

8YUX`m'B ][ \h]b`>UW\_gcbj ]`Y. 'A Ub 'G\ch  
5ZhYf'7\c\_]b[ 'DfY[ bUbh'K ca Ub

8i j U`7ci bhmZUWg'f]g]b[ 'hYbg]cbg'Ug'h\Y`>UW\_gcbj ]`Y  
G\Yf]ZZ' '\$' - /g'C ZZ]W'fYdcfhg'a i 'h]d`Y'cZZ]W'f!]bj c'j YX  
g\cch]b[ g']b'fYWbh'k YY\_gž']bWi X]b[ 'U'hfU[ ]W]bW]XYbh  
]bj c'j ]b[ 'U'a Ub'g\ch'UZhYf'U'Xca Ygh]WX]ghi fVUbW"



6fU\ a U'6i ``7]fWY`K Yghž>UW\_gcbj ]`Yž: `cf]XUž'I G5'!`>U  
hfU[ ]WUbX'i bgYh']b[ 'hi fb'cZ'Yj Ybhgž'U'a Ub'k Ug'g\ch'XYUX`Vm  
dc`]W' ]b`>UW\_gcbj ]`Yž: `cf]XUž'YUf`m'K YXbYgXUma cfb]b[ ]b'k \Uh  
Ui h\cf]h]Yg'UfY`XYgW'f]V]b[ 'Ug'U`V]nUffY`YbWci bhYf" H\Y`W]` ]b[  
]bW]XYbhi bZc`XYX`Ufci bX`%%.&\$'d"a "'cb'6fU\ a U'6i ``7]fWY`K Yghž  
dfca dhYX`VmZUa ]`m'a Ya VYfg'k \c`WU`YX' - %%'fYdcfh]b[ 'h\Uh'h\Y  
a Ub'k Ug'\Uj ]b[ 'U'a YbhU``\YU'h\`Yd]gcXY" 'I bVY\_bck bgh'hc'h\Y  
fYgdc bX]b[ 'cZZ]W'fgž'h\Ymik YfY`UVci h'hc`YbhYf'U'gW'bY'h\Uh'k ci `X  
YgWU`UhY`fUd]X`mUbX`YbX` ]b'hfU[ YXm"

>UW\_gcbj ]`Y: ]fY`UbX`F YgW`Y`ei ]W`m'fYUW`YX`ci h'hc'h\Y  
>UW\_gcbj ]`Y`G\Yf]ZZ'g'C ZZ]W'f]GCŁ'Zcf'VUW\_i d"K \Yb'cZZ]W'fg

Uff]j YX`UbX`\\YUfX`gWfYUa ]b[ `Zfca `U`cW\_YX`fcca ž`h\\Ym\_]W\_YX  
h\\Y`Xccf`Xck b`"đg]XYž`h\\YmZci bX`W\\Ucg.`U`X]g\\Yj Y`YX`fcca ž`U  
k ca Ub`cb`h\\Y`Zccf`k ]h\\`U`ga U`\\W\\]`X`]b`\\Yf`Ufa gž`UbX`h\\Y`a Ub  
j ]c`Ybh`midi ``]b[ `\\Yf`\\U]f`"8]ghi fV]b[ `mž`h\\Y`k ca Ub`]g`dFY[ bUbh  
k ]h\\`h\\Y`a Ub g`W\\]`Xž`k \\W\\`UXXg`Ubch\\Yf`UmYf`cZ`Wca d`YI ]hmihc  
h\\]g`U`fYUXm`\\Uffck ]b[ `g]hi Uh]cb"

## H\\Y`9bWci bHYf

CZ]Wf`g`UhhYa dhYX`hc`gYdUfUhY`h\\Y`a Ub`Zfca `h\\Y`k ca Ub`i g]b[  
HUgYfgž`U`ck ]b[ `\\Yf`hc`YgWUdY`k ]h\\`h\\Y`W\\]`X`"8Ygd]hY`h\\]g  
]bHYfj Ybh]cbž`h\\Y`a Ub`Wcbh]bi YX`hc`Z[ \\h`U[ [ fYgg]j Y`mž`a U\_]b[  
]bWc`\\YfYbh`gWfYUa g`h\\Uh`UXXYX`hc`h\\Y`hYbgY`Uha cgd`\\YfY`"5ZhYf  
bYUf`m`\\U`Z`Ub`\\ci f`cZ`hfm]b[ `hc`Wca a i b]WUhY`k ]h\\`\\]a ž`cZ]Wf`g  
Zci bX`h\\Ya gY`j Yg`]b`U`dFYWUf]ci g`dcg]h]cb`k \\Yb`h\\Y`a Ub`YI ]hYX  
h\\Y`fcca "`<Y`W\\Uf[ YX`Uh`h\\Ya ž`YUX]b[ `hc`U`Wf]h]WU`XYW]g]cb  
k \\YfY`cZ]Wf`g`cdYbYX`Z]fYž`i`h]a UhY`m`fYgi`h]b[ `]b`h\\Y`a Ub`g  
XYUh`\\Uh`h\\Y`\\cgd]hU`" <Y`\\Ug`bch`mYh`VYYb`]XYbh]Z]YX`di V`]Wm"

