

I hU\`>Jnn`9mY`Dc hY b h]U`GhUfg`]b`H\ f]``b [B 6 5`8 fUZh`GYWŁ bX`F ci bX

9I d`cfY`h\Y`I hU\`>Jnn` , \$' - /g`&\$&) `B 6 5`8 fUZh`ghfUhY[mž
ZcW g]b[`cb`_YmigYWŁ bX! fci bX`d]W_g`UbX`hU`Ybh`Yj U`i Uh]cb
]bg][\hg"



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@U_Y`7ci bhmž`I G5`!`H\Y`I hU\`>Jnn`Uj Y`VYYb`a U_]b[`k Uj Yg`]b
h\]g`mYUf`g`B 6 5`8 fUZh`Vm`ZcW g]b[`cb`f]g]b[`ghUfg`UbX`\][\!i dg]XY
d`UmYfg`Ug`h\YmigYY`_hc`fYWŁ bZ][i fY`h\Y]f`fcghYf``K]h\`h\Y
UXX]h]cb`cZ`bYk`hU`Ybhž`U``YmYg`UfY`cb`h\Y]f`gYWŁ bX! fci bX`d]W_ž
h\Y`) `fX`cj YfU``5ZhYf`d]W_]b[`5W`6U]`Ymž`U`XmbUa]WZcfk UfX
Zfca`Fi h[Yfgž`Uh`Bc``) ž`h\Y`>Jnn`UfY`bck`hi fb]b[`h\Y]f`g][\hg`cb
dchYbh]U`X]Ua`cbXg`]b`h\Y`fci [\`Uj U]`UV`Y`]b`h\Y`gYWŁ bX`fci bX"
H\YmfY`Wfhu]b`mbch`g\m`UVci h`cc_]b[`Zcf`hU`Ybh`VYmc`bX`h\Y
Z]fgh! fci bX`Vi nn"

H\Y`a]X!fUb[Y`[Ua Y`\Ug`VYWŁa Y`Wfi W]U`Zcf`Ubmi`hYUa ``cc_]b[`hc
g\UdY`]hg`Zi hi fYž`UbX`h\Y`>Jnn`UfY`k Y``Uk UfY`cZ`h\]g``K \]Y`5W
6U]`Ymig`ck WUgYg`YI W`dh]cbU`d\mg]WU`Uhhf]Vi hYg`UbX`gWŁ f]b[

j YfgUh]`]hmž]bWi X]b['U' + \$ 'k]b[gdUb`UbX`Ub`ja dfYgg]j Y`j Yfh]WU`
`YUdž`h`Y`đ`nn`U`gc`a UXY`U`ghfUhY[]WhfUXYž`a`cj]b['i`d`hc`d]W_
K`U`hYf`7`Umhc`b`đ`"Uh`B`c`"%,"H\]g`a`cj Y`fYZYWhg`h`Y`đ`nn`g
]bhYbh]cb`hc`Vc`ghYf`h`Y]f`VUW`Wci`fh`k`]h`d`UmYfg`k`c`WUb`h`]b_
ei]W`micb`h`Y]f`ZYh`UbX`YI`YW`hY`dfYW]gY`g`c`ch]b[ž`Ug`7`Umhc`b
VcUghg`Ub`,`) i`žFY`!`h`fck`Wcbj`Yfg]cb`fUhY`fG@78i`b`_Ł"

GYWcbX!Fci`bX`Dcgg]V]`h]Yg

5g`h`Y`đ`nn`XY`j`Y`]bh`c`h`Y`gYWcbX!fci`bX`hU`Ybh`d`cc`ž`Z]j`Y`b`Ua`Yg
`Uj`Y`U`fYUX`m`gd`Uf`_YX`]bhYfYgh`k`]h`]b`h`Y`c`f[`Ub]nUh]cb`"B`chUV`mž`
?G@Gdcfhg`\][\][\hg`h`Y`g_]`g`c`Z`G]cb`đ`Ja`Ygž`U`[`i`UfX`ž`fca
8i`_Y`"K`]h`Uj`YfU[`Yg`c`Z`,`"*`dc]bhgž`(" &`fYVci`bXgž`UbX`U`g`c`ch]b[
dYfW`bhU[`Y`h`Uh`gdYU`_g`ž`c`f`]hgY`Z`")`%`*`ž`fca`h`Y`Z]Y`X`UbX`"(`%`
ž`fca`VYmcbX`h`Y`UfW`đ`Ja`Yg`ghUbXg`ci`h`ž`c`f`\]g`Uh`h`Yh]W]ga`UbX
`YUXYfg`\]d`"<Y`d`UmYX`U`g][`b]Z]WUbh`fc`Y`]b`8i`_Y`g`:]bU`:`ci`f`fi`bž
g`ck]b[`\Y`WUb`\UbX`Y`dfYggi`fY`UbX`dYfž`fa`Uh`Wfi`W]U`h]a`Yg"

