

đ X]W]U`'G\U_Y!I d.`? Ym'B ca]bUh]cbg
GWX YXi `YX`]b`GYbUhY`< YUf]b[`HcXUm°

9I d`cfY`h\Y`UhYgh`† X]W]U`'bca]bUh]cbg`]b`DU`a`'6YUW
7ci bhmž`\\[`\\[`\\h]b[`X]j Yfg]hm]b`h\Y`ZYXYfU`VYbW
WcbZ]fa YX`cb`đ bY`&) ž&\$&) "



< Ufh'GYbUhY`C ZZ]W`'6i]`X]b[ž'F cca`'&%* ž'K Ug\]b[hcbž'8"7"ž
I G5`!`C b`đ bY`&) ž&\$&) ž`h\Y`I "G"GYbUhY`đ X]W]Ufm'7ca a]hY
\Y`X`Ub`]a dcfhUbh'bca]bUh]cb`\YUf]b[`]b`F cca`'&%*`cZ`h\Y`< Ufh
GYbUhY`C ZZ]W`'6i]`X]b[`Uh`%\$.%)`'5A`"H\]g`gYgg]cb`\][`\\[`\\hYX`h\Y
`UhYgh'bca]bYYg`di hZcfh`VmDfYg]XYbh'6]XYb`Zcf`† X]W]U`
d cg]h]cbgž`U`a`cj Y`h\Uh`i bXYf`]bYg`h\Y`UXa]b]ghfUh]cb`g`cb[`c]b[
Wca a]ha Ybh'hc`X]j Yfg]Zm]b[`h\Y`ZYXYfU`VYbW`"5a`cb[`h\Y
bca]bYYg`]bhfcXi WX`]b`h\]g`a YYh]b[`k YfY`9a]`>'6cj Yž`k`\\c`]g
i d`Zcf`U`d cg]h]cb`Ug`U`I b]hYX`GhUhYg`7]fW]h`đ X[Y`Zcf`h\Y`H\]fX
7]fW]hž`UbX`U`Wi ghYf`cZWUbX]XUhYg`Zcf`h\Y`A]XX`Y`8]ghf]Wh`cZ
:`cf]XUž`]bWi X]b[`'9Xk UfX`@`'5fhUi ž? mY`7`f]ghcd`\\Yf`8i XY_ž
xfXUb`9a YfmDfUhž`UbX`5bbY!@Y][`\\; Um`cfX`A cY`fYdcfhg`h\Uh"

đ X]W]U`bca]bUh]cbg`UfY`cZhYb`U`fYZYWh]cb`cZ`h\Y`dc`]h]WU`
`UbXgWUdYž`UbX`h\]g`UhYgh`YUf]b[`]g`bc`X]ZZYfYbh`H\Y`GYbUhY
đ X]W]Ufm7ca a]hhYY`Ug`VYYb`UWh]j Y`midi g\]b[`Zcfk UfX`U`X]j YfgY
UffUm`cZ`WU`bX]XUhYgž`U`h\Ya Y`YWX`cYX`Vm`GYbUhY`A U`cf]hm`K` \]d
8]W`8i fV]b`<Y`Ya d`Ug]nYX`Xi f]b[`U`fYWX`bh`Vi g]bYgg`a YYh]b[
h\Uh`UXj UbW]b[`bca]bYYg`k]h\`j Uf]YX`VUW`[fci bXg`]g`bch`↑gh
]XYU`Vi h`bYWXggUfmZcf`U`↑gh`↑X]W]Ufm`5g`Y`bchYXž`h\Y
Wca a]hhYY`fYWX`bh`m`UXj UbWX`X`hk Ybhm`↑X]W]U`bca]bUh]cbg`UbX
cbY`YI YW`h]j Y`bca]bUh]cb`hc`h\Y`Zi ``GYbUhYž`Ub`YZZcfh`h\Uh
Wcbh]bi Yg`hc`Yb`UbWX`fYdfYgYbhUh]cb`cb`h\Y`ZYXYfU`VYbWX`
ghUhYg"