H\\]g`]bW]XYbh`k Ugb`h`ť`gh`Ub`]gc`UhYX`cW\\W`ffYbW\\/]h`\\Ug`VfcUXYf  
]a d`]WUh]cbg`Zcf`h\\Y`đW\_gcbj`]`Y`G\\Yf]ZZ`g`CZ]Wf`ž`k ]h\\`cZ]W]U`g  
bck`Wci bh]b[ `h\\]g`Ug`h\\Y`%%h\\`cZ]Wf!]bj`c`j YX`g\\cch]b[ `]b`&\$&'  
U`cbY`"đg`]a dcfhUbh`hc`bchY`h\\Uh`h\\]g`a Uf\_g`h\\Y`gYWcbX`XYUX`m  
YbWci bHYf`h\\]g`k YY\_ž`U`hfc`i`V`]b[ `hfYbX`h\\Uh`\\Ug`WUi`gYX`f]g]b[  
WcbWf`bg`k ]h\\]b`h\\Y`Wca a i b]hm"

## DfYj ]ci g`G\\cch]b[ g`UbX`F]g]b[ `7cbWf`bg

đ`gh`U`k YY\_`df]cfž`cb`đ`m`-ž`đGC`fYWcfXYX`]hg`%\$h\\`cZ]Wf!]bj`c`j YX  
g\\cch]b[ ž`i`bXYfgWcf]b[ `U`k cffm]b[ `gi`f[ Y`]b`]j ]c`Ybh  
WcbZfcbhUh]cbg`"H\\]g`YUf`]Yf`]bW]XYbh`]bj`c`j YX`U`fcV`VYfmigi`gdYWh  
k \\c`Yb[ U[ YX`CZ]Wf`@`]g`A YfWUXc`==]b`U`g\\cch]b[ `h\\Uh`Y`Zh`h\\Y  
cZ]Wf`]b`ť`fYX`mYh`]b`ghUV`Y`WcbX]h]cb`"H\\Y`fcV`VYfmigi`gdYWh`k Ug`U  
&\$!mYUf!c`X`a Ub`k \\cž`UZhYf`U`Vf]YZ`Zcch`W\\UgYž`g\\ch`A YfWUXc`]b  
h\\Y`Y[ `VYZcfY`VY]b[ `g\\ch`XYUX`Vmh\\Y`cZ]Wf`]b`fYhi`fb`Z]fY`"H\\]g  
YbWci bHYf`k Ug`dUfh]W`Uf`m`bchUV`Y`Ug`]h`a Uf\_YX`h\\Y`gYWcbX`ZUhU`  
]bW]XYbh`cZ`h\\]g`bUhi`fY`k ]h\\]b`U`g\\cfh`gdUb"

K \Uh g`U`Ufa ]b[ `]g`h\Uh`h\Y`hc hU`bi a VYf`cZ`cZZ]Wf!]bj c`j YX  
]bW]XYbhg`]b`&\$&` \Ug`U`fYUXmigi fdUggYX`h\Uh`cZ`hk c`ci h`cZ`h\Y  
`Ugh`Z]j Y`mYUfgz`UbX`k ]h\`g]l `cZ`h`c`gY`]bW]XYbhg`fYgi `h]b[ `]b  
ZUhU`]h]Ygz`h\Y`f]g]b[ `W\Ucg`]g`dU`dUV`Y`" `d`fYj ]ci g`mYUfgz`>GC  
fYdcfhYX`Y][ \h`g\c`ch]b[ g`]b`&\$&(`UbX`b]bY`]b`&\$&%ž]bX]WUh]b[ `U  
X]gh]bWh`mi d`k UfX`hfYbX`]b`gi W\`j ]c`Ybh`YbW`i bhYfg`"A i gh`k Y`bch  
h\Yb`fYZYWh`cb`\ck`h\]g`YgWU`Uh]b[ `WmWY`]a dUWh`g`bch`f gh`di V`]W  
gUZ`hmž`Vi h`U`gc`h\Y`k Y`!VY]b[ `cZ`ci f`Uk`YbZcfW`a Ybh`cZZ]Wf]fg3

