

7ci fgY`Cj Yfj]Yk

GHJZZ`7cbhJW`i8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]UV]]]m	@cWU]cb	D\cbY
L]UcdYb[`@	l]UcdYb[""]4 i bgk "YXi "Ui	A]WcgcZiHYUa g J]XYc`7\Uhi<ci fg. K YXbYgXUm %(\$\$!%+\$\$	F cca `` %%6ž >%+	

GWXcc``7cbhJW`i`bZcfa U]cb

@cWU]cb

I BGK `A YWU]b]WU`UbX`A Ubi ZUW`i f]b[`9b[]bYYf]b[

5]bgk cft\ `Vi]X]b[`>%+ž@Y] Y`%

5Vcj Y`7cZYZ`cb`7Ua di g

<ci fg

-.\$\$-).\$\$da žA cbXUm=: f]XU]t

f7`cgYX`cb`di V`]W\c`]XUmžGWXcc``gWYXi `YX`Yj Yb]g`UbX`I b]j Yfg]mG\i tXck b

K YV

[GWXcc``cZA YWU\]b\]WU`UbX`A Ubi ZUW`i f\]b\[`9b\[\]bYYf\]b\[](#)

[9b\[\]bYYf\]b\[`Ghi XYbhGi ddcfhGYfj \]Wg](#)

[9b\[\]bYYf\]b\[`fXi g\]f\]U`HfU\]b\]b\[](#)

[I BGK `Ghi Xm5VfcUX`UbX`9I WU\]b\[Y`fZcf`\]bVci bX`ghi XYb\]gk](#)

[I BGK `: i hi fy`Ghi XYb\]g](#)

D\cbY

fZ`*%&Ł-` ,) ;) \$\$-`Bi WYi g`Ghi XYbh<i V

fZ`*%&Ł-` ,) `+*%`-`9b[]bYYf]b[`fXi g]f]U`HfU]b]b[

fZ`*%&Ł-` ,) ``%+-`-`I BGK `Ghi Xm5VfcUX`UbX`I BGK `9I WU]b[Y`fZcf`]bVci bX`ghi XYb]gk

fZ`*%&Ł-` ,) `(\$-`+`-`GWXcc``C Z]W]t

fD`YUgY`bchY`hUhihY`GWXcc``C Z]W`k]`bch_bck`k`Yb#Zmci f`Vci fgY`Vcbj Ybcf]g]cb`Wla di g`cf

Uj U]UV`Y

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[9b\[\]bYYf\]b\[\]Gh XYbhGi ddcfhGYfj \]Wg](#) –W ffYbhighi XYbhYbei]f]Yg

- Y"["Ybfc`a Ybž`dfc[fYgg]cbž`WUg\`fYei Ygřž`Wēi fgY]ggi Yg`cf`dfc[fUa !fY`UHX`ei Yf]Yg

[9b\[\]bYYf\]b\[\]`bXi gřf\]U`HfU\]b\]b\[\]`](#) –`bXi gřf]U`HfU]b]b[]`ei Ygř]cbg

[\] BGK \]Gh Xm5VfcUX](#) –`gh XmiUVfcUX`gh XYbhYbei]f]Yg`fZcf`]bVci bX`gh XYbtgŁ

[\] BGK \]9I WXUb\]Y](#) –`gh XYbhYI WXUb[Y`Ybei]f]Yg`fZcf`]bVci bX`gh XYbtgŁ

[\] BGK \]: i h fY`Gh XYbtg](#) –`dchYbh]U`gh XYbhYbei]f]Yg

- Y"["UXa]gg]cbgž`ZYgž`dfc[fUa gž`WYX]hřfUbgZYf

[GWcc`C Z\]W](#) –`GWcc`[YbYfU`cZ]W`UXa]b]gřfU]cb`Ybei]f]Yg

- B 6. H\Y`fY`Yj UbhH`Ua g`]gřYX`UVcj Y`a i ghVY`WēbHUWYX`Zcf`U`gh XYbhYbei]f]Yg" H\Y`GWcc`k]`cb`mVY`UV`Y`tc`fYZYf`gh XYbtg`cb`tc`H\Y`fY`Yj UbhH`Ua]Z`WēbHUWYX

