

: GI `6Uhh`Yg`;]Ubhg`Zcf': ci f!GhUf`76
@Ug]U\`đUW_gcb/ , \$' - /g`7ca a]ha Ybh
HcXUm°

: `cf]XU`GhUHy`fYWfi]hg`Zci f!ghUf`WcfbYfVUW_`@Ug]U\`đUW_gcb
Zfca `@YY`7ci bhmž`Ubbci bW]b[`\\]g`Wca a]ha Ybh'cb'đ`m'+ž
&\$&) "



@YY`7ci bhm<][\`GW\cc``@YWhi fY`< U``ž`@YYgVi f[ž; 5ž! G5`!
5g`h\Y`WcW_`h]W_g`Xck b`hc`h\Y`V][`fYj YU`ž`YI W]hYa Ybh`]g`Vi]`X]b[
Ufci bX`@YYgVi f[ž; Ycf[]Už`k \YfY`Zci f!ghUf`WcfbYfVUW_`@Ug]U\
đUW_gcb`]g`gYh`hc`Ubbci bW`\\]g`Wc``Y[Y`Wca a]ha Ybh"đUW_gcb g
XYW]g]cb`Wca Yg`Uh(`d"a "9H`hcXUmž`đ`m'+žZfca `h\Y`@YY`7ci bhm
<][\`GW\cc``@YWhi fY`< U``ž`UbX': `cf]XU`GhUHy`l b]j Yfg]hm`fl GI Ł`\\Ug
]hg`YmYg`Z]fa `m'cb`h\]g`f]g]b[`ghUf"

đUW_gcb`ghUbXg`hU``Uh`*`ZYHh'`]bW`Yg`UbX`k Y][`\\g`]b`Uh`%+)
dci bXgž`a U_]b[`\\]a `bch`cb`m`U`Zfca]XUV`Y`XYZYbg]j Y`d`UmYf`Vi h
U`gc`U`_Ym`UggYh`Zcf`Ubmi`hYUa "7ca dYh]b[`U`cb[g]XY': GI `Zcf`\\]g

WŁa a]ha Ybh'UfY'gca Y\YUj m\]hYfg]b'WŁ`Y[Y'ZcchVU`ž
]bWi X]b['h\Y'5'UVUa U'7f]a gcb'H]XYž'GhUbZcfX'7UfX]bU'ž'UbX
; Ycf[]U'HYWŁ'M'`ck 'žW_Yhg"H\Y'ghU_Yg'UfY'\][\/'k \]WŁYj Yf
gWŁcc`gYW fYg'žW_gcb'k]`VY`UbX]b['U'g][b]Z]WŁbh'UXX]h]cb'hc
h\Y]f'fcghYf"

F YWfi]ha Ybh'ŕi fbYm

: Gl 'fYWŁbh'mik Y'WŁa YX'Ubch\Yf'WŁfbYfVUW_ž'7\Ui bWŁm'?Ybbcbž
UbX'\cdYg'hc'UXX'žW_gcb'Ug'h\Y]f'h\]fX'V'i Y!WŁ]d'WŁfbYfVUW_`h\]g
gYUgcbž'č]b]b['žm'H]a a cbg'cb'h\Y]f'fcghYf": UWŁc'fg'd`Um]b['hc
: Gl g'UXj UbhU[Y']bWi XY'žW_gcb g'dfcl]a]hm'hc'\ca Y'UbX'h\Y
dfYgYbWŁ'cZ'\]g'Zcfa Yf'hYUa a UhYž'Ci ga UbY'?fca U\ž'U'fYUXm'cb
WŁa di g" žW_gcb'\Ug'bch'VYYb'g\m'UVci h'g\ck WŁg]b['\]g'hU'Ybhgž
Wcg]b['ci h'U'ghfcb['†b]cf'gYUgcb'k \YfY'\Y'fUW_YX'i d') (
hUW_`Ygž`%%dUgg'VfYU_i dgž'cbY']bhYfWŁdh]cbž'UbX'hk c'gUW_g"

H\Y'GYa]bc'Yg'YI hYbXX'Ub'cZZYf'hc'žW_gcb'VUW_`cb'žUbi Ufm'\$\$ž
&\$&) ž'f][\h'UZhYf'\Y'UhhYbXX'U'ž b]cf'8Um'Yj Ybh'"<Y'\Ug'j]g]hYX
h\Y'WŁa di g'i bcZ]WŁU``m]b'A UfWŁ'UbX'a UXY'Ub'cZ]WŁU`j]g]h'cb
ž bY`%' "žW_gcb g']a dfYgg]j Y'ghUhg'\Uj Y'di h'\]a 'cb'fUXUf'UWŁcgg
h\Y'bUh]cbž'Ug'\][\'][\hYX'Vm]j Uf]ci g'fYWfi]h]b['d'UhZcfa g"

F YWfi]ha Ybh'F Ub_]b[g

žW_gcb g'fUb_]b[g'UfY'Ug'Zc`ck g.

