

: f]YXYbg\_fUb]W\ Y`ZØf`HYa dY`cZ.`9]b  
NY]W\ Yb`[ Y[ Yb`5hca k UZZYb`°

5a ;, "đ `]&\$&) `]\ggYb`6Yf`bYf`6Øf[ Yfa Y]ghYft]bbYb`X]Y  
: `U[ [ Y] cb`/ ei ch/A Umcf`Zcf`DYUW`/ ei ch/U`g`NY]W\ Yb`ZØf  
Y]bY`Uhca k UZZYbZfY]Y`K`Y`h"



6Yf`]b`ž`8Yi hgW\`UbX`!`<Yi hYž`Ua` `&+"`đ b]`&\$&) žZUbX`]a` `6Yn]f\_  
HYa dY`cZGW\`ØbYVYf[ `Y]bY`VYXYi hYbXY` ; YXYb`\_j YfUbghU`hi b[  
ghUhhž`X]Y`g]W\`XYa` `H\Ya U` : f]YXYb`k`]Xa` YhY`" `<Ø\Ydi b`\_h`XYf  
J YfUbghU`hi b[ `k`Uf`X]Y` , VYffY]W\i b[ `j`cb` : f]YXYbg\_fUb]W\ Yb`Ub  
XYb`6Yn]f\_gVØf[ Yfa Y]ghYf`Xi fW\`X]Y`Cf[ Ub]gUh]cb` GhYdg`Zcf  
DYUW` " `8]YgY` ð]h]Uhj Y`k`i`fXY`VY]a` `X]Yg`Å`f][ Yb  
B UW\ VUfgW\ UZhgZYgh`Ua` `F UH\Ui` g`GW\`ØbYVYf[ `]bg`@VYb`[ Yfi ZYbž  
U`g`X]Y`YfghYb`Cf][ Ua` ]!`?fUb]W\Y` [ YZU`hYh`k`i`fXYb`"N]Y` `XYf`5`\_h]cb  
]gh`Ygž`Ub`X]Y`C`dZYf`j`cb`?`f]Y[ Yb`i`bX`XYb`5hca` Vca` VYbUVk`ØfZYb  
j`cf` , \$`đ\`fYb`ni` `Yf]bbYfb`i`bX`X]Y`8]g\_i`gg]cb`ØVYf`X]Y`U`\_hi`Y`Y  
@U[ Y`[ `cVU`Yf`?`cbZ`\_hY`gck`]Y`XYb`a` Ø[ `]W\ Yb`9]bgUhn`j`cb  
5hca k UZZYb`ni` `h\Ya` Uh]g]YfYb`"

8]Y`b]h]Uh]j Y` GhYdg`Zcf`DYUW` `ghY`h`b]W`h`bi`f`Y]bY`\_fYUh]j Y  
@Yfba Yh`cXY`XUf`ž`gcbXYfb`V]YhY`h`Ui W`Y]bYb`9]bV`]W`\_]b`X]Y  
; YgW]W`hYb`j cb`GUXU`\_c`GUgU`\_]i bX`5fU`\_]`HU`\_Yg`]"`GUXU`\_c`ž`Y]b  
%&!`Å`f`][ Yg`A`ÅXW`Yb`ž`k`i`fXY`Xi`fW`\_]`fY`C`f`][ Ua` ]!`fUb]W`Y`ni`a  
Gma`Vc``Z0f`XYb`:`f]YXYb`"5fU`\_]ž`XYf`Y`Y`a`U`][ Y`60f`[ Yfa`Y]ghYf`j`cb  
<]fcg`a`Už`[ f0bXYhY`%-` ,`&`X]Y`C`f`[ Ub]gUh]cb` A`Umcfg`Zcf`DYUW` ž  
i`a`XYb`9]bgUhn`Z0f`Y]bY`K`Y`h`c`bY`5hca`k`UZZYb`ni`gh`Å`f`\_Yb`"8Yf  
6Yn]f`\_HYa`dY`c`Z]GW`0bYVYf`[ ]gh`gY]h`&\$%+`A`]h`\_]YX`X]YgYg  
]bhYfbUh]cbU`Yb`BYhnk`Yf`\_gž`XUg`XYfnY]h`a`Y`f`U`g`,"\$\$\$\$`Gh`Å`XhY  
i`bX`;`Ya`Y]bXYb`Ui`g`%`\*`\*`@`Å`bXYfb`i`a`ZUggh`"

: `U[ [ Yb`\_]ggi`b[ `Z0f`XYb`:`f]YXYb`

ŸXYg`Ÿ]f`Ua` ,`"Ÿ`\_]k`]fX`a`]hY]bYf`:`U[ [ Yb`\_]ggi`b[ `Ub`XUg  
FYW`hg`[ i`hUW`hYb`ni`J`0`\_YffYW`h`i`bX`5hca`k`UZZYb`XYg  
b`hYfbUh]cbU`Yb`;`Yf]W`hg`c`ZYg`]b`8Yb`<`UU[ `Yf]bbYfh`"%-`-`\*`ghY`h`Y  
X]YgYg`;`i`hUW`hYb`Z]ghž`XUgg`X]Y`5bXfc`i`b[ `cXYf`XYf`9]bgUhn`j`cb  
5hca`k`UZZYb`]a`J`0`\_YffYW`h`b]W`h`ni``Ågg`][ ]gh`"a`F`U`a`Yb`XYf  
VYj`c`fgh`Y`Yb`XYb`;`YXYb`\_j`YfUbghU`hi`b[ `Ua` ,`"Ÿ`\_]`&\$&)`k`YfXYb  
X]Y`60f`[ Yfa`Y]ghYf`XYf`6Yf`]bYf`6Yn]f`\_Y`[ Ya`Y]bgUa`X]Y` A`Umcfg  
Zcf`DYUW` !:`U[ [ Y`j`c`f`]`fYb`F`Uh`Å`i`gYfb`\_]ggYb`"

