

: `cf]XU`GhUhY/ , \$' - /g'>Ja]Y`5fbc`X
G\]bYg`Ug`%%h\`D]W_`]b`A @6`8fUZh°

Ja]Y`5fbc`Xž: Gl`d]hWYfž`k Ug`gY`YWHYX`%%h\`cj`YfU``]b`h\Y
&\$&) `A @6`8fUZhž`a Uf_]b[`U`g][b]Z]WUbh`a]`YghcbY`Zcf: `cf]XU
GhUhY`VUgYVU``"



GYa]bc`Yž: `cf]XUž`I b]hYX`GhUhYg`!`H\Y`YI W]hYa`Ybh`]g
dU`dUV`Y`]b`h\Y`k`cf`X`cZ`Wc``Y[`Y`VUgYVU``ž`dUfh]W`Uf`m`Zcf`h\Y
: `cf]XU`GhUhY`GYa]bc`Ygž`Ug`cbY`cZ`h\Y]f`ck`bž`Ja]Y`5fbc`Xž`\Ug
a`UXY`\YUX`]bYg`Vm`VY]b[`gY`YWHYX`Bc``%%`cj`YfU``Vm`h\Y`CU`UbX
5h\`Yh]Wg`]b`h\Y`&\$&) `A @6`8fUZh`H\]g`g][b]Z]WUbh`UW]Yj`Ya`Ybh
a`Uf_g`Ub`]a`dcfhUbh`a]`YghcbY`ž`Ug`]h`]g`h\Y`Z]fgh`h]a`Y`U: `cf]XU
GhUhY`d]hWYf`\Ug`VYYb`W\cgYb`]b`h\Y`Z]fgh`fci`bX`g]bW`&\$%(ž`U
Xfm`gdY``h\Uh`ZUbg`UbX`U`i`a`b]`UfY`a`cfY`h\Ub`d`YUgYX`hc`gY
Wc`a`Y`hc`Ub`YbX"

H\Y`~`) ž- ,) ž%\$ \$`d]W_`]g`bch`↑`gh`UVci`h`h\Y`a`cbYm`]hg`U
hYghJa`Ybh`hc`5fbc`X`g`ci`hghUbX]b[`dYfZcfa`UbW`cj`Yf`h\Y`mYUfg"
<Y`fUb_g`Ug: Gl`g`%`h\`Z]fgh`fci`bX`d]hWYf`UbXž`UW\cfX]b[`hc`&(+`

Gd c fhgž\Y\UgZci bX\]g'd`UW`Ua cb[`h\Y'hcd`hYb`]b'dfc[fUa
\]ghcfmZcf'a i`h]d`Y`WUhY[cf]Ygž]bWi X]b[`ghf]_Yci hg'dYf`b]bY
]bb]b[g`k \YfY`\Y`g]hg`Uh`Bc""*`k]h\`Ub`]a dfYgg]j Y`%&") *""K]h\`U
hc`hU`cZ' &+`ghf]_Yci hgž\Y`ghUbXg`Uh`Bc""+`cj YfU`ž`U`cb[g]XY`U
Wca a YbXUV`Y`ghf]_Yci h!hc!k U`_`fUh]c`cZ' ("-\$- ž`fUb_]b[`\]a`Uh`Bc"
- "

H\Y`F]gY`cZ`Ua]Y`5fbc`X

5fbc`X g`ci fbYmZfca`U`dfca]g]b[`\][\`gW\cc`UW`Uh`Xgi]h<][\\
hc`U`ghUbXci h`d]hW\Yf`Zcf':`cf]XU`GhUhY`\Ug`VYYb`U`gdYW`UWY`hc
VY\c`X""H\]g`&%!mYUf!c`X`YZh\`UbXYf`k Ug`dc]gYX`hc`VY`U`hc`d`hYb
XfUZh`W\c]W`ž`Wcbh]bi]b[`U`Y[UW`nUg`cbY`cZ`HUa dU`6Um g
gi W`W`ggZ `VUgYVU``U`i a b]""8i f]b[`\]g`UhY`\][\`gW\cc`mYUfgž
5fbc`X`k Ug`bchUV`Y`Zcf`\]g`XYj Y`cda Yb`hcZU`Zcfa]XUV`Y`g]XYfž
`YUX]b[`\]a`hc`U`ghUhY`h]h`Y`]b`&\$&&"

