

# A ]W\ Y`]b`&\$&) . `8 Yi hgW\ `Ub X`Y fghfU\ `h`a ]h F Y\_c fX!GhYfbYnU\ `°

5a`%+"\$\*"`&\$&) `k i fXYb`]b`< Ua Vi f[ `bYi Y`A ]W\ Y`]b!GhYfbY  
j Yf`]Y\ Yb"" ( %FYghUi fUbhg`k i fXYb`Ui g[ YnY]W\ bYhž  
XUfi bhYf`nk Y]`bYi Y`8 fY]!GhYfbY!FYghUi fUbhg"



< Ua Vi f[ ž`8 Yi hgW\ `Ub X`!`5a`8]YbghU[ ž`XYa`%+"`đ b]`&\$&) ž  
k i fXYb`]b`: fUb\_Z fh`X]Y`a ]h`GdUbbi b[ `Yfk UfhYhYb`A ]W\ Y`]b!  
GhYfbY`Z0f`8 Yi hgW\ `Ub X`j Yf`]Y\ Yb""`b`X]YgYa`đ\`f`[ UV`Yg`Y]bYb  
bYi Yb`FY\_c fX.`đg[ YgUa`h" ( %FYghUi fUbhg`Yf\]Y`hYb`a ]bXYghYbg  
Y]bYb`GhYfb``XUg`g]bX`Y]b`FYghUi fUbh`a Y\`f`U`g`]a`J`c`f`U`f`  
6YgcbXYfg`VYa`Yf`Ybgk`Yfh`g]bX`X]Y`nk`Y]`bYi`Yb  
Gd]hnYb`fYghUi fUbhgž`X]Y`X]Y`5i`gnY]W\`bi b[ `j`cb`X`fY]`GhYfbYb  
Yff]b[ Yb`\_c`bbhYb""8]YgY`BYi`ni [ `Ab[ `Y`g]bX`XUg``FYghUi fUbh  
<UYf`]b`]b`< Ua Vi f[ `i`bhYf`XYf`@Y]hi b[ `j`cb`?`ØW\YbW\YZ  
7\`f]ghcd`d`F`ØZZYf`i`bX`XUg``Hc`\`fi`]b`XYf`GW\`fY]VYfY]`]b`A`ØbW\Ybž  
[ YZ0\`fh`j`cb`Hc`\`fi`BU`\_Ua`i`fU""`đ`fY`Ui`»`Yf[`Yk`Ö`\`b`]W\Yb  
\_i`]bUf]gW\Yb`?`cbnYdhY`ØVYfnYi [ Yb`Ui`ZU`Yb`9VYbYb`i`bX`gYhnYb  
bYi`Y`A`U`»`gh`AVY`]b`XYf`;`Ughf`cbca`]Y"

8]Y`J Yf`Y)\i b[ `XYf`GhYfbY`]gh`Y]b`VYXYi hYbXYg`9j Ybh`Z0f`X]Y  
; Ughfcbca ]Y`i bX`n]Y`h`j ]Y`Y`5i Za Yf\_gUa \_Y]h`Ui Z`g]W`" `5b  
X]YgYa `VYgcbXYfYb`HU[ `k i fXYb`Ui W`k Y]hYfY`?i `]bUf]\_!5k UfXg  
j Yf`Y]\Yb`"8Yf`7cW\_hU]`5k UfX`[ ]b[ `Ub`A ]W`Y`Y`<Y]bf]W`j ca  
MU`Xmi]b`: fUb\_Zi fh`k A`fYbX`A Uf]Y!<Y`Yb`?fYVg`j ca `=[ U]`a  
GW`cgg`9`a Ui `XYb`Gca a Y`]Yf`5k UfX`Yf`Y]Y`h`8Yf`A Ybhc`f!7`Y`Z  
5k UfX`k i fXY`Ub`7`Ui g!DYhYf`@ a dd`j ca `6UfY]gg`]b`6U]YfgVfcb`b  
j Yf`Y]\Yb`z`k A`fYbX`@ ]g`<YbXf]W\_g`j ca `D]YhgW`]b`K Yfb][ YfcXY  
U`g`Mci b[ `7`Y`Z`c`Z`h`Y`M`Uf`Ui g[ YnY]W`bYh`k i fXY`"GW`]Y`»`]W  
Yf`Y]Y`h`8Ub]Y`U`Ccg`j ca `K Y]b!`i bX`HUYZ`Y`Ui g]b`Hf]hhYb`Y]a `XYb  
GYfj ]W`5k UfX`"

## 8]Y`bYi Y`GhYfbYbj YfhY`]i b[

≠g[ YgUa h`X0fZYb`g]W`bi b`%&`F YghUi fUbhg`0VYf`X]Y` \0W`ghY  
5i gnY]W`bi b[ `j cb`XfY`]GhYfbYb`ZfYi Yb`"BYVYb`XYb`VY]XYb  
BYi ni [ `Ab[ Yb`g]bX`X]Yg.