7 ci fgY'8YhU]`g

7 fYX]h'Dc]bhg '*`

Gi a a UfmcZh\Y'7 ci fgY

ZfgH\UbX`YI dYf]YbW`]b`UXX]Hj`Y`a`Ubi`ZJW`f]b[``

5XX]HjcbU`7ci`fgY`-bZcfa`Uh]cb

H\Y`YW`fYg`Zca`k`YY`_%`h`(`k`j`ZcW`g`cb`j`Uf]ci`g`UXX]Hj`Y`a`Ubi`ZJW`f]b[`h`W`b]ei`Yg`i`d`h`c`XU`h`k`Y`f`Y`
mci`k`j`[`U]b`VUg]W`_bck`YX[`Y`UVci`h`h`Y`\]g`h`f`m`z`XYj`Y`cda`Yb`h`Ub`X`Z`b`X`Ua`Yb`h`U`Y`b[`]b`Y`Y`f]b[`Ugd`Y`W`g`c`Z`
h`j`g`h`W`b]ei`Y`H\Y`YW`fY`]b`k`YY`_`,`k`j`VY`U`d`f`Y`g`Y`b`h`U`h`c`b`c`b`h`Y`U`V`d`f`c`Y`W`H\Y`YW`fY`]b`k`YY`_`,`k`j`
W`c`j`Y`f`UXX]Hj`Y`a`Ubi`ZJW`f]b[`d`f`c`W`g`g`c`d`h`a`]n`U`h`c`b`z`]b`W`i`X]b[`a`U`h`f]U`g`Z`c`f`UXX]Hj`Y`a`Ubi`ZJW`f]b[`z`
d`f`c`d`Y`f`h`Y`g`c`Z`UXX]Hj`Y`a`Ubi`ZJW`f]b[`Z`J`V`f]W`h`X`W`c`a`d`c`b`Y`b`g`z`U`b`X`U`d`d`]W`h`c`b`g`c`Z`UXX]Hj`Y`a`Ubi`ZJW`f]b[`z`
Y`["`U`Y`f`c`g`d`U`W`z`U`i`h`c`a`c`h`j`Y`z`V]c`a`Y`X]W`z`U`b`X`U`f`h`g`U`b`X`X`Y`g][`b`K`YY`_`,`k`j`U`g`c`W`c`j`Y`f`UXX]Hj`Y`
a`Ubi`ZJW`f]b[`X`Y`g][`b`k`Y`f`Y`mci`k`j`i`g`Y`W`c`a`a`Y`f`W]U`m`U`j`U]U`V`Y`g`c`Z`k`U`f`Y`h`c`X`Y`g][`b`U`X`j`U`b`W`X`g`h`i`W`h`f`Y`g`
Z`c`f`UXX]Hj`Y`a`Ubi`ZJW`f]b[``H\Y`YW`fY`g`]b`k`YY`_`%`\$`k`j`]b`f`c`X`i`W`W`f`Y`b`h`a`U`c`f`U`d`d`]W`h`c`b`g`c`Z`UXX]Hj`Y`

5ggYgga Ybh

5ggYgga YbhHUg_g

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8YHJ]g.

H\]gUgg][ba YbhfYei]fYgYUWX'ghi XYbhcfU'[fci d'cZgh XYbhg fXYdYbX]b['cb'hY'bi a VYf'cZhY'Ybfc"YX
gh XYbhgk'k f]h'Ub'YggUmVUgYX'cb'[]j Yb'hd]Wg'UVci hUXX]hj Y'a Ubi ZJWf]b["H\Y'hd]Wg'k]"VY
dfcj]XYX'hc'hY'ghi XYbhg'j]b'k YY_('"

5XX]h]cbU'XYHJ]g.

8YUX]bY'Zcf'UVgc'i h'ZJ]'g') 'XUm]UZhYf'Xi Y'XUH'"A Uf_g'k]"VY'fYh fbYX'k]h'k c'k YY_g"

Gi Va]gg]cb'bchYg. Gi Va]gg]cb'j]U'A ccX'Y

5ggYgga Ybh(. '@UV'dfc'YWh

GHfhiXUH. 'K YY_('

@Yb[h. '%[fci d'dfYgYbhU]cb'UbX'dfc'YWhfYdcfh

8YHJ]g.

: cf'hY'cb]bY '@UV'dfc'YWh'ghi XYbhg'k]"VY'X]j]XYX'j]bhc'gYj YfU'[fci dg'UbX'U'ga U'žZYI]V'Y'dfc'YWhk]"VY
[]j Yb'hc'YUWX' [fci d'"9UWX'dfc'YWhk]"VY'ZcW'gYX'cb'dc'ma Yf'cf'a YH'U'XX]hj Y'a Ubi ZJWf]b['k \YfY'mci
k]"bYXX'hc'XYg][b'U'fYU'W'a dcbYbhZcf" 8'df]bh]b["'Mci 'k]"U'gc'bYXX'hc'hU'_UVci h\ck' mci f'[fci d
k cf_'hc[YhYf'hc'XYg][b'UbX'ZJVF]WJh' hY'W'a dcbYbhi g]b["' 8'df]bhYfg'j]b'mci f'cb]bY [fci d'dfYgYbhU]cb"
H\Y'UggYgga YbhZcf'hY'dfc'YWhk]"VY'VUgYX'cb'hY'hYUa 'g'k cf_ž'mci f'i bXYfgHUbX]b['cZhY'" 8'df]bh]b[
dfcW'ggž'UbX'mci f'[fci d'cb]bY'dfYgYbhU]cb"

5XX]h]cbU'XYHJ]g.