7ca a i b]hm`a dUWh`UbX`7cbg]XYfUh]cbg

5g`>JW\_gcbj ]`Y`[ fUdd`Yg`k ]h\`h\YgY`g`cW\_]b[ `Yj Ybhgz`ei Ygh]cbg  
`cca ``Uf[ Y`fY[ UfX]b[ `a YbhU``\YU`h\`fYgci fW`g`UbX`dc`]W  
hfU]b]b[ `]b`Wf]g]g`g]hi Uh]cbg`"G\Yf]ZZ`H"? "K UhYfg`\Ug`dc]bhYX`ci h  
h\Uh`YUW\`cZ`h\YgY`]bW]XYbhg`]g`]bj Ygh][ UhYX`gYdUfUhY`mž  
\[ \`][ \h]b[ `h\Y`W`a d`YI ]hm`cZ`h\Y`g]hi Uh]cbg`cZZ]Wf]fg`ZUW`"K \`Y  
`Uk`YbZcfW`a Ybh`U[ YbW]Yg`Ya d\Ug]nY`h\Y`bYYX`Zcf`gk ]Zh`UWh]cb  
]b`]ZY!h\YUhYb]b[ `a ca Ybhgz`h\Y`ZfYei YbWh`cZ`h\YgY`]bW]XYbhg  
fU]gYg`Wf]h]WU`X]gW`gg]cbg`UVci h`U`hYfbUh]j Yg`UbX`d`fYj YbhUh]j Y  
a`YUgi fYg`

: cf`fYg]XYbhg`]b`>JW\_gcbj ]`Y`UbX`VYm`cbXž`h\YfY`]g`a i W\`hc  
dcbXYf.`<ck`Xc`k Y`Ybgi fY`h\Y`gUZ`hm`cZ`Vch\`W]h]nYbg`UbX``Uk  
YbZcfW`a Ybh3`K \Uh`fYgci fW`g`UfY`bYYXX`hc`a ]h][ UhY`gi W\  
Wf]gYg`VYZcfY`h\Ym`YgWU`UhY`hc`j ]c`YbW`3`7ca a i b]hm`YUXYfgz`Uk  
YbZcfW`a Ybhž`UbX`a YbhU``\YU`h\`UXj cWUhYg`a i gh`W`a Y`hc[ Yh\Yf  
hc`UXXfYgg`h\YgY`d`fYgg]b[ `ei Ygh]cbgž`Ygh`k Y`Z]bX`ci fgY`j Yg  
fYdYUh]b[ ` \]ghcfm`

5g`k Y`fYZYWh`cb`h\YgY`fYW`bh`hfU[ YX]Ygz`]hg`YggYbh]U`hc  
\i a Ub]nY`h\Y`ghcf]Yg`VY\]bX`h\Y`\YUX`]bYg`UbX`fYW`[ b]nY`h\Y  
fYU`dYcd`Y`UZZYWhYX`Vmigi W\`j ]c`YbW`"K \]Y`h\Y`bi a VYfg`a Um  
hY``cbY`ghcfmž`h\Y`Ya ch]cbU`hc``cb`ZJa ]`]Yg`UbX`W`a a i b]h]Yg`]g  
U`bUffUh]j Y`h\Uh`XYgYfj Yg`ci f`Uh`Ybh]cb`Ug`k Y`a cj Y`Zcfk UfX`

: cf`a cfY`XYhU]`gž`W\YW\_]ci h`7`]W\_`Cf`UbXcž`BYk`g( >U! ž`UbX`  
>UW\_gcbj ]`Y`"W`a "

8YhU]`g	
Cfh	6fU\`a U`6i ``7]fWY`K Yghž`畧W_gcbj ]``Yž : `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "W]W_c f`UbXc"WŁa</li><li>• k k k "bYk g( ^U "WŁa</li><li>• k k k "^UW_gcbj ]``Y"WŁa</li></ul>

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