

Hk c`7\]`XfYb`đb`fYX`]b`A ]Ua ]!8 UXY  
Hi fbd]\_Y`7fUg\.`8YhU]`g`đbg]XY°

5`hk c!j Y\]WY`WfUg\`cb':`cf]XU/`\$'`-/g`Hi fbd]\_Y`]b  
gci h\k Ygh`A ]Ua ]!8 UXY`]b`fYX`hk c`W\]`XfYbž`dfca`dh]b[`Ub  
cb[ c]b[`]bj Ygh][ Uh]cb"

Gci h\k Ygh`%&, h\`GhfYYhž`A ]Ua ]!8 UXY`7ci bhmž`I G5`!`5  
gYf]ci g]bW]XYbh`i bZc`XYX`Ufci bX`%&.`) `U"a`"cb`đ bY`&) ž&\$&) ž  
cb':`cf]XU g`Hi fbd]\_Y`]b`gci h\k Ygh`A ]Ua ]!8 UXYž`]bj c`j ]b[`U`V`UW\_  
<cbXU`UbX`U`k` \]hY`GI`J`"đ`h\]g`hk c!j Y\]WY`Wc``]g]cbž`hk c  
W\]`XfYb`k YfY`Y`Y`WYX`Zfca`h\Y`<cbXUž`fU]g]b[`U`Ufa`c`j Yf`h\Y]f  
gUZYhm":`cfhi bUhY`mž`Vch\`↑`j Yb`]Yg`k YfY`gk ]Zh`m`hfUbgdcfhYX`hc  
đUW\_gcb`Gci h\`A YX]WU`7YbhYf`k ]h\`bcb!`]ZY!h\ fYUhYb]b[`]b`↑`f]Ygž  
U`fY`]YZUa ]Xgh`h\Y`W\Ucg`cZ`h\Y`YUf`m`a`cfb]b[`WfUg\`"H\Y  
fcUXk Um`k Ug`dfca`dh`m`fYcdYbYX`↑`gh`VYZcfY`&`U"a`"ž`YUg]b[`h\Y  
Zck`cZ`hfUZZ]WcbW`U[ U]b`"H\Y`dfYW]gY`WUi gY`cZ`h\Y`Wc``]g]cb  
fYa`U]bg`i bXYf`]bj Ygh][ Uh]cbž`dfca`dh]b[`]ei Ygh]cbg`UVci`h`Xf]j Yf  
gUZYhm`UbX`j Y\]WY`fY[ i`Uh]cbg`]b`h\Y`ghUhY"

đ`][`h`cZ`h\]g]bW]XYbhž`]h`g`k`cfh\`Wc`bg]XYf]b[`h\Y`VfcUXYf  
]a`d`]WUh]cbg`cZ`hfUZZ]WgUZYhm`UWfcgg':`cf]XU`"H\Y':`cf]XU  
8YdUfha`Ybh`cZ`HfUbgdcfhUh]cb`\][` \][` \hg`h\Y`]a`dcfhUbW`cZ  
UbU`m]b[`WfUg\`XUhU`UbX`]a`d`Ya`Ybh]b[`]a`dfcj`Ya`Ybhg`Zcf`Xf]j Yf  
gUZYhm`K`]h\`j`Uf]ci g`hcc`g`Uj`U]UV`Yž`]\_Y`h\Y':`cf]XU`7fUg\  
8Ug\`VcUfXž`UWWgg]b[`]fYU`!h]a`Y`ghUhg`WUb`\Y`d`fYg]XYbhg`VYWca`Y  
a`cfY`Uk`UfY`cZ`h\Y`cb[ c]b[`W\U`Yb[ Yg`cb`ci`f`fcUXg`5g`Xf]j Yfgž  
k`Y`U``\Uj`Y`U`[ ccX`\UbX`hc`d`Um]b`Ybgi`f]b[`]gUZYhmž`bch`↑`gh`Zcf  
ci`fgY`j Yg`Vi`h`Zcf`Yj Yfmc`bY`k`Y`g`UfY`h\Y`fcUXg`k ]h\`"

K` \Uh`g`Uh`GhU\_Y3

HfUZZ]WWfUg\YgžUg'fYdcfhYX`Vm'h\Y':`cf]XU'<][\kUmIGUZYhmiUbX  
A chcf'JY\]WYgžUfY'bc'h]gc`UhYX`YjYbhg" `H\Y`XUhU'cih`]bYg  
jUf]ci'g'hmdYg'cZj]c`Uh]cbg'h\Uh'Wc'bh]Vi'hY'hc'h\Y'f]g\_g'kY`ZUW  
XU]'m'J]c`Uh]cbg'fUb[ Y'Zfca`a`]bcf']bZfUWh]cbg'giW\Ug']a`dfcdYf  
`UbY`W\Ub[ Yg'hc'a`cfY'gYf]ci'g'cZZYbgYg'`\_Y'Xf]j]b[ `i'bXYf'h\Y  
]bZiYbW`fB!`ž"9UW`j]c`Uh]cb`]g'Ugg][bYX`U'i]b]eiY`WcXYž  
fYZYWh]b[ `h\Y`Wc'a`d`YI]hm'cZ'hfUZZ]WfY[ i`Uh]cbg'UbX`h\Y`bYYX`Zcf  
cb[ c]b[ `YXiWWh]cb`Ua`cb[ `Xf]jYfg" `H\]g]bg][\h]bhc`WfUg\!fY`UhYX  
cZZYbgYg'i'bXYfgWcfYg'h\Y`Wf]h]WU`bUhi`fY`cZfYgdcbg]V`Y'Xf]j]b[  
VY\Uj]cfg"

