

: c c h V U `` Z U b g ` W ` Y V f U h Y ` j U f] Y h m ` G i a a Y f
Y j Y b h g ` c Z ` h \ Y ` g W ` b Y `] b ` ; Y f a U b m

7 c h h V i g ` U b X ` c h \ Y f ` Z U b ` g W ` b Y g ` W ` Y V f U h Y X ` X] j Y f g Y ` Y j Y b h g
U b X ` h c i f b U a Y b h g `] b ` h \ Y ` g i a a Y f ` c Z & \$ &) ` h \ U h ` V f c i [\ h ` Z U b g
U b X ` Z U a `] ` Y g ` h c [Y h \ Y f "



7 c h h V i g ž ` 8 Y i h g W ` U b X ` ! : c c h V U `` Z U b g `] b ` ; Y f a U b m i a c j Y X ` U ` ` c h
h \] g ` g i a a Y f " ` j U f] c i g ` h c i f b U a Y b h g ` U b X ` Y j Y b h g ` g \ U d Y X ` h \ Y
g i a a Y f ` V f Y U _ ` U b X ` g \ c k Y X ` h \ Y ` ` j Y `] b Y g g ` c Z ` h \ Y ` Z U b ` g W ` b Y g " ` H \ Y
Z c W ` g ` k U g ` d U f h] W ` U f ` m i c b ` h \ Y ` U b b i U ` U b h Y W ` U ` h c i f b U a Y b h ` c b ` G h "
D U i ` ` ž ` k \] W ` k U g ` U ` f Y U ` ` \] [\ `] [\ h ` h \] g ` m Y U f " ` b ` W ` c d Y f U h] c b ` k ` j h \
h \ Y ` I G D ` g i d d c f h [f c i d ž j] g] h c f g ` Z f c a ` X] Z Z Y f Y b h ` W ` i b h f] Y g ž
] b W i X] b [` H U ` m ` U b X ` : f U b W ` ž ` W U a Y ` h c ` < U a V i f [` h c ` k c f _ ` Z c f ` U b h]
! f U W] g a ` U b X ` U [U] b g h ` X] g W] a `] b U h] c b " ` 5 W ` c f X] b [` h c ` [Z U g W b U h \] c b](#)
[Z U b ` i f j Y `](#) ` k U g ` U ` a Y Y h] b [` d c] b h ` Z c f ` Z U b g ` c Z ` a U b m i W i V g ž ` k \] W
h c [Y h \ Y f ` g Y h ` U ` g h f c b [` g] [b "

H \ Y ` k Y Y _ Y b X ` k U g ` c d Y b Y X ` c b ` : f] X U m ž ` A U m " \$ h \ ž ` k] h \ ` U ` ; Y f a U b
U b X ` 9 b [`] g \ ! ` U b [i U [Y ` \ U f V c f ` h c i f ` h \ U h ` U X X f Y g g Y X ` h \ Y ` X U f _ ` B U n]

ghcfm'UbX'ZcfW'X'UVcf']b'h\Y'dcfh'cZ'<Ua Vi f["'đ'h\Y'Yj Yb]b['h
Wcbh]bi YX']b'h\Y'?bi ghž'k \YfY'dfca]bYbh'fYdfYgYbhUhj] Yg
X]gW'ggYX'h\Y'ghUhY'fYdfYgg]cb'U[U]bgh'ZcchVU''ZUbg"'5a cb[
ch\Yf'h\]b[gž'j c]W'g'Zfca ' <Ua Vi f[ž'6fYa Ybž'XbUž'A UfgY]'Y'UbX
HY''5j]j 'k YfY'fYdfYgYbhYX'Vm'h\Y'J]W'DfYg]XYbh'@]gY'; chVYf["
[:7'Gh'DUI' \]](#)'gi ddcfhg'h\]g']a dcfhUb'hX]gW'gg]cb'UbX'YbWci fU[Yg
YI W\Ub[Y'UVci h'ZcchVU''UbX'gcW]Yhm"

'j Uf]Yhm'UbX'Wca dYh]h]cb'cb'h\Y'gei UfY'

đ'VYWJa Y'gdcfhm'cb'GUhi fXUmž'k \Yb'YI W]h]b['[Ua Yg'hcc_'d'UW
Ug'dUfh'cZ'h\Y'5bh'fU'hci fbUa Ybh"'đ'h\Y'Z]bU''cZ'h\Y
: 'bhu'f' hci fbUa Ybhž'h\Y'd'UmYfg'Zfca '8]gW'j Yf': cchVU''Zfca
'?fYi nVYf['dfYj U]'YX'U[U]bgh'h\Y'fYX'ghUf'Zfca '@Y]dn]["'đ
UXX]h]cbž'đZUa ci g'Mci h\ 'UbX'h\Y'6'UW_7'Uk 'hYUa 'f]j U''b'h\Y
a]I YX'hYUa 'Z]bU'k]h\ 'U'mci b['hYUa 'Zfca 'Z'a 'W]hm'Mci h\ž
;]cj Ub]'Y'UbX'fU[Unn]"Cj YfU''ž'h\Y'hci fbUa Ybh'UhfUW'YX'a cfY
h\Ub'&ž\$ \$j]g]hcf'g'k \c'bc'h'cb'm'd'UmYX'ZcchVU''žVi h'U'gc
W'YVfUhYX'j'b'h\Y'ZUb'fcca g'cZ'h\Y'A]'Yfbhcf'GhUX]i a "'