GhYdg`Zcf`DYUW` `fi`Zh`X]Y`6Yf`]bYf`6Yj`0`\_Yfi`b[ `XUni`Ui`Zž`]fY  
l`bhYfgh0hni`b[ `Z0f`X]Y`C`dZYf`j`cb`?`f]Y[ Yb`i`bX`X]Y`J`]g]cb`Y]bYf  
Uhca`k`UZZYb`ZfY]Yb`K`Y`h`g]W`hV`Uf`ni`a`UW`Yb`"8]Y`5`\_h]cb`n]Y`h  
XUfUi`Z`UV`ž`Y]bY`VfY]hY`8]g`\_i`gg]cb`0VYf`:`f]YXYb`i`bX`G]W`Yf`Y]h`ni  
Z0fXYfb`i`bX`Y]b`6Yk`i`gghgY]b`Z0f`X]Y`B`chk`YbX][`\_Y]hY]bYf`?`i`hi`f  
XYg`:`f]YXYbg`ni`g`W`UZZYb`"

?`cbhYl`h`XYf`:`f]YXYbgVYk`Y[ i`b[

8Yf`\_]ghc]f]gW`Y`?`cbhYl`h`gc`W`Yf`:`f]YXYbg]b]h]Uh]j`Yb`]gh`h]YZ  
j`Yfk`i`fnY`h`]b`XYb`9fZU`fi`b[ Yb`XYg`Nk`Y]hYb`K`Y`h`\_f]Y[ `g`  
9a`V`Ya`Uh]gW`k`Uf`X]Y`A`cg`\_Ui`Yf`?`cbZYfYbn`]a`C`\_hc`VYf`%-`(`ž`Ub  
XYf`Z0f`fYbXY`B`Uh]cbYb`k`]Y`X]Y`l`G5`ž`XUg`J`YfY]b][`hY`?`0b][`fY]W`ž  
X]Y`Gck`Y`hi`b]cb`i`bX`7`\_]bU`hY]`bU`a`Yb`"a`f`N]Y`k`Uf`X]Y  
:`c`fhgY`hni`b[ `XYf`:`Y]bXgY`][`\_Y]hYb`[`Y[`Yb`X]Y`5W`gYba`ÅW`hY`V]g  
ni`f`VYX]b[ i`b[ `g`c`gYb`?`Ud]hi`Uh]cb`"8]YgY`?`cbZYfYbn`Y[`hY`XYb`

; fi bXghY]b`ZØf`X]Y`]bhYfbUh]cbU`Y`Ni gUa a YbUfVY]h`ni f  
 : f]YXYbgg]WXYfi b[ `i bX`j YfXYi h`]WxhY`X]Y`J YfUbhk cfhi b[ `žX]Y  
 GhUUhYb`hfU[ Ybž`i a `5[ [ fYgg]cbYb`ni `j Yf\]bXYfb`i bX`?f]Y[ Y`ni  
 VYYbXYb"

**5j U`cb`**[ ]Vh`9]bV`]W\_`]b`X]Y`fY`Yj UbhYb`9f\_`Àfi b[ g]b\U`hYž`X]Y  
 i bhYfghfY]WXYbž`k ]Y`k ]Wxh][ `]bhYfbUh]cbU`Y`?ccdYfUh]cb`ZØf`XYb  
 : f]YXYb`]gh"

Ni gUa a YbZUggYbX`Àggh`g]W`gU[ Ybž`XUgg`X]Y`\Yi h][ Y  
 J YfUbgH`hi b[ `Y]b`ghUf`\_Yg`NY]WXYb`ZØf`XYb` : f]YXYb`]b`6Yf`]b`gYhnh  
 i bX`[ `Y]WxnY]h][ `X]Y`8f]b[ `]Wx\_Y]h`XYg`H\Ya Ug`5hca k UZZYb`i bX  
 [ `cVU`Yf`?cbZ]\_hY`]b`XYb`A ]hhY`di b\_h`fØW\_h"8Ug`9b[ U[ Ya Ybh`XYg  
 6Yn]f\_g`HYa dY`\cZ]GW`ÖbYVYf[ `ZØf`X]Y`A ]h[ `]YXgWxUZh]b` A Umcf`g  
 Zcf`DYUW` `i bX`X]Y`Zcfh`Ui ZYbXYb`; YXYb`\_U\_h]cbYb`nY][ Ybž`XUgg  
 XYf`K Y[ `ni `Y]bYf`Zf]YX`]WXYfYb`K Y`h`Y]bY`nYbhfU`Y`F c`Y`]b`XYf  
 \_ca a i bU`Yb`i bX`[ `cVU`Yb`5[ YbXU`gd]Y`h"

: Øf`a Y`f`ϕZcfa Uh]cbYb`ni f`; YXYb`\_j YfUbgH`hi b[ `i bX`XYb  
 5\_h]cbYb`]cb` GhYdg`Zcf`DYUW` `VYgi WXYb`G]Y`**GhYdg`Zcf`DYUW**  
 cXYf`YfZU`fYb`G]Y`a Y`f`ØVYf`X]Y`ϕ]h]Uh]j Yb`]b`HYa dY`\cZ]  
 GW`ÖbYVYf[ `Ui Z`**6Yf`]**b`"XY"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgWx`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• ghYdg!Zcf!dYUW"cf[</li> <li>• Uj U`cb`"Uk "mU`Y"YXi</li> </ul>

**6Ygi WXYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh**