYZYbgYž
XfUk`]b[`UhYbh]cb`hc`h\Y`dYfZcfa`UbW`g`cZ`9`_`c`a`ž`k`c`\Ug`VYYb
bi fg]b[`]b`↑`f]Yg`UbX`\Ug`ZUW`X`ei`Ygh]cbg`UVci`h`\]g`YZZYWh]j`YbYgg
Xi f]b[`Wfi`W]U``[Ua`Yg"

5`GhUf!7fcggYX`>ci`fbYm

K`]h\`h\Y`gdch][\h'cb`7cbbcf`A`W8Uj`]Xž`k`]XY`m`fY[UfXYX`Ug`h\Y
VYgh`d`UmYf`]b`h\Y`B`<@ž`h\Y`C]`Yfg`\UX`\cdYX`Zcf`U`hYUa`Y`ZZcfhž
Vi`h`h\Y`f`Z]j`Y!cb!Z]j`Y`d`Um`k`Ug`YffUh]W`A`W8Uj`]Xž`k`c`k`cb`h\Y
7cbb`Ga`m\Y`Hfcd`m`Ugh`mYUf`Vi`h`gh]``gYY`_g`h\Y`Y`i`g]j`Y`GhUb`Ym
7i`dž`YI`\]V]hYX`U`Yj`Y`\YUXYX`UddfcUW`Ua`]Xgh`h\Y`dYfggi`fYž
ghUh]b[`Y`Y`X]X`bch`ZY`Y`UX]h]cbU`k`Y][\h'cb`\]g`g\ci`XYfg``<Y`UbX
@Ycb`8fU]gU]h`YbhYfYX`h\]g`Z]bU`a`UhW`i`d`k`]h\`'`'`dc]bhg`YUW`Y]b
h\Y`d`Um`c`ZZgž`YUX]b[`h\Y`g`Wčf]b[`W`Ufhgž`Vi`hi`h`ja`UhY`mž
]bX]j`]Xi`U`Vf]``]UbW`d`fcj`YX`]bgi`ZZ]W]Ybh`k`]h\ci`h`fcVi`gh`hYUa
dYfZcfa`UbW`"

8Ygd]hY`h\Y`f`hU`Ybhgž`h\Y`Xi`c`g`Y`ZZcfhg`k`YfY`h`k`UfhYX`Vm`U
DUbh\Yfg`hYUa`h\Uh`k`Ug`bch`hc`VY`i`bXYfYgh]a`UhYX``5g`h\Y`[Ua`Y
d`fc[fYggYXž`Ubch\Yf`hU``hU`Y`c`Zh\Y`b][\h`VYWUa`Y
UddUfYbh`GUa`F`Y]b\Ufh`g\cbY`Vf][\h`m`Zcf`:`cf]XUž`gWčf]b[`Ub
]bWfYX]V`Y`Zci`f`[cU`gž`a`U_]b[`Y]a`h\Y`Z]fgh`DUbh\Yf`hc`UW`]Yj`Y
h\]g`ZYUh]b`d`cgHgYUgcb`\]ghcfm``<]g`Z]fgh[cU`WUa`Y`k`]h\`Ub`c`ZZ
VU`UbW`g\ch`h\Uh`gi`fd`f]gYX`Yj`Yb`h\Y`a`cgh`gYUgcbYX`ZUbgž
gYhh]b[`h\Y`ghU[Y`Zcf`Ub`Y`Y`Wf]Zm]b[`b][\h`"

H\Y`5ZhYfa`Uh\

H\Y`Z]bU`ci`hWča`Y`cZ`)!%`bch`cb`m`\UbX`YX`h\Y`C]`Yfg`Ubch\Yf
\YUfh`k`fYbW`]b[``cgg`Vi`h`U`gc`YI`hYbX`YX`7UbUXU`g`W`Ua`d]cbg\]d
Xfci`[\hž`k`]h\`bc`7UbUX]Ub`hYUa`g`\Uj`]b[``ZhYX`h\Y`7i`d`g]bW`
%-`-`'``J`Ug]`mDcX`_c`n]b`a`UbU[YX`hc`VfYU`_h\Y`g\i`hci`h`UhY`]b`h\Y
[Ua`Y`Zcf`9Xa`cbhcbž`Vi`h]h`k`Ug`hcc``]hh`Yž`hcc``UhY``A`YUb`k`\]Yž
XYgd]hY`bch`Z]bX]b[`h\Y`VUW`_c`Zh\Y`bYh`]b`;`Ua`Y`*`ž`GUa
6YbbYhh`g`ghY``Uf`d`cgHgYUgcb`dYfZcfa`UbW`YUfbYX`\]a`h\Y`7cbb

Ga mh\Y`Hfcd\mž`fYZYW]b[`\"jg`cj YfU``WŁbhf]Vi h]cbgž`k \"WŁ
]bWi XYX`U`gc`]X`Z]j Y`[cU`g`]b`h\Y`GhUb`Ym7i d`:]bU`"

5g`h\Y`C`]Yfg`cc_`cbk UfXž`h\Y`fYY`]b[`ei Ygh]cbg`fYa U]b. `K \"Uh
WŁUb[Yg`]Y`U\YUX`Zcf`U`hYUa `h\Uh`Ug`a UXY`h\fYY`GhUb`Ym7i d`
:]bU`UddYUfUbWŁg`]b`h\Y`dUgh`hk c`XYWŁXYg`mY`hgh]``ghfi [[`Yg`hc
W]bWŁ`h\Y`WŁj YhYX`df]nY3`F YZYW]b[`cb`h\Y]f`X]gUddc]bh]b[`Z]b]g\ž
h\Y`k \"jgdYfg`cZfcghYf`WŁUb[Yg`UbX`UX† gha Ybhg`YWŁc
h\fc i [\"ci h`9Xa cbhcb`Ug`h\YmidfYdUfY`Zcf`h\Y`B<@8fUZh`H\Y
C`]Yfg`Z]bX`h\Ya gY`j Yg`Uh`U`WŁcggfcUXgž`bYXX]b[`hc`UggYgg`Vch\
h\Y]f`XYZYbg]j Y`gYhi dg`UbX`h\Y`fY`]UbWŁ`cb`_Ymid`UmYfg`_]Y
A W8Uj]X`UbX`8fU]gU]h`\"K]h\`h\Y]f`ēi fbYm]b`h\]g`mYUf`g`GhUb`Ym
7i d`WŁbWi XYXž`ZUbg`WŁb`cb`m`k cbXYf`k \"Uh`h\Y`Zi hi fY`\"c`Xg`Zcf
h\Y`C`]Yfg"

H\Y`[Ua Y`g][bU`YX`h\Y`YbX`cZ`U`gYUgcb`Z]`YX`k]h\`\"cdY`Vi h
i`h]a UhY`m`fYgi`hYX`]b`Ubch\Yf`WŁUdhYf`cZi bZ`Z]`YX
WŁUa d]cbg\]d`Ugd]fUh]cbg`\"K]``bYI h`mYUf`VY`h\Y`mYUf`Zcf
9Xa cbhcb3`C`b`m]h]a Y`k]``hY`"

8YhU]`g	
Cfh	5a YfUbh`6Ub_`5fYbUž`Gi bf]gYž: @ž`I G5
Ei Y``Yb	<ul style="list-style-type: none">• k k k "bm]a Yg"WŁa• k k k "b\"`"WŁa• gdcfhg"mU\"cc"WŁa

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