H\Y`Di g`Zcf`8]j Yfg]hm

H\Y`ZcW`g`cb`X]j Yfg]Zm]b[`↑X]W]U`bca]bUh]cbg`]g`dUfh`cZ`U
VfcUXYf`ghfUhY[m`Vm`h\Y`6]XYb`UXa]b]ghfUh]cb``G]bW`X` \]g
]bUi [i fUh]cbž`6]XYb`Ug`UWX`Yj YX`U`fYa Uf`UV`Y`a]`YghcbYž`k]h\
&) `hc`hU`↑X]W]U`WcbZ]fa Uh]cbg`cbY`a cfY`h\Ub`DfYg]XYbh
Hfi a d g`hc`hU`Xi f]b[` \]g`Z]fgh`hYfa ``5a cb[`h\YgY`Uddc]bha Ybhgž
U`fYWcfX`bi a VYf`cZ`↑X[Yg`fYdfYgYbh`X]j YfgY`fUW]U`VUW`[fci bXg
UbX`[YbXYfg``BchUV`mž`6]XYb`Ug`Uddc]bhYX`h\Y`a cghk`ca Yb`UbX
dYcd`Y`cZ`Wc`cf`]b`I "G`` \]ghcfm`hc`h\Y`ZYXYfU`↑X]W]Ufm` \][` \`][` \hg
"

Cb`h\Y`fYWX`bh`bca]bUh]cbg`Zcfbhž`5XY`Y`A Ub[]`ghUbXg`ci h`Ug`Y
Wci `X`VYWca Y`h\Y`Z]fgh`A i g]a !5a Yf]WU`b`hc`gYfj Y`Ug`U`ZYXYfU`
UddY`UhY`Wci fh`↑X[Y``<]g`bca]bUh]cb`ZUWX`fci [`k UhYfg`k]h\
UWX`gUh]cbg`cZ`Ubh]gYa]h]ga `Xi f]b[` \]g`YUf]b[ž`WU]a g`h\Uh`Uj Y
VYYb`j][cfci g`m`XYbci bWX`Vm`X`k]g`cf[Ub]nUh]cbg``8i fV]b
XYZYbXYX`A Ub[]ž`ghUh]b[ž` A Ub[]`Ug`XYbci bWX`X`UhY`UbX
V][chfmž]bWi X]b[`Ubh]gYa]h]ga ž`a U_]b[`U`WUgY`Zcf`\]g
WcbZ]fa Uh]cb`fYdcfhg`8i fV]b"

7cbhYI h`UbX`G][b]Z]WU`bW

5g`k Y`cc`_`Uh`h\Y`V][`d]Whi fYž`h\Y`Wca d`cg]h]cb`cZ`h\Y`↑X]W]Ufm
`Ug]a dcfhUbh]a d`]WU]h]cbg`Zcf`h\Y`Uk`UbX`gcW]Yhm`Uh`Uf[Y``K]h\
%*, `↑X[Yg`WcbZ]fa YX`hc``]ZYh]a Y`Uddc]bha Ybhg`]b`↑gh`U`ZYk

mYUfgž'h\Y'6]XYb'UXa]b]ghfUh]cb g'di g\Zcf'U'X]j YfgY'† X]W]Ufm]g
hUb[]V'Y'UbX'g][b]Z]WUbh"† X[Yg'k \c'a]ffc'f'h\Y'X]j Yfg]hmicZ'h\Y
5a Yf]WUb'dcdi `UW'Vf]b['i b]ei Y'dYfgdYWh]j Yg'h\Uh'WUb']bZi YbW
fi `]b[g'UbX'Yb\UbW'h\Y'hfi gh'W]h]nYbg'd`UW']b'h\Y'† gh]W
gmghYa "

H\Y'i dWca]b['j chYg'cb'h\YgY'bca]bYYg'k]``VY'd]j chU`ž'bch'† gh
Zcf'h\Y']bX]j]Xi U'g']bj c'j YX'Vi h'Zcf'h\Y'VfcUXYf'fYdfYgYbhUh]cb']b
h\Y'† X]W]U`gmghYa "': `cf]XUž']b'dUfh]W'Ufž'k]``\Uj Y'Zci f'bYk
X]ghf]Wh'† X[Yg']Z'U``[c'Ug'd`UbbYXž'k \]W'Wci `X'fYg\UdY'h\Y
† X]W]U``UbXgWUdY']b'h\Y'ghUhY""5g'h\Y'WcbZ]fa Uh]cb'dfcWgg
\YUhg'i dž'h\Y'YmYg'cZ'a Ubmik]``VY'WcgY`mik UhW]b[`ck'h\YgY
bca]bUh]cbg'UfY'fYW]j YX'UbX'i`h]a UhY`m'XYW]XX"

8YhU]`g	
Cfh	<Ufh'GYbUhY'CZZ]W'6i]'X]b[ž'Fcca `&%*ž K Ug\]b[hcbž'8"7"ž'l G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "† X]W]Ufm"gybUhY"[cj• k k k "Xi fV]b"gybUhY"[cj• k hcd"Wca

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