

@Ub[ Y`B UWX h`XYf`K ]ggYbgWX UZhYb.  
9bhXYW\_Y`@Y]dn][ g; Y\Y]a b]ggY`

9f`YVYb`G]Y`X]Y`@Ub[ Y`B UWX h`XYf`K ]ggYbgWX UZhYb`]b`@Y]dn][  
Ua`&\$" `đ b]`&\$&) `a ]h`gdUbbYbXYb`J YfUbgH`hi b[ Ybž  
\_cghYb`cgYb`5b[ YVchYb`i bX`XYa`@Y]dn][ Yf  
K ]ggYbgWX UZhgdFY]g"



A i g]\_j ]YfhY`@Y]dn][ ž`8Yi hgWX`UbX`!`5a`:`fY]hU[ ž`XYa`&\$" `đ b]  
&\$&) ž`Yfk UfhYh`X]Y`GhUXh`@Y]dn][ `Y]b`[ Ubn`VYgcbXYfYg`9fY][ b]g.  
8]Y`- ``@Ub[ Y`B UWX h`XYf`K ]ggYbgWX UZhYb`n]Y\h  
K ]ggYbgWX UZh]bhYfYgg]YfhY`]b`]\fYb`6Ubb" `J cb`%\* `V]g`&` `I` \f`k ]fX  
Ub`)) `GhUbXcfhYb`Y]b`UVk YWX`g`i b[ gfY]WX Yg`Dfc[ fUa`a  
Ub[ YVchYbž`XUg`ØVYf`%( \$`9]bf]WX hi b[ Yb`i a`ZUggh" `8Yf`9]bhf]hh]gh  
ZfY]i bX`Y]bY`5ba`Y`Xi b[ `]gh`b]WX h`YfZcfXYf`]WX`ž`k Ug`X]Y  
J YfUbgH`hi b[ `VYgcbXYfg`ni [ `Àb[ `]WX`ZØf`U`Y`a`UWX`h`

C VYfVØf[ Yfa`Y]ghYf`6i f`\_\UfX`đ b[ `YVh`X]Y`J]Y`ZU`hi bX

@Y]ghi b[ gghÅf\_Y`XYg`K ]ggYbgWÅ UZhghUbXcfhg`@Y]dn][ `Yfj cf" 8 ]Y  
@Ub[ Y`B UWÅ h`XYf`K ]ggYbgWÅ UZhYb`]gh`Y]b`<][ \`][ \h`]a` ?U`YbXYf  
XYf`GhUXh ž`gU[ h`Yf"9]b`VYgcbXYfYg`5i [ Yba`Yf\_`[ ]h`]b`X]YgYa  
»\f`XYf`Yfgha`U`][ Yb`J`Yf`Y`\i b[ `XYg`@Y]dn][ Yf  
K ]ggYbgWÅ UZhgdFY]gYgž`XYf`a` ]h`%\$"\$\$\$`9i`fc`Xch]Yfh`]gh"8 ]YgYf  
DfY]g`k`]fX`]b`Ni`gUa`a`YbUfVY]h`a` ]h`XYf`GhUXh`@Y]dn][ ž`XYf  
I`b]j`Yfg]hÅh`@Y]dn][ `i`bX`XYf`GÅWÅ]g]gWÅYb`5\_UXYa` ]Y`XYf  
K ]ggYbgWÅ UZhYb`j`Yf`]Y`Yb`"

