

8ci V`Y`GhUVV]b[`G\cW_g`A]Ua]!8UXY.
CbY`A Ub`7f]h]WU`ž`Gi gdYWh`8YhU]bYX`

Hk c`a Yb`k YfY`ghUVVYX`U`cb[`6]fX`F cUX`]b`A]Ua]!8UXY`cb
đ bY`%*ž`&\$&) ""CbY`gi gdYWh`]g`]b`W ghcXm`]bj Ygh][Uh]cb
cb[c]b["



6]fX`F cUXž`GK``%%&`5j Ybi Yž`A]Ua]!8UXY`7ci bhmž`! G5`!`Cb
A cbXUm`a cfb]b[ž`đ bY`%*ž`&\$&) ž`h`Y`A]Ua]!8UXY`G\Yf]ZZ`g`C ZZ]W
`Ui bWXYX`Ub`]bj Ygh][Uh]cb`]bhc`U`Xci V`Y`ghUVV]b[`]bW]XYbh`U`cb[
6]fX`F cUXž`gYbX]b[`g\cW_k Uj Yg`h\fc[[\`h`Y`W`a`a`i`b]hm`H\Y
Yj Ybh`hc`_`d`UW`bYUf`h`Y`]bhYfgYWh]cb`cZ`Gci h`k Ygh`%\$+h\
5j Ybi Y`UbX`U`H8`6Ub`_`VfUbW`Uh`Gci h`k Ygh`%%&h`5j Ybi Yž
k \YfY`W]a`Y`gW`bY`hUdY`W`i`X`VY`gYYb`W`fXcb]b[`cZZ`Vch\
`cW]h]cbg`"5`h`ci [\`Ui h`cf]h]Yg`\Uj Y`W`bZ]fa`YX`h`Y`UddfY\Ybg]cb
cZ`U`a`U`Y`gi gdYWh`Uh`h`Y`gW`bY`bYUf`h`Y`VUb`_ž`\]g`]XYbh]hm
fYa`U]bg`i`bX]gWcgYXž`UXX]b[`U`UmYf`cZ]bhf][i`Y`hc`h`g`cb[c]b[
]bj Ygh][Uh]cb"

5W`fX]b[`hc`@cWU``%\$ž`XYdi h]Yg`fYgdc bXYX`hc`fYdcfhg`cZ`U`a`Ub

k]h\`U`_b]ZY`g\cfh`mUZ`hYf`%\$.` \$`U`a` "5g`h\Y`Z]fgh`fYgdc`bXYfg
Uff]j`YX`ž`h\Ym`Zci`bX`hk`c`]b`†`fYX`a`Yb`k` \c`k`YfY`ei`]W`_m
hfUb`gdcfhYX`hc`Ub`UfYU`hfUi`a`U`W`b`hYf`Vm`A`]Ua`]!8UXY`:`]fY
F`YgW`Y`"K` \]Y`cbY`cZ`h\Y`j`]Wh]a`g`]g`fYdcfhYX`hc`VY`]b`ghUV`Y
Wc`bX]h]cb`ž`h\Y`c`h\Yf`]g`]ghYX`Ug`Wf]h]WU`ž`fU]g]b[`gYf]ci`g`Wc`bW`fbg
UVci`h`h\Y]f`]b`†`f]Yg"

8YhU]`g`cZ`h\Y`≠bW]XYbh

6ch`h\Y`A`]Ua`]!8UXY`G\Yf]ZZ`g`C`ZZ]W`UbX`76G`BYk`g`\Uj`Y
Wc`bZ]fa`YX`h\Uh`h\Y`UhUW`_i`bZc`XYX`]b`hk`c`X]gh]bW`hUfYUg`H\Y`H8
6Ub`_dUf_]b[`ch`k`Ug`hYa`dcfUf]`m`WcgYX`Ug`dUfh`cZ`h\Y
]bj`Ygh[`Uh]cb`ž`k` \]Y`U`A`]Ua`]!8UXY`hfUb`g]h`Vi`g`k`U]h]b[`Uh`6]fX
F`cUX`UbX`Gci`h`k`Ygh`%\$+`5j`Ybi`Y`k`Ug`U`gc`fcdYX`c`ZZ`Ug`U
gYWc`bXUfmWf]a`Y`gW`bY`"≠bj`Ygh[`Uhcf`g`UfY`W`ffYb`h`m`d]YW]b[
hc[`Yh\Yf`h\Y`Yj`Ybhg`YUX]b[`i`d`hc`h\Y`ghUVV]b[`ž`Vi`h`gc`ZUfž`h\Y
W]fW`a`ghUbW`g`fYa`U]b`i`bWYUf"

