

GUfUgchU!A UbUhYY`<][\`GWcc`g/ , \$' - /
@Y[YbXUfm': cchVU``7\Ua d]cbg
F Yj YU`YX°

8]gWcj Yf'h\Y`WUa d]cbg/ , \$' - /`Y[UWm]b`\][\`gWcc`
ZcchVU``Zfca `A UbUhYY`UbX`GUfUgchU`Wci bh]Ygž`\][\`][\h]b[
_Ymj]Wcf]Yg`UbX`\]ghcf]WhYUa g"



A UbUhYY`7ci bhmž': `cf]XUž'I G5`!`

H\Y`df]XY`cZ`GUfUgchU`UbX`A UbUhYY`Wci bh]Yg`g\]bYg`Vf][\h`m`cb
h\Y`\][\`gWcc`ZcchVU``gWbYž`k]h\`U`fYa Uf_UV`Y`\]ghcfm`cZ
WUa d]cbg\]d`j]Wcf]Yg"·`b`hcU`ž`%(`hYUa g`Zfca `h\YgY`UfYUg`\Uj Y
W]bWXYX`< G55`ghUhY`h]hYgž`g\ck WUg]b[`h\Y`f]WU`hU`Ybh`UbX
Wca dYh]h]j Y`gd]f]h`h\Uh`XYZ]bY`< `cf]XU`\][\`gWcc`ZcchVU``
<YfU`X!Hf]Vi bY`\][\`][\hg`gca Y`cZ`h\Y`ghUbXci h`hYUa g`h\Uh
\Uj Y`YhWXYX`h\Y]f`bUa Yg`]bhc`h\Y`fYWcfX`Vcc_g"

H\Y`ci fbYmVY[Ub`]b`%- +&`k`j]h`h\Y`7UfX]bU`A`ccbYm`<][\`
GW\cc`hYUa`ž`i`bXYf`h\Y`YUXYfg\]d`cZ`7cUW\`x`b`<YUh`Gf`H\]g
hYUa`a`Uf_YX`U`]\ghcf]Wa`j`YghcbY`VmVYWca`]b[`h\Y`Z]fgh`Zfca
GUfUgchU`hc`gYW`fY`U`ghUhY`h]hYž`hf]i`a`d\]b[`]b`h\Y`7`Ugg`5
W\Ua`d]cbg\]d`U[U]bgh`K`Yk`U\]hW`_U`k`]h\`U`gWcfY`cZ`%,`!%&`H\Ym
VcUghYX`Ub`]a`dfYgg]j`Y`gWcf]b[`fYWcfXž`Ua`Ugg]b[``(`&dc]bhg`]b
↑ghY][\h[Ua`Yg`k`]\]Y`U`ck`]b[`U`a`YfY`g]l`dc]bhg"

A UbUhYY`7ci`bhm`6fYU_h\fc`i`[\`g`

ž`gh`h\fYY`mYUfg`UhYfž`DU`a`Yhcb`<][\`GW\cc`a`UXY`]hg`a`Uf`_`Ug
h\Y`Z]fgh`hYUa`Zfca`A`UbUhYY`7ci`bhm`hc`i`]Zh`h\Y`ghUhY`hfc`d`mž
WcUW\YX`Vm`fUb`_`Hi`fbYf`5ZhYf`U`fcW`mighUfh`k`]h\`h\fYY`cggYg
UZhYf`U`+!\$`fYWcfXž`h\Ym`fU`YX`]b`h\Y`d`Umc`ZZg`UbX`YX[YX`ci`h
žUgdYf`<Ua`]hcb`%`!%%`]b`h\Y`7`Ugg`&5`h]hY`[Ua`Y"

5g`h]a`Y`a`UfW\YX`cbž`A`UbUhYY`<][\`GW\cc`VYWJa`Y`U`↑[[YfbUi`h
i`bXYf`h\Y`[i`]XUbW`cZ`7cUW\`x`Y`?`]bbUb`H\Y`hYUa`W]bW\YX`h\Y]f
Z]fgh`h]hY`]b`%-`,`ž`Z]b]g\]b[`h\Y`gYUgcb`i`bXYZYUhYX`Uh`%(!\$`Vm
XYZYUh]b[`A`]Ua`]Gci`h\f]X[Y`&+!&%`]b`h\Y`7`Ugg`(`5`Z]b`U`g`
Gi`VgYei`Yb`h\W\Ua`d]cbg\]dg`]b`%-`,`) `UbX`%-`,`-`Z`fh\Yf`gc`X]Z]YX
h\Y]f`Y[UWmž`g\ck`WUg]b[`U`XYd`h`cZ`hU`Yb`h\Uh]bWi`XYX`Z`hi`fY
ghUfg`Uh`:`cf]XU`UbX`:`cf]XU`GhUhY"