F Ub_]b[Gci fWŁ	GhUf'F Uh]b[Cj YfU`` F Ub_	Dcg]h]cb F Ub_	GhUhY'F Ub_
&(+Gdcfhg	('ghUfg	%&'	%&h\	' fX']b'ghUhY
F]j U`g	('ghUfg	%%%	(' fX	%' h\']b ghUhY
&(+Gdcfhg 7ca dcg]hY	('ghUfg	%&'	%+h\	

žhYfYgh]b[`mž'dfYX]WŁ]cbg'gi [[Ygh'h\Uh'GhUbZcfX'a][\h'\Uj Y'h\Y
YX[Y'k \Yb']h'WŁa Yg'hc'žW_gcbž`Uf[Y'm'Xi Y'hc'h\Y]f'k Y`!
fY[UfXX'UWŁXYa]WfYdi hUh]cb'"<ck Yj Yfž'h\Y'U`i fY'cZ': Gl g

ZcchVU``dfc[fUa`UbX`h\Y`WJa UfUXYf]Y`Zfca`Zcfa Yf`hYUa`a UhYg
WUbb`h`VY`cj Yf`cc_YXž`Ug`a`Ubm`VY`]Yj Y`h\YgY`ZUW`c`fg`W`ci`X`h]d`h\Y
gWU`Yg`]b`:`Gl`g`ZUj`cf`

D`UmYf`DfcZ]`Y

@Ug]U\`đW_gcb`a`Um`cb`m`VY`U`\][\`gW\cc``d`UmYfž`Vi`h`\Y`W`a`Yg
k`]h\`U`fcVi`gh`Uh\`Yh]WVUW_[fci`bX`h\Uh\`Ug`WUi`[\`h`h\Y`UhYbh]cb
cZ`bUh]cbU`UbU`mghg``đ]h]U``m`U`hk`c!k`Um`W`bhf]Vi`hc`fž`\Y
hfUb]g]h]cbYX`df]a`Uf]`m`hc`W`fbYfVUW_`UbX`\`Ug`g\`ck`b`YI`W`dh]cbU`
g_]`gž`YgdYW]U``m`]b`a`Ub`W`cj`YfU[Y``<`]g`Uh\`Yh]W]ga`_]g
bchYk`cfh\m` \Y`g`U[]`Y`k`]h\`U`g\`Ufd`ZcchVU``đ`UbX`]g`c`ZhYb
XYgWf]VYX`Ug`Ub`cddcfhi`b]gh]Wghf_]Yf`k`]h\`U`dfca`]g]b[`Z`hi`fY`Uh
h\Y`Dck`Yf`:`ci`f`Yj`Y``

đW_gcb`g`fYWfi`]ha`Ybhi`bXYfgW`fYX`h\Y`]bhYbgY`W`a`dYh]h]cb
Ua`cb[`hcd!h]Yf`gW\cc`g`YU[Yf`hc`Vc`ghYf`h\Y]f`fcghYfg`k`]h\
hU`YbhYX`W`fbYfVUW_g``;`]j`Yb`h\Y`XYdh\`cZ`h\Y`W`fbYfVUW_`WUgg
Zcf`&\$&(`ž`k`\]W\`ZYUhi`fYg`hcd!h]Yf`d`UmYfg`fUb_YX`Ua`cb[`h\Y`VYgh
]b`h\Y`bUh]cbž`hcXUm]g`Ubbci`bW`a`Ybh`k`]``i`bXci`VhYX`migYbX
f]dd`Yg`h\fci`[\`h\Y`W```Y[Y`ZcchVU``UbXgWUdY``K`]``;`Gl`WU]a
đW_gcbž`cf`k`]``GhUbZcfX`gk`ccd`]b`Zcf`h\Y`k`]b3`Cb`mih]a`Y`k`]``hY``

8YhU]`g	
Cfh	@YY`7ci`bhm`<][\`GW\cc``@YWhi`fY`<U``ž @YYgVi`f[ž;`5ž!`G5
Ei`Y``Yb	<ul style="list-style-type: none">• Zgi`k`]fY``i`gUhcXUm`W`a• &(`+gdcfhg"W`a• W```Y[YZcchVU``bYhk`cf_`W`a

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