

@]b_]b`DUF_`_Y\fh`&\$&*`ni`F cW_]a`DUF_
bUW`B ØfbVYf[`ni fØW_°

@]b_]b`DUF_`k]fX`<YUX`]bYf`VY]`F cW_]a`DUF_`&\$&*`]b
B ØfbVYf["`J cfj`Yf_Ui`ZghUfhYh`Ua``%\$"`đ b]`k Y]hYfY
Hci`fXUHyb`Zc`[`Yb"



B ØfbVYf[`ž`8Yi`hgW`UbX`!`8]Y`fYbca`a`]YfhY`6UbX`@]b_]b`DUF_
k]fX`&\$&*`bUW`B ØfbVYf[`_ca`a`Yb`i`bX`]gh`U`g`YfghYf`<YUX`]bYf
ZØf`XUg`:`Ygh]j`U`F cW_]a`DUF_`Ub[`Y_ØbX][`h`k`cfXYb``8]Yg`k`i`fXY
Yi`hY`h!`cb`]bY`XY`VY`Ubbh`[`Y`[`YVYb``@]b_]b`DUF_`ž`Y]bY`XYf
YfZc`[`fY]W`ghYb`A`i`g]_Zcfa`Uh]cbYb`XYg`&%``đ\`f`i`bXYfhgž`\UhhY
g]W`bUW`XYa`hfU[`]gW`Yb`HcX`XYg`Y\Ya`U`][`Yb`:`fcbha`Ubbg
7\YghYf`6Ybb]b[`hcb`k`Y]h[`Y\YbX`ni`fØW_[`Ync[`Yb``8]Y`F`ØW_`Y\`f
ni`f`6Ø\`bY`k`]fX`j`cb`j`]Y`Yb`:`Ubg`a`]h`GdUbbi`b[`Yfk`UfhYhž
bUW`XYa`X]Y`6UbX`VYfY]hg]b`XYb`đ\`fYb`&\$`\$%ž`&\$`\$+`ž`&\$`%&`i`bX
&\$%(`VY]`F cW_]a`DUF_`i`bX`F cW_]Ua`F]b[`[`Ygd]Y`h`Uh"

8Yf`J`cfj`Yf_Ui`Z`ZØf`X]Y`H]W`Yhg`ZØf`XUg`:`Ygh]j`U`VY[`]bbh`Ua``%\$`
đ b]`i`a``%&`i`f``8]Y`J`YfUbbghU`hi`b[`]Z]bXYh`j`cfUi`gg]W`h]W`Ua

YfghYb`_ca d`YhhYb`đ b]k cWYbYbXY`&\$&*`ghUhhž`k Ug`Ui Z`X]Y
HYfa]bY`j ca `)`"V]g`+"`đ b]`\\]bXYi hYhž`i bX`XYf`a Ò[`]WXY`5i Zhf]hh
j cb`@]b_]b`DUf`_XØfZhY`Y]b`<][`\\][`\\h`XYg`9] Ybhg`k YfXYb`"8]Y`6UbX
\\Uh`Ub[Y_ØbX][hž`\\fY`:`fca`NYfc`K cf`X`Hci f`Zcfhni gYhnYb`i bX
d`Ubh`a Y\\fYfY`[fc»Y`5i Zhf]hhY`]b`9i fcdU"

Hci fXUhYb`i bX`Yi fcdÄ]gWXY`5i Zhf]hhY

Ni gÄhn`]W`ni a`5i Zhf]hh`]b`BØfbVYf[`k]fX`@]b_]b`DUf`_Ua`i`&-"A U]
&\$&*`]b`GhcW`\\c`a ž`GWk YXYbž`\\fY`Hci f`ghUfhYb`i bX`d`Ubh
]bg[YgUa`h`a Y\\fYfY`?cbnYfhY`]b`8Yi hgW`UbXž`2 ghYffY]Wž
: fUb_fY]Wž`GdUb]Yb`i bX`Dcfhi [U`"Ni`XYb`VYfY]hg`VYghÄh][hYb
5i Zhf]hhYb`[Y\\ØfYb.

- %"đ b].`<Ua Vi f[ž`8Yi hgW`UbX` `Jc`_gdUf_ghUX]cb
- -"đ b].`K]Ybž`2 ghYffY]W` `9fbgh<UddY`GhUX]cb
- %%"đ b].`A ØbWYbž`8Yi hgW`UbX` `5`]Ubni`5fYbU
- %&"đ b].`A ØbWYbž`8Yi hgW`UbX` `5`]Ubni`5fYbU
- %*"đ b].`@mc bž`: fUb_fY]W` `; fci dUa U`GhUX]i a
- &%"đ b].`@]ggUVcbž`Dcfhi [U` `F cW_]b`F]c`@]gVcU
- &' "đ b].`A UXf]Xž`GdUb]Yb` `5i X]hcf]c`A][i Y`F Ěcg
- &* "đ b].`:`cfYbnž`#U]Yb` `J]gUfbc`5fYbU

BcfVYfh`A YX]bUž`X]Y`9i YW`hj Y`J]W!DfYg]XYbh]j cb`F cW`_`#`F]cž
nY][hY`g]W`YVYbZU`g`VY[Y]ghYfh`ØVYf`X]Y`K]YXYfj YfY]b][i b[`a]h
@]b_]b`DUf`_ž`XU`g]Y`U`g`YfghY`6UbX`ZØf`XUg`F cW`_`#`F]c`@]gVcb
&\$&*`Ub[Y_ØbX][h`k`i fXY`"8 Ug`: Ygh]j U`ž`XUg`U`Y`nk Y]`đ\\fY`]b
@]ggUVcb`ghUhhž]bXYhž`[]`h`U`g`VYXYi hYbXYg`]bhYfbUh]cbU`Yg`9] Ybh`

;][Ubh]gWXYg`7ca YVUW_]b`8Yi hgW`UbX

@]b_]b`DUf`_`_ØbbhY`Ui W`U`g`<YUX`]bYf`VY`]XYb`:`Ygh]j U`g`F cW`_Ua
F]b[`i bX`F cW`_ja`DUf`_Ui ZhfYhYbž`k Ug`Xi fW`X]Y`@ØW`Y`ja
Hci fnY]hd`Ub`nk]gWYb`XYa`?cbnYfh]b`<Ua Vi f[`i bX`XYa`5i Zhf]hh
]b`A ØbWYb`k Y]hYf`i bhYfgh`Øhnh`k]fX`"8 UfØVYf`\\]bUi`g`k]fX
gdY`_i`]Yfhž`XUgg`A YhU`]WU`YVYbZU`g`U`g`<YUX`]bYf`VY`]X]YgYb
: Ygh]j U`g`gd]Y`Yb`_ØbbhYž`k Ug`X]Y`J cfZfYi XY`Ui Z`X]Y
J YfUbghU`hi b[Yb`ni gÄhn`]W`ghY][Yfh`

8]Y': Ubg'_ÖbbYb'g]W\`Ui Z'Y]b'Ui ZfY[YbXYg'>\f'&\$&*'ZfYi Ybž]b
 XYa '@]b_]b'DUf_'a]h']\fYb'bYi Yb'i bX'U'hYb'<]hg'X]Y'6Ø\ bYb
 9i fcdUg'YfcVYfb'k]fX"9]b' [fc» Yg'7ca YVUW_ž'XUg'g]W\Yf'ZØf'j]Y`Y
 i bj Yf[Ygg`]W\Y`A ca YbhY'gcf[Yb'k]fX"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	BØfbVYf[ž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "h!c b`]bY"XY • k k k "_YffUb["WŁa • k k k "]bZfUb_Yb"XY

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