H`Y`b`h`Y`fY`g`5`]U`h`A`Ufh]b`ž`fca`:`c`f]XUž`Ubch`Y`f`]bh`f][`i`]b[
d`f`c`g`d`Y`W`h`5j`YfU[`]b[`%`("dc]bhg`UbX`b`chYX`ž`c`f`\]g`Uh`h`Yh]W
Z]b]g`\]b[`UbX`XYZYbg]j`Y`d`fck`Yggž`A`Ufh]b`\Y`dYX`YUX`\]g`hYUa`hc
U`bUh]cbU`h]h`Y`UbX`Wci`X`VY`↑`gh`k`\Uh`h`Y`đ`nn`b`YYXž`d`Ufh]W`Uf`m
]b`hYfa`g`c`Z`d`f`c`j`]X]b[`XYZYbg]j`Y`ghUV]`]hm`UbX`gWcf]b[`cdh]cbg"

ž`đ`nn`a`UbU[`Ya`Ybh]g`cb`h`Y`cc`_ci`h`ž`c`f`j`YfgUh]`]hmž`A`U`i`G`i`i`Už
ž`c`fa`Yf`mic`Z`I`hU`\`GhUhYž`a`][\h`Z]h`h`Y`V]`"?bck`b`ž`c`f`\]g`VU`!
`UbX`]b[`UbX`d`Uma`U_]b[`UW`a`Ybž`G`i`i`[`U`Uj`YfU[`YX`%)`"\$`dc]bhg
UbX`Wc`Y`W`h`Y`X`)`"-`fYVci`bXg`dYf`[`Ua`Yž`a`U_]b[`\]a`U`WUbX]XUhY
ž`c`f`U`d`chYbh]U`h`k`c`!`k`Um`Wc`bh`f`U`W`h`"<]g`XYj`Y`c`da`Ybh`k`]`VY
YggYbh]U`ž`c`f`V`Y`bX]b[`]bh`c`h`Y`đ`nn`g`Z`hi`fY`d`Ub`g"

D\mg]WU`DfYgYbW`cb`h`Y`7ci`fh

5g`h`Y`đ`nn`ZcW`g`a`c`fY`cb`h`Y`ž`c`fk`UfX`d`cg]h]cbž`h`Y`mia`][\h`Z]bX
h`Uh`h`æ`b]`6`fcca`Y`]g`h`Y`_]bX`c`Z`d\mg]WU`dYfYgYbW`h`Y`m`f`YeI`]fY`
K`]h`Uj`YfU[`Yg`c`Z`,`"*`dc]bhg`UbX`%\$`,`fYVci`bXgž`6`fcca`Y`g
UV]`]hm`hc`XYZYbX`h`Y`f]a`UbX`fYVci`bX`]g`b`chYk`c`fh`m`"<]g`ghUhg
fYZYWh`U`gc`]X`d`UmYfž`Yj`Yb`]Z`Y`a`Um`b`YYX`hc`k`cf`_`cb`\]g

g\cch]b['WŁbg]ghYbWmZfca 'h\ fYY!dc]bh'fUb[Y"

:]bU`mž`Yhg'bc'h'c] Yf`cc_`?cVY'6fYU'Zfca 'Ybhi W_m`H\]g`* +
[i UfXž'VcUgh]b['U'(+i 'g\cch]b['fUhY'Zfca 'VYmc'bX'h\Y'UfWž
]bX]WUhyg\Y'WU'b'byh'dc]bhg']b'j Uf]ci g'g]hi Uh]cbgž'k \Yh\Yf']hg
WUhW!UbX!g\cch'c'f'cZ'gWfYYbg"5'h\ci [\fYWŁ[b]nYX'df]a Uf]'m'Ug
U'g\cch]b['gdYWU`]ghž'\]g'dchYbh]U`hc'XYj Y`cd']bh'c'U'gc`]X'U`!
Ufci bX'd`UmYf'a U_Yg\]a 'Ub']bhYfYgh]b['cdh]cb'Zcf'h\Y'žUnn']b
h\]g'Wf]h]WU`fci bX'f**Gd c fhg`≡`i ghfUhYXŁ**"

5g'i hU\ žUnn'a UbU[Ya Ybh'k fUdg'i d'h\Y]f'ghfUhY[m'Zcf'h\Y
i dWŁa]b['gYUgcbž'h\Y'Yi W]hYa Ybh']g'dU'dUV`Y"K]h\ 'k Y`!fci bXYX
cdh]cbg']b'h\Y'gYWŁbX'fci bXž']hgYYa g'h\Y'žUnn'UfYb h'† gh'Z]g\]b[
]b'h\Y'dcbX'Vi h'UfY'\i bh]b['Zcf'h\Y'bYi h'WUhW'h\Uh'WŁi 'X'UXX
fYU`j U'i Y'hc'h\Y]f'[Ua Y"H\Y'i dWŁa]b['gYUgcb']g'gYh'hc'VY'U
h\f']`b['cbY']b'žUnn'BUh]cbž'UbX'ZUbg'YU[Yf'm'\cdY'Zcf'hU'Ybh'h\Uh
WU'b'Y`Yj UhY'h\Y'hYUa 'hc'bYk '\Y][\hg"

8YhU]`g	
Cfh	@J_Y'7ci bhmž'i G5
E i Y`Yb	<ul style="list-style-type: none">• _g`gd c fhg"WŁa• k k k "g`WŁi b_"WŁa• k k k "g]"WŁa

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