## 9]b`gdUbbYbXYg`Dfc [ fUa`a`ZØf`U`Y 5`hYfg[ fi`ddYb

6YfY]hg`Yhnh]g]bX`ZUgh`) \$\$`J`YfUbgU`hi b[ Yb`cb`]bY`j`YfZØ[ VUfž`a` ]h  
hÅ[ `]WÅ`k`UWÅ]gYbXYa`5b[ YVch"?)]bXYf`i`bX`ž` [ YbX`]WÅY`\_ØbbYb  
g]WÅ`Ui`ZgdYn]Y`Y`J`YfUbgU`hi b[ Yb`UV`%\*`I` \f`ZfYi`Yb"9]b  
<][ \`][ \h`ZØf`XYb`k` ]ggYbgWÅ UZh`]WÅYb`B UWÅ`k`i`WÅ]g]h`XYf  
K`YhhVYk`YfV` @Y]dn][ `A`5@H`ZØf`?]bXYf`]a`5`hYf`j`cb`" `V]g`%(  
»\fYbž`XYf`bcWÅ`V]g`ni`a`" `%"`A`U]`Åi`Zn`8 ]Y`VYghYb`9]bgYbXi`b[ Yb  
k`YfXYb`]b`Y]bYf`5i`gghY`i`b[ `Ua`7`Ua`di`g`5i [ i`ghi`gd`Uhn`XYf  
I`b]j`Yfg]hÅh`dfÅgYbh]Yfh`"

8 ]Y`GÅWÅ]g]gWÅY`5\_UXYa` ]Y`XYf`K` ]ggYbgWÅ UZhYb`]gh`YVYbZU`g`Y]b  
dfca`]bYbhYf`J`YfUbgU`hi b[ gcfh" < ]Yf`Yfk`UfhYh`X]Y`6Ygi`WÅYf`Y]b  
]bhYfYggUbhYg`Dfc [ fUa`a`ž`XUg`i`bhYf`UbXYfYa`9]bV`]W\_Y`]b`X]Y  
K`Y`h`XYf`?`Øbgh`]WÅYb`»bhY`][ Ybn`V]YhYhž`Y]bgWÅ`]Y»`]WÅ`Y]bYg  
hY`YZcb]gWÅYb`; YgdfÅWÅ]g`a` ]h`7`UfU`GWÅ`i`a`Ubb`Xi`fWÅ`Y]b`?`≠  
[ YghØhnhYg`GmghYa`"8`UfØVYf`\]bUi`g`[ ]Vh`Yg`Y]b`J`F!9f`YVb]g`ni`f  
9bhXYW`i`b[ `Vi`XX\]gh]gWÅYf`A`U`YfY]Yb`Ub`XYf`GY]XYbghfU`Yž  
K`cf\_g\cdg`ni`f`<`UbXgWÅf]ZhYbYf`\_Ybbi`b[ `i`bX`j`]Y`Yg`a`Y`f`"

## A`cV`]hÅh`i`bX`9ffY]WÅ`VUf`\_Y]h

: Øf`X]Y`6Ygi`WÅYf`ghY`Yb`X]j`YfgY`A`cV`]hÅhgUb[ YVchY`VYfY]h" `Gc  
\_ØbbYb`X]Y`HY`]bY`a`Yf`X]Y`\_cghYbZfY]Y`Bi`hni`b[ ]j`cb`BYI`hV`]\_Y`]b  
5bgdfi`WÅ`bY`a`Ybž`i`a`nk`]gWÅYb`XYb`Y]bnY`bYb`GhUbXcfhYb`ni  
dYbXYb`"Ni`gÅhn`]WÅ`j`Yf`\_Y`fh`Y]bY`GcbXYfVi`g`]b]Y`XYf`@Y]dn][ Yf  
J`Yf`\_Y`fgVYhf]YVY`f@]6`ĸ`nk`]gWÅYb`%,`i`bX`&`I` \f`nk`]gWÅYb