- Fi hn`f6Yf`]b`Ł
- 6UfY]gg`f6U]YfgVfcb`b`Ł
- GW`k Ufnk U`Xghi VY`f6U]YfgVfcb`b`Ł
- ¼b`fA 0bW`Yb`Ł
- 9g.gYbn`f! fUggUi `Ł
- H`Y`HUV`Y`fk Ua Vi f[ `Ł
- 5ei U`fK c`ZgVi f[ `Ł
- K U`X`chY`Gcbbc`fU`fB`fY]g`Ł
- GW`Ubn`"F YghUi fUbh`fD]Ygdc`fh`Ł
- J]Whc`f`g`i` ]bY`8]b]b[ `Vm`7`f]gh]Ub`6Ui `fDYf`Ł

GW`Ui h`a Ub`Ui Z`X]Y`J YfhY`]i b[ `XYf`GhYfbY`]b`XYb`j YfgW`]YXYbYb  
6i bXYg`AbXYfb`z`hi b`g]W`Y]b][ Y`]bhYfYggUbhY`HfYbXg`Ui Z`≠  
BcfXf`Y]b!K YghZU`Yb`gUb`\_X]Y`5bnU`XYf`GhYfbY!F YghUi fUbhg`j cb  
) &`Ui Z`(\*`z`k cVY]`%\$`F YghUi fUbhg`]fYb`GhYfb`j Yf`cfYb`"I a gc  
YfZfYi`]W`Yf`]gh`Yg`z`XUgg`]b`6UXYb!K 0fh`hYa VYf[ `X]Y`5bnU`ghUV`  
VY]`+`V`Y]Vhi bX`gc[ Uf`XfY`]bYi Y`GhYfbY!F YghUi fUbhg  
\]bni [ Y`\_ca a Yb`g]bX`"B]YXYfgUW`gYb`U`h`bi b`Y]b`8fY!]GhYfbY!  
F YghUi fUbh`z`XUg`5ei U`]b`K c`ZgVi f[ `"]<]Yf`nY][ h`g]W`z`XUgg`X]Y  
; Ughfcbca ]Y`hf`chn`U`Yf`<YfUi gZc`fXYfi b[ Yb`c`W`]a `?i fg`ghY`h

i bX`Yg`]a a Yf`k ]YXYf`bYi Y`<][ \`][ \hg`[ ]Vh"

## 9]b`6`]W\_`Ui Z`X]Y`bYi Yb`5i gnY]W`bi b[ Yb

Ni g`Àhn`]W`k i fXYb`(+`FYghUi fUbhg`a ]hink Y]`GhYfbYb  
Ui g[ YnY]W`bYhž`XUfi bhYf`ZØbZBYi ni [ Àb[ Y`k ]Y`XUg` Cgk U`Xg  
; ci fa Yhghi VY` ]b`HY]gbUW`i bX` ; chh\UfXhg`Vm`Mubb]W\_`BcUW\_  
]b`?cV`Ybn``5i W`&, &`FYghUi fUbhg`\_ØbbYb`g]W`ØVYf`Y]bYb`GhYfb  
ZfYi Ybž`k cVY]` \$`bYi Y`5i ZghY][ Yf`]b`X]Y`GhYfbY!@[ U`g]bX"  
6YgcbXYfg`ghc`n`XØfZYb`X]Y` , \$`FYghUi fUbhg`gY]bž`X]Y`XYb` ; fØbYb  
GhYfb`ZØf`i a k`Y`hVYk i gghY` ; Ughfcbca ]Y`Yf`U`hYb`U`VYb"Jcb`XYb  
%) `FYghUi fUbhgž`X]Y`XYb`6]V` ; ci fa UbX`ZØf`Y]b`[ i hYg`DfY]g!  
@Y]ghi b[ g!J Yf`À`hb]g`Yf` ]Y`hYbž`XØfZYb`YVYbZU`g`Y]b][ Y`bYi Y  
9]b]W`hi b[ Yb`VY[ fØ» h`k YfXYb"

8]Y`X]Yg`À`f][ Y`J Yf`Y]`i b[ `nY][ h`Y]bXfi W\_gj c`ž`XUgg`g]W`X]Y  
XYi hgW`Y` ; Ughfcbca ]Y`]b`Y]bYa`gh`À`bX][ Yb`K UbXY`VYZ]bXYhž  
[ Ydf`À[ hj cb`?fYUh]j ]h`À`h`i bX`A i hini `BYi Ya`"K ]Y`X]Y  
9bhk ]W\_`i b[ Yb`k Y]hYf[ Y`Ybž`V`Y]Vh`gdUbbYbX`i bX`k ]f`XØfZYb`i bg  
Ui Z`X]Y`b`À`W`ghYb`U`fY`ZfYi Yb`"K Y]hYfY`Zcfa Uh]cbYb`ni `XYb  
GhYfbY\_Ø`W`Yb`i bX`FYghUi fUbhg`g]bX`gY`Vghj Yfgh`À`bX`]W`]a  
A ]W`Y`]b` ; i ]XY`8Yi hgW`UbX`&\$&) `ni `Z]bXYbž`XYf`UV`A U]`ZØf`&- ž- )  
9i fc`Yf`À`h`]W`gY]b`k ]fX"

: Øf`k Y]hYfY`8YhU]`g`i bX`Y]bY`j c`gh`À`bX][ Y`@]ghY`XYf  
Ui g[ YnY]W`bYhYb`FYghUi fUbhg`\_ØbbYb`G]Y`X]Y`6Yf]W`hY`j cb`  
<c[ UDU[ Yž`J U`Yf]U`@YWYfWi bX` ; i ]XY`A ]W`Y`]b`bUW`YgYb"

8YhU]`g	
Cfh	<Ua Vi f[ ž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "\c[ UdU[ Y"XY</li> <li>• j U`Yf]U`YWYfWdU[ Yg"XYj</li> <li>• [ i ]XY"a ]W`Y`]b"Wca</li> </ul>

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