'6i h'h\Uh'k Ug'Vm'bc'a YUbg'Yj Yfm'h\]b['h\Y'gi a a Yf'VfYU_'\UX'hc
cZYf"'': Ub'gW'bYg'Zfca 'W]h]Yg'gi W\ 'Ug': fUb_Z' fhž'6cW\i a 'UbX
8fYgXYb'U'gc'cf[Ub]nYX'bi a Yfci g'Yj Ybhg"'đ': fUb_Z' fhž'h\Y'&) h\
Ubb]j YfgUfmc'Z'h\Y'Zf]YbXg\]d]b'6Yf[Ua c'k Ug'W'YVfUhYX'k]h\
gUm]b[g'UbX'U'Wca a cb['fUZZ]h]"'đ'h\Y'a YUbh]a Yž'h\Y''7\]'XfYbfg
8Um]b'8mbUa c'UbX''hcc_'d'UW'j'b'h\Y'5'VYfh'GW\k Ufn!6UX
<Y]XYbUi ž]b'k \]W'c'j Yf'+\$\$'dUfh]W]dUbhg'Zfca 'ZUa]'m'WbhYfg
UbX'gdcfhg'Wi Vg'YI dYf]YbW'X'U'\Uddm'ZYgh]j U''H\Y'Ubbi U'
gi a a Yf'W'd'cZ'h\Y'YUgh'W fj Y'k Ug'W'YVfUhYX'j'b'6cW\i a ž'k \]W
WJa Y'i d'k]h\j Uf]ci g'ghUbXg'UbX'UWh]j]h]Yg"

'5 ''cc_'Uh'fUW]ga 'j]b'ZcchVU''

'H\Y'bYX'Zcf'gi W\ 'Wca a]hhYX'Yj Ybhg]g'i bXYfd]bbYX'Vm'h\Y
W'ffYbh'W\U''Yb[Yg']b'ZcchVU''H\Y'X]gW'gg]cb'UVci h'fUW]ga 'j]b
gdcfh]g'a cfY']a dcfhUb'h'h\Ub'Yj Yf"'5W'WcfX]b['hc'[:6D6'](#)F UW]gh
ghYfYchmdYg'UfY'gh]''gd'fYUX"'C bY'YI Ua d'Y'jg'h\Y'XYW]bY'j]b'fUW]gh
]bW]XYbHg'h\Uh'h\Y'8: 6'&\$&'fYdcfhYXž'k \]Y'Ub'j]bXYdYbXYbh
dcg]h]cb'XcW a YbhYX'j]bW'YUg]b['bi a VYfg"

'K]h\ 'h\Y'Ubh]!fUW]ga 'WJa dU][b'': cchVU''h]a Y'jg'h\Y'VYgh'h]a Y
U[U]bgh'fUW]ga ''ž'h\Y'8: 6'hf]Yg'hc'gYh'Ub'YI Ua d'Y'h\Uh[cYg
VYmcbX'h\Y'dfcZYgg]cbU'd'UmYfg"'H\]g'WJa dU][b'j]g'U]a YX
gdYW]Z]WU''m'Uh'cWU''Ua UhYi f'hYUa gž'k \]W\ 'UfY'cZhYb'U'Z]fgh'dc]bh

cZ'WĉbhUWh'Zcf'mci b['a][fUbhg. ']bg]XY'UbX'fYZ[[YYg'"ĉifYa U]bg'hc
VY'gYYb'k \Yh\Yf'h\YgY 'b]h]Uh]j Yg'k]''UWhi U''m'YUX'hc'U
Zi bXUa YbhU'fYh\]b_']b'h\Y''YUXYfg\]d'ghfi Whi fY'cZ'ZcchVU''''

'H\Y'gi a a Yf'UWh]j]h]Yg'cZ'h\Y'ZUb'gWbYg'UfY'bc'h'cb'migdcfhmž'Vi h
U'gc'gcW]U''micZ[fYUh]a dcfhUbW''H\YmighUbX'Zcf'a cfY
XYa cWfUWhž'X]j Yfg]hm'UbX'U'g][b'U[U]bgh'fUW]ga ']b'ZcchVU''''H\Y
6i bXYg][U'UbX'9I 'gcWWf'UggcW]Uh]cbg'\Uj Y'h\Y'fYgdcbg]V]']hm'hc
gi ddcfh'UbX'Zi fh\Yf'dfca chY'h\]g'dcg]h]j Y'hfYbX''

8YhU]`g	
C fh	7chhVi gž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "ZUgn]bUh]cb!ZUb_i fj Y"XY• k k k "ZWghdUi `]"Wĉa• k k k "VdV"XY

6Ygi W\Yb'G]Y'i bg'Ui Z. 'bU[!VfUbXYbVi f["XY