

8 f" `@YU`K c`ZZ. `GWX ]W\_gU`gVf]YZ`gWX cW\_h  
X]Y`GdfYYk U`X\_`]b]\_`°

8 ]Y`nk Y]hY`GhUZZY`XYf`5fnhgYf]Y` 8 ]Y`GdfYYk U`X\_`]b]\_`  
ghUfhYh`Ua ` ` \$" `đ b]`&\$&) " `8 f" `@YU`K c`ZZ`\_Y`fh`ni fØW\_`]b`]\fY  
<Y]a Uh"



8 U`a Y!GdfYYk U`Xž`8Yi hgWX`UbX`!`đ`XYf`\_`Y]bYb`K Y`h`XYf`  
GdfYYk U`X\_`]b]\_`ž`k c`8fUa Yb`i bX`:`Ua `]`Yb[ YgWX]WXhYb`< UbX`]b  
< UbX`[ Y`Ybž`ghY`Yb`X]Y`NY]WX`Yb`Ui Z`Ghi fa " `8 ]Y`nk Y]hY`GhUZZY`  
XYf`VY`]YVhYb`5fnhgYf]Y` 8 ]Y`GdfYYk U`X\_`]b]\_` `]gh`UV" ` \$" `đ b]`&\$&)  
Ui Z`GUh`%`i bX`UV`&+"`đ b]`&\$&) `Ui Z`XYf`GhfYUa `]b[ !`D`UhhZcfa `xmb  
ni `gY`Yb" `8 ]YgY`GhUZZY`j Yfgdf]WX`h`b]WX`h`bi f`dUW`YbXY  
a YX]n]b]gWXY`:` Ä`Yž`gcbXYfb`Ui WX`YXY`A Yb[ Y`dYfgOb`]WX`Y  
?cbZ]\_hY`i bX`Ya`ch]cbU`Y`K YbXi b[ Yb" `@Ui hi`xmb`\_Y`fh`X]Y  
<Ui dhZ][ i f`8 f" `@YU`K c`ZZ`fG]bU`J`U`Yg`U`đ b[ Ł`bUWX`&\$`đ\`fYb`]b  
]\fY`<Y]a Uh`ni fØW`ž`i a `]\fY`ni f`5Xcdh]cb`ZfY][ Y[ YVYbY`HcWX`hYf  
ni `Z]bXYb"

5`g`@YU`]b`X]Y`?`]b]\_`ni fØW`\_Y`fh`ž`hf]Zh`g]Y`b]WX`h`bi f`Ui Z`]\fY

đ [ YbX`]YVY`DUi`A Yb\_Y`fB Ub]Y`GWk`c`nŁž`gcbXYfb`YbhXYW\_h`Ui`WŁž`  
XUgg`X]Y`?`fUb\_YbgWk`YghYf`B]WŁ`f`gUVY`<`]bnŁ`hUhg`W`]W`]\`fY`  
`Y]V`]W`Y`HcW`hYf`]gh`8]YgY`\_b]ZZ][`Y`:`Ua`:]`Ybg]hi`Uh]cb`gcf[`h`ZØf`  
fY]W`]W`5i`ZfY[`i`b[`i`bX`gcf[`h`XUZØfž`XUgg`b]W`hg`a`Y`f`gc`]ghž`k`]Y`  
Yg`Y]ba`U`k`Uf`

## GdUbbYbXY`K`YbXi`b[`Yb`]b`XYf`<`UbX`i`b[

8]Y`nk`Y]hY`GhUZZY`k`]fX`]bg[`YgUa`h`%&`\*`:`c`[`Yb`i`a`ZUggYbž`X]Y`j`cb`  
a`cbhU[`g`V]g`ZfY]hU[`g`i`a`%`-`i`f`Ui`g[`YghfU`h`k`YfXYb`"`đ`XYf`  
YfghYb`:`c`[`Y`5`Yg`UbXYfg`k`]fX`Yg`X]fY`\_h`gdUbbYbX.`9]b`  
5VgW`]YXgVf]YZ`j`cb`@YU`Ub`B]WŁ`UbXYhj`YfgY`Ybh]W`VY]`XYf`  
HcW`hYf`i`bX`gcf[`h`ZØf`Y]bYb`GW`cW`ž`XYf`X]Y`6Yn]Y`i`b[`XYf`  
VY]XYb`Ui`ZX]Y`DfcVY`ghY`h`5i`[`gVi`f[`Yf`5`[`Ya`Y]bY`VYf]W`hYhž`  
XUgg`B]WŁ`g`F`YU`\_h]cb`Y]bY`8]ghUbn`nk`]gW`Yb`]\`f`i`bX`@YU`  
Yfj`cffi`Zhž`X]Y`Yg`ni`ØVYfk`]bXYb`[`]`h`

