

œ]b`h\Y`I`h]a UhY` ( h\`cZ`đ`m'6Uf`7fUk`>`]b  
8Y`fUm'6YUW`°

œ]b`h\Y` ( h\`cZ`đ`m'6Uf`7fUk`>`c b`đ`m') h\`]b`8Y`fUm'6YUW`ž  
ZYUhi f]b[ `Xf]b\_gžj Ybi YgžUbX`ZYgh]j Y`Zi b"A i gh`VY`&%Ž "



5h`Ubh]W5j Yž`8Y`fUm'6YUW`ž: @ž`I G5`!`H\Y`gi a a Yf`\YUh]g  
f]g]b[ ž`UbX`gc`]g`h\Y`YI W]hYa Ybh`Zcf`h\Y`i dWca`]b[ `( h\`cZ`đ`m  
W\`YVfUh]cbg" `b`8Y`fUm'6YUW`ž: `cf]XUž`fYg]XYbhg`UbX`j`]g]hcf`g`WUb  
[ YUf`i`d`Zcf`U`h\f`]]b[ `b][`h`Zi`YX`k`]h\`ZYgh]j`]h]Yg`UbX`WUa`UfUXYf]Y  
Xi`f]b[ `h\Y`Ubbi`U`FYXž`K`hY`/`6ccnY`6Uf`7fUk`>`C`b`GUhi`fXUmž  
đ`m') h\`ž`Zfca`)`DA`hc`%%DA`ž`5h`Ubh]W5j Ybi`Y`k`j`hf`Ubg`Zcfa`)`bhc  
U`]]`Y`mid`Ufhm`gW`bY`k`YfY`d`Ufh]W]d`Ubhg`UfY`]bj`]hYX`hc`W\`YVfUhY  
5a`Yf]WU`g`]bXYdYbXYbW`]b`ghm`Y`H\Y`Yj`Ybhž`\`][`\\`[`hYX`Vmi`U  
`]bY`!`i`d`cZ`cWU`VUfgž`dfca`]gYg`hc`VY`U`b][`h`hc`fYa`Ya`VYf"

C`f[`Ub]nYX`hc`Vf]b[`dYcd`Y`hc[`Yh\Yf`Zcf`U`Zi`b!Zi`YX`Yj`Yb]b[`ž`h\Y  
VUf`WfUk`>`]bWi`XYg`ZUbhUgh]WdYf\_g`Zcf`h]W\_Yh`\c`XYfg":`cf`ghUfhYfgž  
UhhYbXYYg`k`j`Yb`c`m`Zj`Y`Wca`d`ja`YbhUfm`Xf]b\_gž`cbY`Uh`YUW`c`Z

h\Y`Z]j Y`dUfh]WjdUh]b[ `j Ybi Yg`H\]g`]bWi XYg`UWWgg`hc`ZccX`UbX  
Xf]b\_`gdYW]U`gž`h\Ya YX`gk U[ `fk \]Y`gi dd`]Yg`Ughž`UbX`i b]ei Y  
d\chc`cddcfhi b]h]Yg`k ]h\`U`dfcZYgg]cbU`d\chc[ fUd\Yf`H\Y`W\YW\_!  
]b`dfcW`gg`fi bg`Zfca `) `DA `hc` , `DA `Uh`6ci bW`ž`cWUhYX`Uh` ` `G9  
H\]fX`5j Y`"8c`\_YYd`]b`a ]bXž`h\ci [ \ž`h\Uh`h\Y`U[ Y`fYei ]fYa Ybh]g  
gYhUh`&%UbX`i d `bc`YI Wdh]cbg"

## K `Uh g`cb`h\Y`5[ YbXU3

5`cb[ `k ]h\`h\Y`Xf]b\_g`UbX`Zi bž`dUfh]WjdUbhg`WUb`YI dYWh`hc`a ]b[ `Y  
k ]h\`ZY`ck`fYj Y`Yfg `U`VUfg`UfY`Wcbj Yb]Ybh`m`k ]h\]b`k U`\_]b[  
X]ghUbW`" H\Y`YI W]hYa Ybh`cZ`h\]g`Yj Ybh]g`]bZYWh]ci gž`gUmg`H\UX  
Fc[ Yfg`Zfca `H<F`K`GcW]U`8Y`fUm`6YUW\ž`Ub`UXX]h]cbU`j Ybi Y`cb  
h\Y`]gh` K Y fY`YU[ Yf`hc`k Y`Wca Y`Vch\`cWU`g`UbX`j ]g]hcfg`hc`c]b  
i g`]b`h\]g`W`YVfUh]cb" fYa Ya VYfž`h\Y`Yj Ybh\_]W\_g`cZZ`fU]b`cf  
g\]bYž`gc`XfYgg`Uddfcdf]UhY`m`UbX`YI dYWh`U[ ccX`h]a Y`fY[ UfX`Ygg  
cZ`h\Y`k YUh\Yf"