≠U`W]a`UhY`cZ`f]g]b[`Wf]a`Y`Wc`bW`fbgž`h\Y`A`]Ua`]!8UXY`G\Yf]ZZ`g
C`ZZ]W`fYW`b`h`m]b`hfcXi`W`X`U`7f]a`Y`8UhU`8Ug`VcUfX`U]a`YX`Uh
]bWfYUg]b[`hfUb`gdUfYbW`m`UbX`dfcj`]X]b[`i`dXUhYX`Wf]a`Y`ghUh]gh]Wg
hc`h\Y`di`V`]W`@Ui`bW`YX`cb`A`Um`&&ž`&\$&)`ž`h\Y`XUg`VcUfX
i`bXYfgWcfYg`h\Y`]a`dcfhUbW`cZ`Wc`a`a`i`b]hmYb[`U[`Ya`Ybh]b`Wf]a`Y
dfYj`Ybh]cb`Y`Zc`fhg`G\Yf]ZZ`F`cg]Y`Ya`d`Ug]nYX`h\Uh`XUhU`UbU`mh]Wg
gYfj`Y`Ug`j`]hU`hcc`g`]b`Vccgh]b[`hfUb`gdUfYbW`m`UbX`UW`Wci`b`hUV]`]hm
]b`Uk`YbZcfW`a`Ybh"

5g`h\Y`g]hi`Uh]cb`Yj`c`j`Ygž`cWU`fYg]XYbhg`UfY`Y`Zh`k`cbXYf]b[`UVci`h
h\Y`ghUhY`cZ`gUZY`hm]b`h\Y]f`bY][`Vcf`ccXg`K`]h\`]bj`Ygh[`Uhcf`g
k`cf_]b[`X]]`Ybh`mž`i`dXUhYg`Zfca`h\Y`G\Yf]ZZ`g`C`ZZ]W`UfY
YI`dYWhYX`]b`h\Y`Wc`a`]b[`XUmg`A`YUb`k` \]Yž`Wc`a`a`i`b]hm`a`Ya`VYfg
UfY`YbWci`fU[`YX`hc`fYa`U]b`j`][`Ub`h`UbX`]bZc`fa`YX`Ug`h\Ym
bUj`][`UhY`h\Y`UZhYfa`Uh`cZ`h\]g`X]ghi`fV]b[`]bW]XYbh"

H\Y`i`bZc`X]b[`ghcfm`b`ch`cb`m`\][`\][`hg`h\Y`]a`a`YX]UhY`XUb[`Yfg`cZ
j`]c`YbW`Vi`h`U`gc`fU]gYg`ei`Ygh]cbg`UVci`h`h\Y`bYYX`Zcf`cb[`c]b[
X]U`c[`i`Y`VYhk`YYb`h\Y`Wc`a`a`i`b]hm`UbX`Uk`YbZcfW`a`Ybh`hc`Zc`ghYf
U`gUZYf`Ybj`]fcb`a`Ybh`Zcf`U`"K`Y`k`j`Wc`bh]bi`Y`hc`a`cb]hcf`h\Y

g]hi Uh]cb`WcgY`mUbX`dfcj]XY`Z fh\Yf`XYhU]`g`Ug`h\YmYa Yf[Y"

8YhU]`g	
Cfh	6]fX`F cUXž`GK`%%&`5j Ybi Yž`A]Ua]!8UXY 7ci bhmž`l G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "`cWU`%\$`WŁa• k k k "Wgbyk g"WŁa• k k k "a]Ua]XUXY"[cj

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