8cW`b]W`h`bi`f`]a`nk`]gW`Yba`YbgW`]W`Yb`6YfY]W`[`]Vh`Yg`  
?`cbZ]\_hY`8]Y`6Yn]Y`i`b[`j`cb`@YU`ni`9f]\_`fB`Ub]Y`6i`XYfŁ`[`Yf`Åh`  
i`bhYf`8fi`W`ž`U`g`gY]bY`9i`!`fYi`bX]b`A`cbU`f`A`U`U`@Y`fYfŁ`i`bX`  
XYfYb`Gc`b`H]a`a`mifB`cUa`6i`hnbYfŁ`ni`fØW`\_Y`fYb`"Ni`XYa`Vf]b[`h`  
XYf`bYi`Y`5fnh`8f`"A`Uf`\_9b[`Y`UfXhifŁ]b`<`Ufha`UbbŁ`Zf]gW`Yb`K`]bX`  
i`bX`Y]b`k`Yb][`i`bfi`Y`]b`X]Y`?`]b]\_`";`Ubn`gW`Øb`hi`fVi`Ybh`

## 8]Y`bYi`Yb`;`Yg]W`hYf`XYf`GhUZZY`

đ`X]YgYf`GhUZZY`XØfZYb`g]W`X]Y`Ni`gW`Ui`Yf.]bbYb`bYVYb`  
VY`\_UbbhYb`;`Yg]W`hYfb`Ui`W`Ui`ZbYi`Y`7`UfU`h`fY`ZfYi`Yb`8f`  
A`Uf`\_9b[`Y`UfXhž`[`Ygd]Y`hj`cb`đ]b`<`Ufha`Ubbž`i`bX`X]Y`  
H]YfgW`ØhYf]b`:]cbU`K`Ya`i`h`fNgU`NgU`<`UbgYbŁ`Vf]b[`Yb`Zf]gW`Yb`  
K`]bX`]b`X]Y`GdFYk`U`X`\_]b]\_`":`]cbU`U`h`g]W`VY]Y]bYf`  
H]YfgW`i`mU`\_h]cb`j`Yf`Yhni`bX`a`i`gg`g]W`bi`b`a`]h`]\`fYa`j`UhYfž`  
XYa`C`VYfUfnh`8f`";`fY[`cf`K`Y`a`i`hif`UfghYb`GdYW`Łž`  
Ui`gY]bUbXYfgYhYbž`k`Ug`k`Y]hYfY`?`cbZ]\_hY`]b`XYf`?`]b]\_`Ui`Zk`]fZh`

8]Y`5i`ZhU`hZc`[`Y`Ua`"``\$``đ`b]`&\$&)`nY][`hž`XUgg`8]Y`  
GdfYYk`U`X`\_]b]\_`j`]Y`a`Y`f`]gh`U`g`bi`f`Y]bY`5fnhgYf]Y.`G]Y`]gh`Y]b`  
ZUW`hYbYf]W`Yg`8fUa`U`j`c`Yf`<`Yfn`i`bX`9a`ch]cbYbž`XUg`X]Y`

Ni gW\Ui Yf.]bbYb`]b`gY]bYb`6Ubb`n]Y\h"8]Y`V]g\Yf][ Yb` : c`[ Yb  
g]bX`Ui W\`Ui Z`xmb`j YfZØ[ VUfž`gcXUgg`b]Ya UbX`Y]bY`GY\_i bXY  
X]YgYg`\YfnYf[ fY]ZYbXYb`H\Ya Ug`j YfdUggYb`a i gg°

8YhU]`g	
C fh	8U\`a Y!GdfYYk U`Xž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "`c mb"W</li> <li>• k k k "Ui [ gVi f[ Yf!U``[ Ya Y]bY"XY</li> </ul>

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