<]g`Wc``Y[Y`WUfYYf`Uh: GI` \Ug`VYYb`a Uf_YX`Vm`bchUV`Y`ghUhg.
cj Yf`h\`fYY`gYUgcbgž`\Y`d]hW\YX`&' ("%)bb]b[g`k]h\`U""*`%`9F`5ž
k]bb]b[`&%[Ua Yg`]b`), `UddYUfUbW`g""DUfh]W`Uf`mghfc b[`k YfY
\]g`Ugh`hk`c`gYUgcbgž`k \YfY`\Y`bch`cb`mYa Yf[YX`Ug`h\Y`UW`cZ
h\Y`gei UX`Vi h`U`gc`[UfbYfYX`h\Y`h]h`Y`cZ:]fgh`HYUa`5``!577`UbX
5``!5a Yf]WU`bž`Z]b]g\]b[`k]h\`U`&"- , `9F`5`YUW\`mYUf""5fbc`X`g
UW`c`UXYg`h\]g`gYUgcb`\Uj Y`Z`fh\Yf`gc`X]Z]YX`\]g`fYdi hUh]cbž
fUb_]b[`\]a`Ug`%\$h\`]b`h\Y`bUh]cb`Zcf`ghf]_Yci hg`k]h\`U`hc`hU`cZ
%- ž`Ug`fYWc[b]nYX`Vm`**MJ\cc`Gd c fhg"**

5`B`Yk`7\UdhYf`k]h\`h\Y`5h\`Yh]Wg

: cf`5fbc`Xž`h\Y`hfUb]g]h]cb`hc`dfcZYgg]cbU`VUgYVU``]g`Vch\
YI W]h]b[`UbX`W\U`Yb[]b[""<]g`X]j YfgY`d]hW\]b[`fYdYfhc]fY`]bWi XYg
U`a]X!- \$g`ZUghVU`ž`U`g]XYfž`U`W`hYfž`UbX`U`W\Ub[Y!i dž`a U_]b[
\]a`U`Zcfa]XUV`Y`cddcbYb`hc`b`h\Y`a ci bX""7cUW\`@]b_`XffYh
dfU]gYX`5fbc`X`g`i b]ei Y`UV]`h]Ygž`fYZYW]b[`U`VY`]YZ`]b`\]g
dchYbh]U`hc`h\Y]j Y`]b`h\Y`V][``YU[i Yg""9W\c]b[`h\Y`gYbh]a Ybhg`cZ
UbU`mghgž`h\]g`XfUZh`W\c]W`a][\h`† gh`hi fb`ci h`hc`VY`U`k]bb]b[
d]W_`Zcf`h\Y`5h\`Yh]Wg`]b`U`XfUZh`mYUf`cZhYb`XYYa YX`i bdfYX]W`UV`Y"

5g'k Y'Zc`ck 'h\Y'&\$&) 'A @6'8fUZh'WcgY`mž'a Ubm'UfY' _YYd]b['Ub
YmY' bch'† gh'cb'đJa]Y'5fbc`X'Vi h'cb'ch\Yf': `cf]XU'dfcgdYWhgž
fYZYWh]b['h\Y'fcVi gh'hU`Ybh'dcc`Zfca 'h\Y'Gi bg\]bY'GhUhY'"H\Y
cj YfU``UbXgWUdY'cZ'Wc`Y[Y'UbX'\][\ 'gW\cc`VUgYVU``]g'j]VfUbhž
Vi h'5fbc`X`YUXg'h\Y'W\Uf[Y'Ug'cbY'cZ: `cf]XU g'a cgh'g][b]Z]WUbh
hU`Ybhgž'Wc'bf]Vi h]b['hc': Gl g'gc`X'(&!%* 'fYWc'fX'h\]g'gYUgcb``<]g
dYfZcfa UbW`Ug'YUfbYX'\]a 'UW'Ug'YUg'fUb[]b['Zfca 'VY]b['U
7cbgYbgi g'5`!5a Yf]WU'hc'VY]b['bUa YX'h\Y'HU`U\UggYY
F Y[]cbU`A cgh'C i hghUbX]b['D`UmYfž'Ug'\][\][\hYX'Vmi'CWU`U"Wc'a
"

K]h\ 'h\Y']b_ 'VUfY`m'Xfmi'cb'\]g'bYk 'Wc'bfUWhž'đJa]Y'5fbc`X'ghUbXg
dc]gYX'hc'hU_Y'h\Y'bYI h'ghYd']b'\]g'WUfYfYf": `cf]XU'GhUhY'ZUbg'k]`
i bXci VhYX`m'fU`m'VY\]bX'\]a ž'Ug'\]g'ci fbYm'Zfca 'Wc`Y[Y
ghUfXca 'hc'h\Y'dfcZYgg]cbU`X]Ua cbX'i bZc`Xg"K \Yh\Yf'h\]g'g
a YfY`m'h\Y'ghUfh'cZ'gca Yh\]b['gdYW]U`k]`VYWc'a Y'WYUfYf']b'h\Y
Wc'a]b['gYUgcbgž'Vi h'Zcf'bck ž']hg'U'k Y`!XYgYfj YX'W`YVfUh]cb'Zcf
U'mci b['a Ub'k]h\ 'U'dfca]g]b['Zi hi fY"

8YhU]`g	
Cfh	GYa]bc`Yž': `cf]XUž'I b]hYX'GhUhYg
E i Y`Yb	<ul style="list-style-type: none">• &(+gd'cfhg"Wc'a• gd'cfhg"mU\cc"Wc'a• k k k "cWU`U"Wc'a

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