

F YW\ Ybk i bXYf`G\ Ub\_i bhU`U`8Yj ]  
VY[ Y]ghYfh`F cgYb\Y]a ` `Y]bY`GYbgUh]cb °

F cgYb\Y]a ž%\*"'đ b]`%- +) .`G\Ub\_i bhU`U`8Yj ]žXUg`]bX]gW\Y  
F YW\ Ybk i bXYfž`VY[ Y]ghYfh]a `5i Zhf]hh`i bX`\]bhYf`Äggh  
V`Y]VYbXYb`9]bXfi W\_"



HØ» `]b [ ž`8Yi hgW\`UbX`!`5a` `%( "'đ b]`%- +) `gcf[ hY`Y]b`6Yf]W\h]a  
C VYfVUmYf]gW\Yb`J c`\_gV`Uhh`ZØf`5i ZgY\Yb`]b`XYf`FY [ ]cb  
F cgYb\Y]a ``9g`k Uf`b]W\h`bi f`X]Y`XfUa` Uh]gW\Y` ; YgW\]W\hY`Y]bYg  
đ b[ Yb`Ui g`HØ» `]b [ ž`XYf`hfU[ ]gW\`Ub`Y]bYf`6fUhk`i fgh`Yfgh]W\_Yb  
a`i gghYž`gcbXYfb`Ui W`X]Y`VYY]bXfi W\_YbXY`8Ya` cbghfUh]cb`j`cb  
G\U\_i bhU`U`8Yj ]ž`VY`Ubb`h`U`g`XUg` `]bX]gW\Y`F YW\ Ybk i bXYf`ž`X]Y  
X]Y`Ni gW\Ui Yf]a``6Ubb`\]Y`h`i` bhYf`XYb`5bk YgYbXYb`VYZUbX`g]W\  
6Øf[ Yfa`Y]ghYf`8f``A`]W\UY`GhØW\_Yfž`gck`]Y`k`Y]hYfY`dfca`]bYbhY  
6Øf[ Yf`k`]Y`xcgYZ;`fc»`a`Ubb`i`bX`5bhcb`?`Uh\`fY]bž`X]Y`j`c``Yf  
GhUi`bYb`XYf`i`b[ `Ui`V`]W\Yb`8UfV]Yhi`b[ `ni`gU\Yb"

G\U\_i bhU`U`8Yj ]ž`X]Y`Ua` `( "'Bcj`Ya`VYf`%-`&-`]b`6Ub[`U`cfY`ni`f  
K`Y`h`\_Ua`ž`VY[`Ubb`VYfY]hg]a`nUfhYb`5`hYf`j`cb`XfY]`đ\`fYbž`g]W\

]bhYbgj] 'a ]h'NU\`Yb`ni`VYgW\`Z] [Yb`" `ΔfY` : `À\` [ `\_]hYb`k UfYb`gc  
VYa Yf`\_Ybgk Yfhž`XUgg`g]Y`]a` `5`hYf`j cb`gYW\g`Δ\`fYb  
K ]ggYbgW\UZh`Yf`XYf`i b]j Yfg]h`h`A mgcfY`VYY]bXfi W`hYž`cVk c`\`g]Y  
b]Y`Y]bY`5i gV]`Xi b[ ` [ YbcggYb`\UhhY`"BUW\`]`fYa` `%)`" `@YVYbg`U\`f  
VYfY]ghY`g]Y`X]Y`K`Y`h`i bX` [ UV`]`\`f`HU`Yb`h`]b`j`]Y`Yb`@`ÀbXYfbž  
XUfi bhYf`Ui W\`j YfgW\]YXYbY`Yi fcd`À]gW\Y`BUh]cbYb`i bX`BYk`Mcf`  
7]hm`%-`+`\*`ž`ni`f`GW\Ui`" `6Yf]W\hYb`ni`Zc` [ Y`" `ÒghY`g]Y`k`À`fYbX`]`\`fYg  
5i Zhf]hng`]b`Y]bYf`7ca`a`YfnVUb`\_`\_ca`d`]n]YfhY`K`i`fnY`fYW\bi`b[`Yb  
gW\by`Y`f`U`g`Y]b`HUgW\Yb`fYW\by`fž`k`Ug`X]Y`Ub`k`YgYbXYb  
A`Uh\Ya`Uh]\_Yf`i`bX`Ni`gW\Ui`Yf` [ `Y]W\Yfa`U`»`Yb`ZUgn]b]YfhYž`gc  
VYf]W\hYh`a`Ub[`ZU`&(`"

