

8 Y`Zh!`i bX`< UZYbZYgh`&\$&) .`D]fUhYbgdU»  
i bX`K UggYfgd]Y`Y`]b`9a XYb`°

9f`YVYb`G]Y`XUg`9a XYf`8Y`Zh!`i bX`< UZYbZYghj`ca`%,`"V]g`&\$`  
đ`]'&\$&)`a`]h`D]fUhYbž`K UggYfgd]Y`Yb`i bX`j`]Y`A`i`g]\_"



9a XYbž`8Yi hgWk`UbX`!`J`ca`%,`"V]g`&\$`"đ`]'&\$&)`j`Yfk`UbXY`h  
g]Wk`9a XYb`]b`Y`]b`k`U`f`Yg`:`Yghd`UfUX]Yg.`8`Ug`hfUX]h]cbY`Y`]bg`XYf`  
<][`\\][`\\hg`XYf`F`Y`[`]cbž`XUg`9a XYf`8Y`Zh!`i bX`< UZYbZYghž`k`]fX`X]Y  
GhUXh`Yfb`Yi`h`]b`g`Y`]b`Yb`6`Ubb`n]Y`Yb`"C`VYfVØf`[`Yfa`Y`]ghYf`H]a  
?fi`h`c`Z`k`]fX`XUg`:`Ygh`Ua`%,`"đ`]'i`a`%(`i`\\f`Yf`Ö`Z`b`Yb`"8`]Yg`]gh  
VYgcb`XYfgž`XU`Yf`g`Y`]h`g`Y`]b`Ya`5a`hgUb`hf]`hh]a`đ`U`f`&\$&\$`Yfgha`U`g  
Ub`XYf`:`Y`]Yf`h`Y`]b]a`a`hž`k`]Y`**bk`ncb`]**Y`VYf]Wk`h`Yh`6`Ygi`Wk`Yf  
XØfZYb`g]Wk`Ui`ZY]b`Vi`bhYg`Dfc`[`fUa`a`ZFYi`Ybž`XUg`X]Y`J`cfZFYi`XY  
Ui`ZXYb`Gca`a`Yf`bc`Wk`k`Y`]h`Yf`ghY`][`Yfb`k`]fX"

9]b`Ui`ZFY`[`YbXYg`A`c`h`c`ZØ`\\f`h`Xi`fWk`XUg`:`Ygh`D]fUhYb`ØVYfZU`Yb  
i`bg`"8`Ug`j`Yfgdf]Wk`h`YXY`A`Yb`[`Y`GdU»`ZØf`;`fc»`i`bX`?`Y`]bž`i`bX  
a`]h`XYf`C`f`][`]bU`%"`?`Ö`b`Yf`D]fUhYb`[`fi`dd`Y`]gh`ZØf`a`]hfY`»`YbXY

I bhYf\U`hi b[ '[ Ygcf[ h" @Ui h'cn!cb`]bY`k YfXYb`V]g`ni` '%\$"\$\$\$\$  
; ÅghY`Yfk UfhYhž`X]Y`X]Y`GhUXh`VYj`Ò`\_Yfb" `5i Z[ fi bX`XYf  
Gca`a`YfZYf]Yb`f]W\hYh`g]W\`XUg` : Ygh`VYgcbXYfg`Ub`Hci`f]ghYbž`i`bX  
X]Y`a`Y]ghYb`<`chY`g`]b`9a`XYb`g]bX`ni`XYa``Ui`g[`YVi`W`h`

## 9]b` : Ygh`ZØf`X]Y`[`Ub`nY` : Ua` ]`Y

8 Ug`ZUa` ]`Yb`ZfYi`bX`]W\Y`Dfc[`fUa`a``Ybh\`Å`h`U`Ygž`k`Ug`XUg`<`Yfn  
VY[`Y\`fh` : ð`XYf` : U`XYfb`ghfU`»`Y`k`]fX`Yfgha`U`g`Y]bY`?`]bXYfa`Y`Y  
Y]b[`Yf]W\hYhž`i`bX`X]Y`↑`b[`Yb`6Ygi`W\Yf`\_`ØbbYb`g]W\`ØVYf  
Yfa`Å`»`][`hY` : U\`fd`fY]gY`ZfYi`Yb` : U\`fW\`d`g`ZØf`X]Y`j`YfgW\]YXYbYb  
 : U\`f[`YgW\`Å`ZhY`g]bX`ZØf`bi`f`%`9i`fc`Yf\`Å`h]W\`" `5a` : fY]hU[`k`]fX  
Y]bY`đ`[`Yb`XVØ\`bY`Ua` `9]b[`Ub[`ni`f`?`]bXYfa`Y`Y`ZØf`5W]cb  
gcf[`Ybž`i`bhYf`UbXYfYa`a`]hY]bYa`[`fc`»`Yb` ; Ua`]b[`!`9]`Ybhj`cb`%&  
V]g`%+`!` \fž`VY]`XYa` `VY`]YVhY`Gd]Y`Y`k`]Y` `A`Uf]c`?`Ufh`i`bX` : ]ZU  
Ui`ZXYb`Dfc[`fUa`a``ghY\`Yb" `5a` `5VYbX`k`]fX`Yg`XUbb`a`]h`8`đ`i`bX  
7ca`YXm`Dfc[`fUa`a``Yb`gck`]Y`@]`Y!`A`i`g`\_`Ui`ZXYf`C`X]Y!`i`bX`DUfhm!  
6Ø\`bY`gc`f]W\h][` \Y]»` \Yf[`Y\`Yb`"

