

ħJa Yg'6cbX. 'K UhhYbgWXY]X'ZY]Yfh'XYb  
GWX ÒdZYf'XYg'; Y\Y]a U[ YbhYb °

8 Ug'6cW i a Yf'GhUXhufW ]j 'YfÒZbYh'Ua '%&"' ħ b] &\$&) 'Y]bY  
5i gghY''i b[ 'ØVYf'ħJa Yg'6cbX']b'K UhhYbgWXY]X'a ]h  
GUa a 'YfghØW\_Yb"



K UhhYbgWXY]Xž'8Yi hgW `UbX '! 8 Ug'6cW i a Yf'GhUXhufW ]j  
k ]Xa Yh'g]W `U\_hi Y''Y]bYa 'ZUgn]b]YfYbXYb '? Ud]hY''XYf'Dcd\_i `hi f.  
XYa 'Ub[ YV']WXYb'; YVi fhgcfh'j cb'ħJa Yg'6cbX']b'K UhhYbgWXY]X"  
5V'X]YgYa 'GcbbhU[ 'k ]fX']a 'NYbhf i a 'ZØf'GhUXh[ YgW ]W hY 'Y]bY  
5i gghY''i b[ 'YfÒZbYhž'X]Y'Y]bY 'J ]Y'nU\''j cb'GUa a 'YfghØW\_Yb'i bX  
FYe i ]g]hYb'XYg'VYfØ\ a hYb'; Y\Y]a U[ YbhYb 'dfÅgYbh]Yfh''8Ufi bhYf  
VYZ]bXYh'g]W `Ui W `Y]b'5i gk Y]gž'XYggYb' < Yf\_i bZh'Ui g  
@]VYg[ fØ» Y'Ui g'A cg\_Ui 'a ]h'GYUb'7cbbYfm'U'g'6cbX'XYi h]W  
a UW hž'XUgg'XYf'Gd]cb']b'K UhhYbgWXY]Xž'8Yi hgW `UbXž[ YVcfYb  
gY]b'gc''"

ħJa Yg!6cbX!6]c[ fUZ'æ\ b'DYUfgcb'Yf\_`Àfhž'XUgg'ħJa Yg'6cbX'Ua  
%&"'Bcj Ya VYf'%- &\$' ]b'K UhhYbgWXY]X'XUg'@]W h'XYf'K Y'h

YfV`jW\_hY"@Ui h`DYUfgcb`YVhY`X]Y: Ua ]]Y`6cbXž`bUW`XYa`đJa Yg  
6cbXg`J UHYf`5bXfYk`6cbX`bUW`XYa`9fghYb`K`Y`h\_f]Y[ ]b`XYf  
GhUXh`UfVY]hYhYž`Xcfh`ZØf`j ]Yf`đ\`fY" `đ`XYf`5i`gghY``i`b[ ž`X]Y`]b  
Ni`gUa`a`YbUfVY]h`a`]h`XYa`6cbX`7`i`V`K`UhhYbgW`Y]X  
YbhghUbXYb`]ghž`k`YfXYb`bVYVb`XYa`5i`gk`Y]g`Ui`W`6ØW`Yfž  
GW`U`d`U`h`h`b`ž`?]bcd`U`\_`U`h`Y`i`b`X`A`YfW`UbX]g]b[ !5fh`\_`Y``Ui`g`XYf  
6cbX!K`Y`h`[`Y`n`Y][`h" `đ`h`Y`f`Y`gg`Ub`h`]ghž`X`U`gg`8`]Y`h`a`U`f`K`i`b`X`Y`f`ž`X`Y  
X`Y`i`hg`W`Y`G`h`]a`a`Y`j`cb`8`Ub`]Y``7`f`U][`ž`]b`Z`c`f`a`U`h`j`Y`H`Y`I`h`Y`ni`X`Y`b  
9i`d`c`b`U`h`Y`b`Y`]b[`Y`g`d`f`c`W`Y`b`U`h``8`]Y`G`W`U`i`k`]f`X`a`]b`X`Y`g`h`Y`b`g`V`]g  
9b`X`Y`đ`]`ni`g`Y`Y`b`g`Y`]b"

## 9fk Y]hYfi b[ `XYf`6cbX!K`Y`h

8cW`X`U`g`]gh`b`]W`h`X`Y`Y`]bn][`Y`J`Y`f`U`b`gh`U`h`i`b[ ž`X]Y`6cbX!:`U`b`g`]b  
8Yi`hg`W`U`b`X`V`Y`[`Y`]gh`Y`f`h" `J`c`a`&`-`" `đ`]`V`]g`ni`a``%`" `GY`d`h`Y`a`V`Y`f  
&`\$`&(`k`]f`X`Y`]b`Y`k`Y`]h`Y`f`Y`5i`gghY``i`b[ ]b`XYf`G`d`U`f`\_`U`gg`Y  
<c`Y`b`c`Y`\_`f`Y`]g`]b`?`Ø`b`n`Y`g`U`i`g`h`U`h`Z`]b`X`Y`b" `8`]Y`g`Y`k`]f`X`Y`V`Y`b`Z`U`g`  
j`c`a`6cbX`7`i`V`K`UhhYbgW`Y]X`d`f`Ä`g`Y`b`h`]Y`f`h`i`b`X`]gh`Ub`Ä`gg`]W`  
X`Y`g`\*`\$`" `H`c`X`Y`g`h`U`[`Y`g`j`cb`đ`b`:`Y`a`]b[ ž`X`Y`a`G`W`Ø`d`Z`Y`f`j`cb`đ`Ja`Y`g  
6cbXž`g`c`k`]Y`X`Y`a``\*`\$`" `đ`V`]Ä`i`a`X`Y`g`:`]`a`g`:`c`X`Z`]b[`Y`f`[`Y`d`U`b`h`