## @YVYbgk Yf`\_`i`bX`FY`\_`cfXY

G\U`\_i`bhU`U`8Yj`]žcZi`U`g`<`i`a`Ub`7ca`di`hYf` `h]h`i`]Yfhž`nY][`hY`]\`fY  
VYa Yf`\_Ybgk YfhYb` : `À\` [ `\_]hYb`Ui`W\`]b`XYb`%-` ,`\$Yf`Δ\`fYb`]b  
@cbXcb`i`bX`ghY`"hY`XUVY]`Y]bYb`FY`\_`cfX`Ui`Zž`]bXYa`g]Y`Ua` `%,`"  
Δ`b]`%-` ,`\$`nk`Y`]`%`!ghY`" [ Y`NU\`Yb`]b`bi`f`&`,`GY`\_i`bXYb  
a`i`h]d`]n]YfhY`"8]YgY`@Y]ghi`b[`k`i`fXY`gW\`Y]»`]W\`]a` `;`i`]bbYgg!  
6i`W\`XYf`FY`\_`cfXY`j`Yfa`Yf`\_h`"5a` `"\$`"Δ`]`&\$&\$`k`i`fXY`]\`f`dcgh`i`a  
XUg`NYfh]Z]\_Uh`ZØf`X]YgYb`FY`\_`cfX`ØVYffY]W\h`Ni`]`\`fYb`k`Y]hYfYb  
VYa Yf`\_Ybgk YfhYb`@Y]ghi`b[`Yb` [ Y\`Øfh`X]Y`6YfYW\bi`b[`XYf`&`"  
K`i`fnY`Y]bYf`&\$`%!ghY`" [ Yb`NU\`Ub`XYf`Gci`h\Yfb`A`Yh\cX]gh  
l`b]j`Yfg]hm]b`%-`+`+` `Y]bY`<`YfUi`gZc`fXYfi`b[`ž`X]Y`g]Y`]b`bi`f`)`\$  
GY`\_i`bXYb`a`Y]ghYfhY`"5i`W\`k`Ybb`Y]b][`Y`9l`dYfhYb`X]Y`U`U`X]h`h  
]\`fYf`FY`\_`cfXY`]b` :`fU[`Y`ghY`"hYb`ž`k`Uf`]\`f`HU`Yb`h`i`bVYghf]hhYb`ž`k`]Y  
XUg`K` ]\_]a`YX]U!Dc`fHU`Z`Ygh\`À`h`"

8cW\`G\U`\_i`bhU`U`8Yj`]k`Uf`b]W\h`bi`f`Y]bY`\`YfUi`gfU[`YbXY  
FYW\Yb`\_Øbgh`Yf]b`/`g]Y`k`Uf`Ui`W\`5i`hcf]b`i`bX`GW\f]ZnghY`"Yf]b`"Ni  
]\`fYb`VY`\_UbbhYghYb`5fVY]hYb` [ Y\`Øfh` H\Y`K`cf`X`c`Z  
<ca`cgYl`i`U`g`ž`XUg`YfghY`6i`W\`ØVYf`<ca`cgYl`i`U`]h`h`i]b`Δ`X]Yb`ž`]b  
XYa`g]Y`A`i`h`ni`f`8]g`\_i`gg]cb`ØVYf`Y]b`c`Zi`hUVi`]YfhYg`H\Ya`U  
nY][`hY`"8]Yg`k`Uf`b]W\h`bi`f`Y]b`dYfg`Øb`]W\Yg`5b`]Y[`Yb`ž`gc`bXYfb`Y]b  
k`]W\h][`Yf`6Y]hfU[`ni`f` [ YgY`gW\UZh]W\Yb`5`\_nYdhUbnž`XYf`XUg`@]W\h  
Ui`ZX]Y`c`Zi`j`Yf[`YggYbYb`@YVYbgfYU`]h`hYb`j`cb`@`6HE`Ž`DYfgcbYb  
]b`Δ`X]Yb`k`Uf`ž`k`]Y`H\Y`K`]fY`VYgW\fY]Vh`"

