

6`i Y`>Umg`<c`X`C b`hc`GhUf`6c`6]W\YhhY
8Ygd]hY`HfUXY`HU`_g°

8]gWcj Yf`h\Y`UHYgh`c b`h\Y`Hcfc bhc`6`i Y`>Umg`hfUXY
ghfUHY[]Ygž`ZcW`g]b[`c b`6c`6]W\YhhY/ ı \$' - /g`ghUhi`g`Ua`]X
d`UmcZZ`c dYg`Ug`cZ`đ bY`&\$&) "



8i bYX]bž`BYk`NYU`UbX`!`H\Y`Vi nn`gi ffc i bX]b[`h\Y`Hcfc bhc
6`i Y`>Umg`UbX`h\Y]f`ghUf`g`c fghgc dž`6c`6]W\YhhYž`]g`YUh]b[`i d`Ug
h\Y`A`@6`hfUXY`XYUX`]bY`UddfcUW\Yg`7i ffYb`h`mgdcfh]b[`U`gc`X
fYWcfX`cZ`+!`\$ž`h\Y`6`i Y`>Umg`\Uj`Y`VYYb`c b`U`hYUf`]b`đ bYž
W]bW\]b[`gYj`Yb`j`]Wcf]Yg`ci`h`cZ`b]bY`[`Ua`Yg`UbX`k`]bb]b[`%%`cZ
h\Y]f`Ugh`%` `cj`YfU`""K`]h\`Ugd]fUh]cbg`Zcf`h\Y`5a`Yf]WUb`@YU[i`Y
d`UmcZZgž`h\Y`hYUa`]g`dc]gYX`hc`VY`UW]j`Y`]b`h\Y`hfUXY`a`Uf`Yhž`Vi`h
fYW`bh`XYj`Y`cda`Ybhg`gi`[[`Ygh`h\Y`mia`Um`VY`\c`X]b[`c bhc`6]W\YhhY
U`]hh`Y`h][`hYf`h\Ub`YI`dYW`YX"

5WcfX]b[`hc`G="Wca`ž`h\Y`BYk`Mcf`_`MUb`_YYg`\Uj`Y`YI`dfYggYX
]bhYfYgh]b`UW`ei`]f]b[`6c`6]W\YhhYž`k`\c`]g`ZUW]b[`h\Y`ZfYY`U[`Ybh
a`Uf`Yh`gccb`""H\Y`MUb`_YYg`UfY`YmY]b[`i d[fUXYg`Uh`gYWcfX`c f

h\]fX`VUgYžj`]Yk`]b[`'6]W\YhhY`Ug`U`df]a`Y`hUf[`Yh`h\Uh`Wci`X`dfcj`]XY`
U`bchUV`Y`Vccghicj`Yf`W`ffYbh`d`UmYfg``_]Y`8>@YA`U\]Yi`UbX`
Cgk`U`X`DYfUnU``<ck`Yj`Yfž`h\YfY`g`U`WUhw\.`]h`]g`Wcbg]XYfYX`
]a`dfcVUV`Y`h\Uh`h\YgY`X]j`]g]cb`f]j`U`g`k`ci`X`a`U`Y`gi`W\`U`hfUXY"

H\Y`8YW]g]cb`hc`F`Y`hU]b`6]W\YhhY`

≠U`hk`]gh`h\Uh`a`Um`gi`fd]gY`a`Ubmž`6`i`Y`>Umg`≠g]XYf`fYdcfhg`
h\Uh`h\Y`cf[`Ub]nUh]cb`\Ug`XYW]XYX`hc`_YYd`6]W\YhhY`U\YUX`cZ`h\Y`
XYUX`]bY``H\]g`W\c]W\`Wca`Yg`Ua`]Xgh`]bg][`hg`Zfca`6i`ghYf`C`bYmž`
g][`bU`]b[`h\Uh`h\Y`6`i`Y`>Umg`UfY`i`b`]Y`m`hc`dUfh`k`]h\`]\a`ž`
]bXYdYbXYbh`cZ`h\Y]f`cb!Z]Y`X`dYfZcfa`UbW``K`]h\`dYfYg]XYbh`A`Uf`
G\Ud]fc`UbX`[`YbYfU``a`UbU[`Yf`F`cgg`5h_]bg`]b`h\Y]f`Z]bU`WcbhfUWh`
mYUfž`h\Y`hYUa`_]g`gYh`cb`a`U_]b[`U`ghfcb[`d`Um`cZZfi`b`UbX`]g`
Wca`a`]hYX`hc`fYhU]b]b[`d`UmYfg`k`\c`WUb`Wcbhf]Vi`hY`g][`b]Z]WUbh`m"

