

5fa]b`DYhfUg`Y]hYh`GUUfVfØW_Yf
DcYh]_XcnYbhi f. ; fc» Yg`H\YUhYf!9j Ybh°

8]Y`l b]j Yfg]hÀh`XYg`GUUf`UbXYg`j YfUbghU`hYh`X]Y
GUUfVfØW_Yf`DcYh]_XcnYbhi f`a]h`5fa]b`DYhfUg`^2 ZYbh`]WXY
J c f h f Å [Y`UV`A U]`&\$&) ""9]bhf]h`zFY]"



GUUfVfØW_Ybž`8Yi hgW`UbX`!`8]Y`l b]j Yfg]hÀh`XYg`GUUf`UbXYg
j YfUbghU`hYh`b`X]YgYa`f`X`f`ni`a`nk`Ø`ZhYb`A`U`X]Y`GUUfVfØW_Yf
DcYh]_XcnYbhi f`ZØf`8fUa`Uh]_`"8]Y`?`ccdYfUh]cb`i`a`ZUggh`XUg
GUUf`ÀbX]gWXY`GhUUhgh`YUhYfž`X]Y`GhUXh`GUUfVfØW_Yb`gck`]Y`XYb
J <G`FY[]cbU`j YfVUbX`GUUfVfØW_Yb`i`bX`nYi`[`hj`cb`Y]bYa`ghUf_Yb
9b[U[Ya`Ybh`ZØf`X]Y`H\YUhYf!`i`bX`@]hYfUhi`fgnYbY`"I`b]!GUUf`UbX
VYf]W`hYh"

è`X]YgYa`f`X`f`k`]fX`XYf`VY`_UbbhY`8fUa`Uh]_Yf`i`bX`FY[]ggYi`f
5fa]b`DYhfUg`X]Y`DcYh]_XcnYbhi f`ØVYfbY`a`Yb`"9f`]gh`gY]h`%`-`+
Y]bY`dfÅ[YbXY`:`][`i`f`]a`X`Yi`hgW`Yb`H\YUhYf`i`bX`U`h`n`U`f`Y]WXY
K`Yf`_Y`Ui`Z`k`]W`h][`Yb`6Ø`b`Yb`]a`X`Yi`hgW`gd`f`U`W][`Yb`F`Ui`a
[`Y`n`Y][`h`K`À`f`Y`b`X`g`Y]b`Y`f`N`Y]h`U`g`è`h`Y`b`X`U`b`h`X`Y`g`A`U`l`]a``;`c`f`_]

H\YUhYfg'6Yf`b`i` bX`j`b`UbXYfYb`ZØ\fybXYb`Dcg]h]cbYb`\Uh`Yf`X]Y
H\YUhYf`UbXgW\UZh`bUW\U`h][`VYY]bZi`ggh"8]Y`DcYh]_XcnYbhi`f!
8fUa`Uh]_`VYgW`fY]Vh`X]Y`F`c`Y`j`cb`DcYh]_!8cnYbhi`fYb`U`g
YggYbh]Y`Y`D`UhhZcfa`Yb`ZØf`XYb`5i`ghUi`gW`ØVYf`nY]h[`Yb`Øgg]gW`Y
8fUa`Uh]_"

J`c`fhfU[`gfY]\`Y`?`f]Y[`i`bX`H\YUhYf`

I`bhYf`XYa`H]hY`?`f]Y[`i`bX`H\YUhYf`k`]fX`DYhfUg`]a`A`U]i`bX`đ`b]
&\$&)`]bg[`YgUa`h`XfY]`ØZYbh]W`Y`J`c`fhfÅ[`Y`\`U`h`Y`b`"8]YgY`Z]bXYb`Ub
j`YfgW`]YXYbYb`C`fhYb`ghUhh`X`Ufi`bhYf`X`Ug`:]`a`\`Ui`g`i`bX`X`Ug
GUUf`Å`bX]gW`Y`GhUUhgh\`Y`UhYf`"8]Y`J`c`fhfÅ[`Y`g]bX`ZØf`XYb`&*"A`U]ž
&"`đ`b]i`bX`-`"đ`b]`Ub[`YgYmhž`VY[`]bbYbX`Y`k`Y]`g`i`a`&\$`\$`\$`i`\`f"
=a`5bgW`i`gg`Ub`X]Y`J`c`fhfÅ[`Y`k`]fX`Y`g`c`ZY`b`Y`8]g_i`gg]cbYb
[`YVYbž`X]Y`XYb`8]U`c[`a`]h`XYa`Di`V`_i`a`ZØf`XYfb`I`b]!GUUf`UbX
\`Uh`X]Y`H\`Ya`Yb`X]YgYf`J`c`fhfÅ[`Y`Ui`Z[`Y`]ghYh