č`U`h]a Y`k \YfY`gcW]U`Yj Ybhg`Vf]b[ `i g`WcgYfž`VUf`WfUk`g`UfY`bch  
↑ gh`]a ]hYX`hc`8Y`fUm`6YUW\`"7]h]Yg`UWfcgg`h\Y`Wci bhfmž`\_]Y  
6U`h]a cfYž`W`YVfUhY`k ]h\`g]a ]Uf`Yj Ybhg`h\Uhgdch][ \h`h\Y]f  
j ]VfUbh`VUf`gW`bYg`Xi f]b[ `h\Y`gi a a Yf`č`6U`h]a cfYž`Zcf  
]bghUbW`ž`\i bXfYXg`UfY`YI dYWhYX`hc`c]b`h\Y`ž`m( h\`Di V`7fUk`  
ZYgh]j ]h]Ygž`Wca d`YhY`k ]h\`Xf]b\_`gdYW]U`g`UbX`U`j ]VfUbh`gcW]U`  
Uha cgd\YfY`**Qdi VWFuk`g`Wca Q`**Gi W\`Yj Ybhg`i bXYf`]bY`h\Y  
YggYbW`cZ`gi a a Yf`Ug`U`df]a Y`h]a Y`Zcf`VUf`\cdd]b[ `UbX  
W`YVfUh]b[ `k ]h\`Zf]YbXg"

## Gi a a Yf`7cbbYWh]cbg

H\]g`mYUfž`h\Y`( h\`cZ`ž`m`VUf`WfUk`gž`]bWi X]b[ `h\Y`cbY`]b`8Y`fUm  
6YUW\ž`Wdhi fY`h\Y`gd]f]h`cZ`gi a a Yf`k ]h\`XUmhc!b][ \h`dUfh]Yg  
a Uf\_Yh]b[ `U`dUhf]ch]Wh\Ya Y`"5g`a Ybh]cbYX`cb`  
**QVUfWFuk`j] Y`Wca Q`**cWUh]cbg`UWfcgg`h\Y`I "G`UfY`U`gc`\cgh]b[  
g]a ]Uf`h\Ya YX`Yj Ybhg`h\Uh]bWi XY`ZYgh]j Y`ci hZ]hgž`a i g]Wž`UbX  
UZhYf!dUfh]Ygž`a U\_]b[ `h\Ya `dYfZYWh`Zcf`b][ \h]ZY`YI d`cfUh]cbg"

5g`Vi nn`[ fck g`Ufci bX`h\YgY`gi a a Yf`[ Uh\Yf]b[ gž`]hg`k cfh\

bch]b[ 'h\Uh'h]W\_Yhg'Zcf'gi W\`Yj Ybhg'UfY'cZhYb'']b'\][ \`XYa UbXž  
i f[ ]b[ 'YU[ Yf'dUfh]WjdUbhg'hc'gYW fY'h\Y]f'gdchg'k Y``']b'UXj UbW`"  
K \Yh\Yf']hg'Zcf'Xf]b\_`gdYWjU`gžj ]VfUbh'b][ \h']ZYž'cf'g]a d`m'hc  
gcWjU`nYž'VUf'WfUk `g`\Uj Y`VYW`a Y`U`W`hi fU`d\Ybca Ybcb'h\Uh  
V`YbXg'Ži bž'W`a a i b]mž'UbX`W`YVfUh]cb"; Yh'fYUXmž'8Y`fUm  
6YUW\`h\Y` ( h\`cZ`ž `m'6Uf'7fUk ``]g'↑ gh'Ufci bX'h\Y`W`fbYfž'UbX  
h\YfY g'd`Ybhm'cZ'fYUgcb'hc`[ Yh'YI WjYX`°

: cf'a cfY`]bZcfa Uh]cb'UVci h'h\Y`Yj Ybhž']bWi X]b[ 'XYhU]'g'cb  
h]W\_Yhg'UbX'dUfh]WjdUh]b[ 'j Ybi Ygžj ]g]h'DUhW\ ``7\YYfg'hc'U`ZYgh]j Y  
\c`]XUm'k YY\_YbX`Zj`YX`k ]h\`Ži b`UbX`Zf]YbXg\]dg`°

8YhU]'g	
Cfh	5hUbh]W5j Yž'8Y`fUm'6YUW\ž': @ž'I G5
Ei Y``Yb	<ul style="list-style-type: none"><li>• dUhW\ "W`a</li><li>• di VWfUk `g"W`a</li><li>• k k k "VUfWfUk ``]j Y"W`a</li></ul>

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