≠j`Ygha`Ybhg`\Uj`Y`VYYb`XYd`m`ia`UXY`]b`h\Y]f`fcghYfž`k`]h\`fYW`bh`
bchUV`Y`XYU`gž`]bWi`X]b[`U`k`\cdd]b[``)`\$\$`a`]`cb`cb[`!hYfa`
U[`fYYa`Ybh`Zcf`ghUf`d`UmYf`J`UX]a`]f`;`i`YffYfc`ž``H\Y`ghU`Yg`UfY`
\[`\`c]g]b[`6]W\YhhY`hc`ZfYY`U[`YbW`k`]h\ci`h`WUd]hU`]n]b[`cb`U`
K`cf`X`GYf]Yg`h]h`Y`Wci`X`dfcj`Y`XYhf]a`YbhU`hc`h\Y`hYUa`g`cj`YfU``
ghfUhY[`m`K`]h\`gi`W\`Ub`i`bXYfghUbX]b[`cZ`h\Y`W`ffYbh`XmbUa`]Wgž`
h\Y`6`i`Y`>Umg`gYYa`]bhYbh`cb`f]X]b[`h\]g`gYUgcb`ci`hfUh\Yf`h\Ub`
a`U_]b[`Ubmi`Ughm`XYW]g]cbg"

@cc_]b[`5\YUX`

5g`h\Y`hYUa`dfc[`fYggYgž`h\Y``UbXgWUdY`fYa`U]bg`Zi`]X``K`\]Y`h\Y`
Wcbj`YfgUh]cb`]g`gh]``f]dY`k`]h\`dchYbh]U`hfUXY`X]gW`gg]cbgž`]h`
UddYUfg`h\Y`6`i`Y`>Umg`UfY`]b`U`i`b]ei`Y`dcg]h]cb``;`YbYfU``a`UbU[`Yf`
F`cgg`5h_]bg`a`][`h`gh]``gYY`_`hc`UXX``]bYi`d`\Y`dž`dYf\Udg`k`]h\`
d`UmYfg``_]Y`>Unn`7\]g\c`a`ž``]b`a`]bXž`Yj`Yb`Ug`a`cW`hfUXYg`
Wcbh]bi`Y`hc`ZYUh`fY`6]W\YhhY`g`bUa`Y`dfca`]bYbh`mž`Ug`bchYX`Vm`
<YUj`m`Wca`"

H\Y`dYfYj`U`]b[`gYbh]a`Ybh`k`]h\]b`h\Y`cf[`Ub]nUh]cb`]g`cbY`cZ`
cdh]a`]ga`XYgd]hY`h\Y`Yi`hYfbU`dfYggi`fYg`cZ`hfUXY`fi`a`cfg``H\Y`
6`i`Y`>Umgž`Yi`dYfh`m`VU`UbW]b[`\cdY`UbX`ghfUhY[`mž`W`ffYbh`m`g]h`

Z]j Y`[Ua Yg`VY\]bX`h\Y`MUb_YYg`UbX`Z]Zh\`]b`k`]bb]b[`dYfWb hU[Y
Ua`cb[`bcb!X]j`]g]cb``YUXYfg``5g`cb[`Ug`h\Ym`a`U]bhU]b`h\Y]f
Wca`dYh]h]j`Y`YX[Yž]h`gYYa`g`i`b`_]Y`mh\Ym`k`]``dUfh`k`]h\`_Ym
d`UmYfg``_]Y`6]W\YhhY"

H\]g`gYUgcb`\c`Xg`dfca`]gY`Zcf`Vch\`h\Y`hYUa`_UbX`]hg`ZUbg``K`]h\
h\Y`6`i`Y`Umg`ZcW`gYX`cb`a`U_]b[`h\Y`d`UmcZZgž`]h`gYYa`g`h\Ym]`Y
W\cgYb`h\Y`dUh\`cZ`dYfgYj`YfUbW`_UbX`Ua`V]h]cbž`U`Wca`a`YbXUV`Y
ghUbX`h\Uh`Wci`_X`dUmcZZ`]b`h\Y`YbX"

8YhU]`g	
Cfh	8i`bYX]bž`BYk`_NYU`UbX
Ei`Y``Yb	<ul style="list-style-type: none">• k`k`k`"g]"Wca• k`k`k`"V`i`Y`Umg]bg]XYf"Wca• \YUj`m"Wca

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