- &*"A`U]`&\$&)`. `)`Y]bZØ\fybXY`5ba`Yf_i`b[`Yb`ni`f`H\`Ycf]Y
i`bX`];`YgW`]W`hY`XYg`8fUa`Ug
- \$&"đ`b]`&\$&)`. `8Yf`B]VY`i`b[`Yb!5ddUfUh
- \$-`"đ`b]`&\$&)`. `()`hYfUhi`fk`]ggYbgW`UZh]W`Y`6Y[`f]ZY
Yf`Ai`hYfh`f]b`6Yni`[`Ui`ZY]bYb`H\`YUhYfhYI`h`ØVYf`B`Udc`Y`cb
6cbUdUfhYŁ

B`Yi`Y`i`fUi`ZZØ\fi`b[`i`bX`hYfUf]gW`Y F`Y`Z`Yi`]cb

9]b`k`Y]hYfYf`<`Ø\Ydi`b_h]gh`X]Y`i`fUi`ZZØ\fi`b[`j`cb`DYhfUg`bYi`Ya
GhØW`_`Z`hi`fY`&`ftcgY`mci`f`gY`ZŁ`ž`X]Y`ZØf`XYb`"%"A`U]`&\$&)`i`a
%-`" `\$i`\`f]a`GUUf`Å`bX]gW`Yb`GhUUhgh\`Y`UhYf`[`Yd`Ubh]`gh`"8]Y
DcYh]_XcnYbhi`f`k`i`fXY`gY]h`&\$`%`#`%`&`]bg`@YVYb`[`Yfi`ZYbž`i`a
\`YfUi`gfU[`YbXY`6Ø\`bYbUi`hc`fYb`i`bX`H\`YUhYfa`UW`Yf`Y]bni`UXYb
i`bX`X`Ug`ØZYbh]W`Y`;`Ygd`f`ÅW`ØVYf`nY]h[`Yb`Øgg]gW`Y`8fUa`Uh]_`ni
ZØf`XYfb`8]Y`HfUX]h]cb`XYf`DcYh]_XcnYbhi`fYb`fY]W`h]b`X]Y
;`YgW`]W`hY`XYf`Yi`fcd`Å]gW`Yb`@]hYfUhi`f`ni`fØW`ž`k`c`VY]
GW`f]ZhghY`Yf`gY]h`Ł\`f`i`bXYfhYb`:`fU[`Yb`XYf`Y`gh\`Yh]_`Yf`ØfhYfb`"

8]YgY` ðgh]hi h]cbYb`g]bX`k]W\h][ži a `X]Y`D`i fU`hÅh`XYf`@]hYfUhi fYb
 ni `Z0fXYfb`i bX`VY[f0bXYb`XYb`]bX]j]Xi Y`Yb`Ni [Ub[`ni f
 @]hYfUhi f`Hfchn`XYf`<YfUi gZcfXYfi b[Yb`Xi fW`ZY`YbXY
 j YfV]bX`]W\Y`@]hYfUhi fUi ZZUggi b[Yb`]b`XYf`A cXYfbYž`gY`Yb`X]Y
 8 cnYbhi fYb`Y]bY`7`UbW`]b`XYf`J]Y`ZU`h`XYf`5bgÅhmY`i bX`Gh]Y`]b
 XYf`nY]h[Yb0gg]gW\Yb`8fUa Uh]_"

8]Y`GUUfVf0W_Yf`DcYh]_XcnYbhi f`V`Y]Vh`gca]h`b]W\h`bi f`Y]b`: cfi a
 Z0f`X]Y`J Yfa]h`i b[`j cb`H`YUhYf`_i bghž`gcbXYfb`Ui W\`Y]b`Cfh`XYf
 `]hYfUf]gW\Yb`FYZYI]cbž`X]Y`Xi fW`X]Y`9]b`UXi b[Yb`Ub`5`_hYi fY
 k]Y`DYhfUg`VYfY]W\Yfh`k]fX``8]Y`XYfnY]h][Yb`9bhk]W`_i b[Yb`]a
 H`YUhYf`VY`Y[Ybž`XUgg`XYf`8]U`c[`nk]gW\Yb`K]ggYbgW\UZh`i bX
 DfUI]g`k`Y]hYf`]b`j cb`[fc»Yf`6YXYi hi b[`]ghž`i a `X]Y`5ha cgd`ÅfY
]b`XYf`H`YUhYfgnYbY`YVYbX][`i bX`XmbUa]gW\`ni `U`hYb`"8]Y
 ; YgW\]W\ hY`XYf`H`YUhYfk]ggYbgW\ UZh`VYhcbhž`k]Y`XYf`?cbhU_h
 nk]gW\Yb`; YgW\]W\ hY`i bX`nY]h[Yb0gg]gW\Ya`GW\ UZYb`bYi Y
 DYfgdY_h]j Yb`Yf0ZbYh"

8 YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	GUUfVf0W_Ybž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i b]!gUUf`UbX"XY • k k k "dcYh]_XcnYbhi f! XfUa Uh]_"XY • k k k "h`YUhYf[YgW\]W\ hY"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["XY