9]b`VYgcbXYfYg`<`][` \`][` \h`g]bX`X]Y`K`UggYfgd]Y`Y.` `5a` `YfghYb  
 : YghhU[`ghUfhYh`XUg`hfUX]h]cbY`Y`≠`?!`GW\`Ui`W\`V`c`chfYbbYbž`[`YZc`[`h  
j`cb`XYf`L`L`@`G!`D!`6c`UfX!`7\`U`Yb[`Y`Ua` `GUa`ghU[`i`bX`XYf`7`c`ghU!  
?`i`hhYf!`7\`U`Yb[`Y`Ua` `GcbbhU[`ž`X]Y`i`a` `%'`.'`\$`!` \f`VY[`]bbh" `<`]Yf  
XØfZYb`g]W\`X]Y`HY]`bY\`a`Yf`Ui`Z`gd`UbbYbXY`K`Yhh`\_`Åa`dZY`]b  
i`bhYfgW\]YX`]W\Yb`8]gn]d`]bYb`ZfYi`Yb" `J`c`\_`gZYghY`]b  
**8Yi`hgW\`UbX` \YVh\`Yfj`cfž`XUgg`9a`XYb`ghc`n`Ui`Z`gY]b**  
hfUX]h]cbgfY]W\Yg`GW\`Ø`hnYb!`i`bX`J`c`\_`gZYgh`]ghž`XUg`gW\`cb`gY]h`ØVYf  
%\*`\$`đ`U`fYb`j`]Y`Y`6Ygi`W\Yf`Ub]Y\`h`"

## ?`i` `]b`Uf]gW\Y`i`bX`\_`i` `hi`fY`Y`J`]Y`ZU`h`

9]b` : Ygh`c` \bY`\_`i` `]b`Uf]gW\Y`?`Øgh`]W\`\_Y]hYb`3`8`Ug`]gh`b`UhØf`]W\`b`]W\`h  
XYb`\_`Uf` ,`VYf` ,`\$`GW\`Ui`ghY`Yf`k`YfXYb`a`]h`6i`XYb`i`bX`?`Ufi`ggY`g  
fi`bX`i`a` `XYb`8Y`ZhY]b`i`a`ZUb[`fY]W\Yg`5b[`YV`ch`d`f`Å`gYbh]YfYb`"  
6YgcbXYfYg`5i`[`Yba`Yf`\_`]Y[`h`Ui`W\`Ui`ZXYa` : `c` \a`Uf`\_`hž`XYf`Ua  
GUa`ghU[`i`bX`GcbbhU[`j`cb` ,`V]g`%`!` \f`]b`XYf` ;`fc`»`Yb`GhfU`»`Y  
ghUhhZ]bXYh" `!`bX`ZØf`U`Y`G\`c`dd]b[`VY[`Y]ghYfhYb.`8]Y` ;`YgW\`Å`ZhY`]b  
XYf` ð`bYb`ghUX`h`k`YfXYb`Ua` `GcbbhU[`j`cb`%&V]g`%+`!` \f`]fY`HØfYb`

ÖZbYb"

8 Ug'8 Òfda i gYi a 'A Øb\_YVcY'k ]fX'YVYbZU`g'dfÀgYbh'gY]bž'a ]h  
Y]bYa 'fc`YbXYb'A i gYi a ' ]b'XYf'BYi hc fghfU» Yž'XUg'9]bV`]W\_Y' ]b  
X]Y'fY[ ]cbU'Y'; YgWk]W'hY' [ ]Vh"i a 'XUZØf'ni 'gcf[ Ybž'XUgg'U`Y  
6Ygi WkYf'g]WkYf'i bX'i bVYgWk Yfh'ZY]Yfb' \_ÖbbYbž'k i fXYb  
G]WkYf\Y]hga U» bU\ a Yb'k ]Y'GWk ]\_UbYb' ]b'XYb'9]bZU`ghfU» Yb'i bX  
Vi ``g ]b'BYVYbghfU» Yb' [ YhfcZZYb"

@Y\bYb'G]Y'g]Wk'ni fØW\_ž [ Yb]Y» Yb'G]Y'XUg': Yghž'i bX'j Yf[ YggYb  
G]Y'b]Wk'h'9g'k ]fX'b]Wk'h'bi f' [ YZY]Yfhž'gcbXYfb'Ui Wk'i a 'gWk bY`ghY  
NY]hYb'Ui Z'GI D!6cUfXg' [ Y [ YbY]bUbXYf' [ Yk YhhY]ZYfh'9a XYb'nY][ h  
g]Wk'XUfUi Z'j c fVYfY]hYhž'Y]b'ZUbhUgh]gWk Yg'K cWkYbYbXY'j c`Yf  
5Wk]cb'i bX'9f'YVb]ggY'ni 'V]YhYb"

8YhU]`g	
Cfh	9a XYbž'8Yi hgWk`UbX
EiY`Yb	<ul style="list-style-type: none"><li>• k k k "bk ncb`]bY"XY</li><li>• k k k "cn!cb`]bY"XY</li><li>• k k k "j c`_gZYghY!]b! XYi hgWk`UbX"XY</li></ul>

6Ygi WkYb'G]Y'i bg'Ui Z. 'X]Y!bUWk f]Wk'hYb"Wk a