8]Y`?`Ø`b`n`Y`g`U`i`Y`f`5i`gghY``i`b[ `k`]f`X`Ø`V`Y`f`&`\$`\$`G`U`a`a`Y`f`g`h`Ø`W`\_`Y  
n`Y`][`Y`b`ž`X`U`f`i`b`h`Y`f`:`]`a`f`Y`d``\_`U`g`ž`6ØW`Y`f`i`b`X`G`W`a`i`W`\_`g`h`Ø`W`\_`Y" `9`]b  
k`Y`]h`Y`f`Y`g`<`][` \`][` \`h`]gh`X`Y`8`Yi`hg`W`U`b`X`d`f`Y`a`]Y`f`Y`X`Y`f`F`Y`d``\_`U`X`Y`g  
đ`Ja`Y`g`6cbX!5i`gk`Y]g`Y`g`ž`X`Y`f`Y`f`g`h`a`U`g`]a`:`]`a`@`Y`V`Y`g`[`f`Ø`Y`U`i`g  
A`c`g`\_`U`i`ni`g`Y`Y`b`k`U`f" `Ni`X`Y`a`g`]b`X`]b`h`Y`f`U`\_`h`j`Y`9`Y`a`Y`b`h`Y`a`]h`E`F`!  
7c`X`Y`g`Z`Ø`f`X`]Y`6`Y`g`i`W`Y`f`j`c`f`[`Y`g`Y`Y`b`"

## đUb`:`Y`a`]b[ `i`b`X`g`Y`]b`9fVY

8]Y`:`][`i`f`X`Y`g`đ`Ja`Y`g`6cbX`k`i`f`X`Y`j`c`a`Y`Y`a`U`][`Y`b  
B`U`W`f`]W`h`Y`b`X`]Y`b`g`h`Y`f`đ`Ub`:`Y`a`]b[ `Y`f`g`W`U`Z`Z`Y`b`ž`X`Y`f`U`a`&`,`" `A`U`  
%-`\$`,`]b`A`U`m`Z`U`]f`ž`@`c`b`X`c`b`ž`[`Y`V`c`f`Y`b`k`i`f`X`Y" `G`Y`]b`Y`9`f`Z`U`f`i`b[`Y`b`]a  
A`]`]h`Ä`f`i`b`X`g`Y`]b`Y`N`Y`]h`]b`X`Y`f`B`U`j`U`đ`h`Y``][`Y`b`W`d`f`Ä`[`h`Y`b`X`Y`  
9b`h`g`h`Y`i`b[ `X`Y`f`g`d`U`b`b`Y`b`X`Y`b`:`Y`g`W`]W`h`Y`b`ž`X`Y`V`]g`Y`i`h`Y`A`]`]c`b`Y`b  
j`c`b`A`Y`b`g`W`Y`b`Z`Y`g`g`Y`b" `:`Y`a`]b[ `j`Y`f`U`f`V`Y`]h`Y`h`]b`g`Y`]b`Y`b`F`c`a`U`b`Y`b  
H`Y`a`Y`b`k`]Y`V`f`]h`]g`W`Y`Y`b`h`]h`Ä`h`i`b`X`X`Y`5i`gk`]f`\_`i`b[`Y`b`X`Y`g  
N`k`Y`]h`Y`b`K`Y`h`\_`f`Y`[`g" `9`f`g`h`U`f`V`U`a``%`&" `5i`[`i`gh`%-`\*(`ž` \`]b`h`Y`f`]Y`»

UVYf`Y]b`V`Y]VYbXYg`9fVYž`XUg`X]Y`K`Y`h`XYg: ]`a`g`i`bX`XYf  
@]hYfUhi`f`fYj`c`i`h]cb]YfhY"

Ni`gUa`a`Yb[`YZUggh`nY][`Yb`X]Y`UbghY\`YbXYb`J`YfUbghU`hi`b[`Ybž  
XUgg`X]Y`:`Ugn]bUh]cb`ZØf`đJa`Yg`6cbX`i`bX`gY]bY`K`i`fnY`b`]b  
8Yi`hgW\`UbX`Ui`W\`\*`\$`đ\`fY`bUW\`XYf`J`YfÖZYbh]W\`i`b[`gY]bYg  
YfghYb`:`]`a`g`i`b[`YVfcW\Yb`]gh`8]Y`Gma`V]cgY`Ui`g`:`YgW\]W\hYž  
?i`hi`fi`bX`i`bhYf\`U`hi`b[`g]bXi`ghf]Y`V`Y]Vh`k`Y]hYf\`b`Y]b  
VYa`Yf`\_Ybgk`YfhYg`D\`Åbca`Yb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	K`UhhYbgW\Y]Xž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"><li>• k`k`k`"nj`k`"XY</li><li>• VcbX!Wi`V"XY</li><li>• Yb"k`_]`dYX]U"cf[</li></ul>

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