5i [ i ghi gd`Uhn`i bX`K ]ggYbgWUZhgdUf\_ž`i a `X]Y`9ffY]WVUf\_Y]h`XYf  
 JYfUbghU`hi b[ Yb`ni`j YfVYggYfb``8]Y`; Ugh[ YVYf`g]bX`Y]b  
 Ni gUa a YbgW`i gg`Ui g`@Y]dn][ Yf`<cWgW`i `Ybž  
 : cfgW`i b[ gY]bf]W`hi b[ Yb`i bX`XYf`GhUXh`@Y]dn][ ž`i bhYfghØhnh  
 Xi fW`X]Y`@Y]dn][ Yf`; fi ddYž`X]Y`GdUf\_UggY`@Y]dn][ ž`XUg`@Y]dn][  
 GW]YbW`BYhk cf`\_gck ]Y`X]Y`Gh]Zhi b[ `ZØf`≠bcj Uh]cb`i bX  
 HYW`bc`c[ ]YhfUbgZYf"

8 Ug`j c`ghÅbX][ Y`Dfc[ fUa a`gck ]Y`k Y]hYfY`≠Zcfa Uh]cbYb`g]bX  
 ØVYf`X]Y`K YVgY]hY`k k k "k ]ggYb!]b!`Y]dn][ "XY`UVfi ZVUf``@Y]dn][  
 ZfYi h`g]W`Ui Z`nU`fY]W`Y`]bhYfYgg]YfhY`; ÅghYž`]bgVYgcbXYfY  
 : Ua`j]Yb`i bX`↑ b[ Y`: cfgW`Yfž`X]Y`Ub`X]YgYa`5VYbX`X]Y  
 ZUgn]b]YfYbXYb`: UW`hYb`XYf`K ]ggYbgWUZh`YbhXYW\_Yb`a ØW`hYb`"

8]Y`@Ub[ Y`B UW`h`XYf`K ]ggYbgWUZhYb`j Yfgdf]W`h`b]W`h`bi f`Y]bY  
 ZYgh`]W`Y`J Yf`Y`\i b[ `XYg`K ]ggYbgWUZhgdY]gYgž`gcbXYfb`Ui W`Y]b  
 i bj Yf[ Ygg`]W`Yg`9f`YVb]g`ZØf`U`Y`5`hYfg[ fi ddYb``CV`J cfhfÅ[ Y`ni  
 U`hÅ[ mdh]gW`Yf`A YX]n]b`cXYf`A ]ha UW`ghÅbXY`ni`A U[ ]Y`Ui g`XYa  
 A ]hY`U`hYf` `X]Y`J YfUbghU`hi b[ `V]YhYh`Y]b`VfY]hYg`GdY`hfi a`Ub  
 ]bhYfYggUbhYb`5b[ YVchYb``8]YgY`B UW`h`k ]fX`X]Y`BYi [ ]Yf`k YW\_Yb  
 i bX`XUg`≠hYfYggY`Ub`K ]ggYbgWUZh`i bX`: cfgW`i b[ `ZØfXYfb"

6Ygi W`Yb`G]Y`X]Y`- ``@Ub[ Y`B UW`h`XYf`K ]ggYbgWUZhYb`]b`@Y]dn][  
 Ua`&\$``ž`b]`&\$&) `i bX`Yf`YVYb`G]Y`Y]b`Y]bn][ Ufh][ Yg`9j Ybh"

: Øf`k Y]hYfY`8YhU]`g`ØVYf`gdYn]Z]gW`Y`Dfc[ fUa a`di b`hY`i bX`CfhY  
 ]gh`X]Y`GÅW`g]gW`Y`5`\_UXYa`]Y`XYf`K ]ggYbgWUZhYb`Y]bY`k Yfhj c``Y  
 5b`Ui ZghY``Yž`X]Y`YVYbZU``g`Ui Z]\fYf`GY]hY`k k k "gUk`!`Y]dn][ "XY  
 i a ZUggYbXY`≠Zcfa Uh]cbYb`VYfY]hghY``h"

8YhU]`g	
Cfh	A i g]_j ]YfhY``@Y]dn][ ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "a mbYk gXYg_`Wca</li> <li>• k k k "gUk`!`Y]dn][ "XY</li> </ul>

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'Y]bY!fY]gY"XY