5Wc'fX]b[ `hc'h\Y':`cf]XU`7fUg\` :UWhg`XUhUVUgYž'hfUZZ]WWc``]g]cbg  
WUb`\UjY`XYjUghUh]b[ `Wc'bgYeiYbW`g"i'bXYfghUbX]b[ `h\Y'hmdYg'cZ  
WfUg\Yg'h\Uh'cWW`f`UbX`h\Y]f'i'bXYf'm]b[ `WUi`gYg'U]Xg']b`WfYUh]b[  
gUZYf'fcUXkUmg" `H\Y`ghUh]gh]Wg'fYjYU`U`bYYX`Zcf']bWfYUgYX  
UkUfYbYggžUg'bc'h'cb`m'UfY`h\YfY`WfUg\Yg'cb`h\Y'f]gYž`Vi'h'h\Y  
UWc'a`dUbm]b[ `hfUZZ]Wj]c`Uh]cbgž`]bWi`X]b[ `gdYXX]b[ `UbX`\]h!UbX!  
fi`b]bW]XYbhgžUfY`UfYUg'cZ`Wc'bW`fb"

## F U]g]b[ `5k UfYbYgg

ž`h\Y`kU`\_Y`cZ'h\Y`WfUg\`cb`h\Y`Hi`fbd]\_Yž'h\YfY`g'gca`Yh\]b[ `hc  
VY`gU]X`Zcf'fYZYWh]b[ `cb`gUZYhmd'fUWh]W`g'UbX`Wc'a`a`i]b]hm  
fYgdcbg]V`]h]Yg" `C`i`f'fcUXg'g\ci`X`ZY`gUZY`Zcf  
YjYfmc`bY` `]bWi`X]b[ `W\]XfYbž`k`\c`UfY`dUfh]W`Uf`m]i`bYfUV`Y"  
K]h\`h\Y`XUhU`UjU]UV`Y`h\fc`i[ \`h\Y`jUf]ci`g'd`UhZcfa`g`\_]Y`h\Y  
:8CH`g'hcc`gž`Wc'a`a`i]b]h]Yg`WUb`hUd`]bhc`YggYbh]U`]bZcfa`Uh]cb  
h\Uh'g\UdYg`c`WU`gUZYhmi]b]h]Uh]jYg" `H\]g]g`Wfi`WU`Zcf  
i'bXYfghUbX]b[ `\ck`a`Ubm`WfUg\Yg'cWW`f`]b`gdYW]Z]WUfYUg`UbX  
k`\Uh'hmdYg'cZj]c`Uh]cbg'UfY`a`cgh'dfYjU`Ybh"

AcfYcjYfž`]b]h]Uh]jYg'hc`YXi`WWhY`Xf]jYfg'cb`h\Y]f'fYgdcbg]V`]h]Yg  
WUb`ZcghYf`U`gUZYf`Xf]j]b[ `W`hi`fY"8]j]b[ `XYXdYf`]bhc`h\Y  
ghUh]gh]Wg`UbX`fYWc[ b]n]b[ `dUhYfbg'cZf]g\_m`Xf]j]b[ `WUb`\Y`d`i`g  
ZfUa`Y`X]gW`gg]cbg'Ufci`bX`dchYbh]U`ghfUhY[ ]Yg`Zcf'fYXi`W]b[  
UW]XYbhg"7ca`VUh]b[ `h\Y`]ggiYg`\][\`][\hYX`Vm'h\Y`WfUg\`XUhU  
WUb`cb`m`VY`UW\]YjYX`h\fc`i[ \`Wc``YWh]jY`YZZcfhg`VY`]h'h\fc`i[ \  
Wc'a`a`i]b]hmdfc[ fUa`gž`c`WU`[ c]Yfba`Ybh]b]h]Uh]jYgž`cf`ZUa`]m

X]gW gg]cbg`UVci h'fcUX`gUZYhm"

5g`k Y`WŁbhYa d`UhY`h\Y`]a d`]WUh]cbg`cZ'gi WŁ`]bW]XYbhgž`]hg  
Yj ]XYbh'h\Uh`Yj Yfmc bY`\\Ug`U`fc`Y`hc`d`Um`]b`a U\_]b[ `ci f`fcUXg  
gUZYf" @Yhg`WŁa a ]h'hc`ZcW`gYX`Uk UfYbYggž`fYgdcbg]V`Y`Xf]j ]b[ ž  
UbX`WŁa a i b]hmic i hfYUWŁ`hc`Ybgi fY`UW]XYbhg``\_]Y`h\]g`VYWŁa Y`U  
h\]b[ `cZ`h\Y`dUgh"

: cf`a cfY`XYhU]`YX`]bZcfa Uh]cb`cb`WfUg\`XUhU`UbX`hfUZZ]W  
j ]c`Uh]cbgž`j ]g]h`@c WU`%\$ž: 8 C Hž UbX: @< GA J "

8 YhU]`g	
C fh	Gci h\k Ygh`%&, h\`GhfYYhž`A ]Ua ]!8 UXY 7ci bhmž`l G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "`c WU`%\$`WŁa</li><li>• k k k "ZXch"[ cj</li><li>• gYfj ]WŁg"Z`\ga j "[ cj</li></ul>

6Ygi WŁYb`G]Y`i bg`Ui Z.`a Y]b!k ]Yb"bYh