H\Y`9j`c`i`h]cb`cZ`7\`Ua`d]cbg`

Gci`h\YUgh`<][\`GW\cc`Yb`hYfYX`h\Y`W\Ua`d]cbg\]d`Wcbj`YfgUh]cb
k`]h\`h\Y]f`Z]fgh`h]hY`]b`%-`,`ž`k`fUdd]b[`i`d`U`dYfZYWh`gYUgcb`Uh
%)!\$ž`UZhYf`XYZYUh]b[`DUbUa`U`7]hm`6Um`&\$!%+`H\Y`hYUa
fYdYUhYX`h\Y]f`gi`VW\gg`]b`%-`,`(ž`Z]b]g\]b[`h\Y`gYUgcb`Ug
bUh]cbU`m`fUb`_YX`Bc`%UZhYf`Vci`bW]b[`VUW`Zfca`Ub`YUf`m`cgg
UbX`hU_]b[`h\Y`7`Ugg`)`5`h]hY`U[U]bgh`C`WU`U`J`Ub[i`UfX`k`]h\`U
%-`!%+`gWcfY`]bY"

H\Y`bYk`a`j`Ybb]i`a`Vfci`[\h`ZfYg\`[`cfm`]b`&\$\$\$ž`J`Yb]W\`<][\`
GW\cc`W`YVfUhYX`]hg`Z]fgh`h]hYž`Z]b]g\]b[`i`bXYZYUhYX`Uh`%\$!\$ž
Wfi`g\]b[`DU`a`6YUW\`8k`mYf`++!%(`]b`U`fYWcfX!gYhh]b[`7`Ugg`+5
h]hY`[Ua`Y`:`Ugh`Zc`fk`UfX`hc`&\$%ž`UbX`A`UbUhYY`<][\`WU]a`YX`]hg

UghghUHY`h]hYžXca`]bUh]b[`đW_gcbj`]`Y`:`]fgh7cUgh(`\$!\$"

JYb]W`a`UXY`k`Uj`Yg`U[`U]b`]b`h\Y`Zc`ck`]b[`mYUfgž`WUdhi`f]b[`h]hYg`
]b`&\$%+`UbX`&\$&\$ž`UbX`a`cgh`fYW`bh`mž`7UfX]bU``A`ccbYmigY]nYX`
h\Y]f`gYW`bX`h]hY`]b`dfc[`fUa``\]ghc`fm]b`&\$&`Vm`XYZYUh]b[`Hf]b]hm`
7\f]gh]Ubž`Ž`fh\Yf`V`i`ff]b[`h\Y``]bYg`cZ`dUgh`UbX`dfYgYbh`
UW\]Yj`Ya`Ybhg`]b`\][`\`gW\cc``ZcchVU``"

5`@cc_`5\YUX`

5g`k`Y`fYZYW`h`cb`h\Y`ghc`f]YX`\]ghc`fm`cZ`h\YgY`\][`\`gW\cc``ZcchVU``
hYUa`gž`cbY`WU]b`h\Y`d`Vi`h`VY`YI`W]hYX`UVci`h`h\Y`Ž`hi`fY``7i`ffYbh`
hYUa`g`UfY`dc]gYX`Zc`f`h\Y]f`W\UbW`U`h[`\`cfmž`UbX`k`]h\`gi`W\`U`
fcVi`gh`Y[`UWm`hc`XfUk`Ž`fca`ž`h\Y]f`Ua`V]h]cbg`fYa`U]b`\][`\`K`\Uh`
XcYg`h\Y`bYI`h`W\UdhYf`\`c`X`Zc`f`h\YgY`W\Ua`d]cbg`cZ`GUfUgchU`UbX`
A`UbUhYY`W`ci`bh]Yg3`đ`g`Ubmc`bY`g[`i`Yggž`Vi`h:``cf]XU`ZcchVU``ZUbg`
k`]``W`fhU]b`m`VY`k`UhW\]b[`WcgY`m"

:`cf`a`cfY`XYhU]`g`cb`h\Y`fYW`bh`W\Ua`d]cbg\]d`ci`hW`ca`Yg`UW`fcgg`
j`Uf]ci`g`WUgg]Z]WU]h]cbgž`W\YW\`ci`h`h\Y`W`ca`dfY\Ybg]j`Y``]gh`
dfcj`]XYX`Vm:``cf]XU`;`f]X]fcb`DfYdg"

.

8YhU]`g`	
Cfh`	A`UbUhYY`7ci`bhmž:``cf]XUž`I`G5`
E`i`Y``Yb`	<ul style="list-style-type: none">•`k`k`k`"\YfU`Xhf]Vi`bY"W`ca`•`k`k`k`"Z`cf]XU[`f]X]fcbdfYdg"W`ca`

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