8YUX]bY'Zcf'UVgc'i h'ZJ]'g') 'XUm]UZhYf'Xi Y'XUH'"A Uf_g'k]"VY'fYh fbYX'k]h'k c'k YY_g"

Gi Va]gg]cb'bchYg. Gi Va]gg]cb'j]U'HYUa g

F Ygci fWg

F YWca a YbXYX'F Ygci fWg

U"i BGK '@]VfUfmk YVg]hY. \hhdg.## k k ""]VfUfm'i bgk "YXi "Ui #
V"i A ccX'Y. \hhdg.##a ccX'Y"i'hi bgk "YXi "Ui #c[]b#bXYI "d\ d

7ci fgY'9j U'i Uh]cb'UbX'8Yj Y'cda Ybh

: YYXVUW_c'b'hY'Wci fgY'jg'[U'hYfYX'dYf]cX]W"mi g]b['j Uf]ci g'a YUbgz]bWi X]b['hY'i BGK
a m9I dYf]YbW'dfcW'ggz]bZcfa U'X]gW'gg]cb']b'hY'Z]bU'WUgg'Zc'f'hY'Wci fgYz'UbX'hY'GW'cc'g
Gh XYbh#GHZZa YYh]b[g" Mci f'ZYXVUW_]g'U_Yb'gYf]ci g'nz'UbX'Wc'bh]bi U']a dfcj Ya Ybhg'UfY'a UXY'hc'hY
Wci fgY'VUgYXz]b'dUfz'cb'gi W'ZYXVUW_"

@UVcfUhc'fmK cf_g\cd' bZcfa Uh]cb

C b]bY'dfc'YW'g'k]''VY'Ugg]gh'X'Vmi'h'fY'XYa cbgh'Uhc'fg'UbX'gcZk UfY'dUW_U[Y'k]''U'gc'VY'dfcj]XYX'Zcf

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[]V'Y'rc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'rc'gi Va]h]b['Ub
UggYgga Ybhcf'g]h]b['Ub'YI Ua "

I BGK 'bck '\Ug'U': [\]hrc'G\]h#Gi Va \]hfi_Yžk \\]W'a](#) YUbg'hUh]Zmci 'UthYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhžmci 'UfY'XYWUf]b['mci fgY'Z]hYbci ['\rc'Xc'gc'UbX'Wbbch'Uthf'Udd'mZcf'GdYWU'
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b['Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm
UggYgga Ybhž'd'YUg'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[Y"](#)

D'YUgY'bc'hY'hUhghi XYbhg'k]'bchVY'fYei]fYX'rc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'rc
gi ddcfhUVgYbW'g'Zca 'UbmWUggYg'a]ggYX'VYWU'i gY'cZ7CJ -8!%- 'di V']W\YU'h'a YUgi fYg'gi W'Ug
]gc'Uh]cb" I BGK 'k]'bchVY']bg]gh]b['cb'a YX]W'Wf]h]WUhg'Zca 'UbmcbY'XYYa YX'rc'VY'U'dcg]h] Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]WUhg'UfY'X]Z]W'hrc'cVHU]b'UbX'di hUb'i bbYW'ggUfmghfU]b'cb
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']WU]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k]'VY'fYei]fYX'Zcf'UggYgga YbhUbX'dUfh]W'dUh]cb'UVgYbW'g'—
Vi hbc'XcW a YbhUfmYj]XYbW'Zcf'7CJ -8 %-]'bYgg'cf']gc'Uh]cb'k]'VY'fYei]fYX"

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

I BGK `Ug`Ub`cb[c]b[`Wca a]ha Ybhlc`ZcghYf]b[`U`W`hi`fY`cZ`YUfb]b[`]bZcfa YX`VmiUWUXYa]W]bhY[f]m`5`
I BGK `gh`XYbthg`Uj`Y`U`fYgdcbg]V`]mhc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa]W]bhY[f]m`D`U[]Uf]ga
i bXYfa]bYg`UWUXYa]W]bhY[f]m]UbX`]g`bchlc`YfUhrX`Uhl`BGK`"B`SY[Sde_`SfG@E|`[e VWX`W`Se ge[`Y`
fZWi`ad/e ad[VWSe`aXafZWde`S`V`bSee[`Y`fZW_`aXSe`kagdai`ž`

D`U[]Uf]ga`]g`U`mdY`cZ]bhY`YWfi`U`h`Y`Zi`#iW]b`hU`_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUhr`W`Y`U`h]b[`hc`UWUXYbH`m`
W`dm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK`Ug`dfcXi`W`X`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfhgh`XYbthg`hc`i`bXYfgHUbX`UbX`Uj`c]X`d`U[]Uf]ga`ž`]g]h`

5 WUXYa]W=Zcfa Uh]cb

7 fYX]hdc]bhg

7 ci fgY`WYX]hg`W`W`UH`X`]b`I` b]hg!C Z 7 fYX]hfl C 7 E`H`Y`bcfa U`k cf`cUX`YI dYWUh]cb`Zf`cbY`I C 7

- [AccXY](#)
- [@UV5WYgg](#)
- [7ca di hb\[: UW\]hYg](#)
-