# HfU[ ]gWk Y`i bZÀ`Y`i bX`c\_U`Y`9fY][ b]ggY

BYVYb`G\U\_i bhU`U`8Yj ]g[ fUbX]cgYb`5i Zhf]hh`k i fXYb`X]Y`@YgYf  
 Ui Wk`ØVYf`hfU[ ]gWk Y`Nk ]gWk YbZÀ`Y`]b`XYf`F Y[ ]cb`]bZcfa ]Yfh`Gc  
 a i gghY`Yhk U`X]Y`6Yj Ò`\_Yfi b[ `Y]bYb`gWk cW\_]YfYbXYb`J cfZU``]b  
 HØ»`]b[ `j YfUfVY]hYbž`k c`Y]b`g]YVYb`À\`f][ Yf`ž b[ Y`Ub`Y]bYf  
 6fUk i fgh`Yfgh]W\_hY``8Yf`J UhYf`XYg`ž b[ Yb`U`UhY`gWk bY``fYU[ ]Yfh  
 i bX`XYb`Yghk ]fh`U`Ufa ]Yfhž`XYf`]b`XYf`c`[ Y`Y]bYb`6]YfZU`fYf`ni f  
 5fnhZU`fh`gWk ]W\_hY``@]XYf`V`]YVYb`X]Y`K ]YXYfVY`YVi b[ gj Yfgi Wk Y  
 ]a`?`fY]g\_fUb`\_Yb`Ui g`5`hØh]b[ `YfZc`[ `cg"

5i » YfXYa`k i fXY`Y]b`gWk k YfYf`i bZU``Ub`Y]bYa`i bVYgWk fUb\_hYb  
 6U`bØVYf[ Ub[ `VY]`< ÒfVYf]b[ `[ Ya`Y`XYhž`VY]`XYa`Y]b  
 @Ughk U[ YbZU`fYf`Y]bYb`YfUbZU`fYbXYb`Ni [ `ØVYfgU`i bX`gWk k Yf  
 j Yf`Yhh`k i fXY``Gc`Wk Y`9fY][ b]ggY`nY][ Yb`Y]bY`UbXYfY`GY]hY`XYg  
 @YVYbg`]b`XYf`F Y[ ]cbž`XUg`cZhj cb`Y]bYa`?`Ua`dZ`nk ]gWk Yb`5``hU[  
 i bX`HfU[ ÒX]Y`[ YdfÀ[ h]gh`HfcmXYa`[ UV`Yg`Ui Wk`@]Wk hv`]W\_Y`k ]Y  
 X]Y`Dc`\_U] Yf`Y]i b[ `XYf`Cfhg[ fi ddYbdfØZ b[ `ZØf`GWk i hm`i bXY`]b  
 FcgYb`Y]a`ž`k c`6YfhU`<]Yfa`Ubb`i bX`5i [ i gh`K ]YgYf  
 Ui g[ YnY]Wk bYh`k i fXYb"

5VgWk`]Y» YbX`V`Y]Vh`ni`gU[ Ybž`XUgg`XYf`%(`"ž b]`%- +) ]b  
 FcgYb`Y]a`Y]b`XYb`\_k ØfX][ Yf`HU[ `k Ufž`Ub`XYa`Y]bY`Vf]`UbhY  
 A Uh`Ya`Uh]gWk Yf]b`X]Y`< YfnYb`XYf`A YbgWk Yb`ZØf`g]Wk`[ Yk`Ubb`i bX  
 [ `Y]Wk`nY]h][ `hfUi`f][ Y`B`UWk`f]Wk`hYb`X]Y`6Øf[ Yf`VYgWk`ÀZh][ hYb`  
 G\U\_i bhU`U`8Yj ]`]\b`hYf`Y»`Y]b`9fVYž`XUg`k`Y]h`ØVYf`NU`Yb  
 \]b`Ui`g[ Y`hž`i bX`k ]fX`ZØf`\`fY`6Y]hfÀ[ Y`gck`c`\`]b`XYf`A`Uh`Ya`Uh]`  
 U`g`Ui`Wk`ZØf`gc`n]U`Y`H`Ya`Yb`i`bj`Yf[ YggYb`V`Y]VYb"

8YhU]`g	
C fh	HØ»`]b[ ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Ub[ ZU``&amp;("XY</li> <li>• Yb"k ]_]dYX]U"c f[</li> <li>• gW]YbW`"h`Yk ]fY"]b</li> </ul>

6Ygi WX Yb 'G]Y 'i bg 'Ui Z. 'bU[ !VUmYfb"XY