

➤h`U[ '5XY°`Gc`ØVYfghY\Yb`G]Y`Ub[ Y  
F Y]gYb`c`bY`GW`UZdfcV`Ya Y

9fZU\ fYb`G]Yž`k ]Y`G]Y`➤h`U[ `VY]`F Y]gYb`]b`bYi`Y`NY]hncbYb  
j`Yf\]bXYfb`\_ØbbYbž`i`a` ð`fY`F Y]gY`Ub[ YbY\`a`Yf`ni  
[ YghU`hYb"



?`Ø`b`ž`8`Yi`hgW`UbX`!`F Y]gYb`]b`UbXYfY`NY]hncbYb`\_Ubb`ZØf`j`]Y`Y  
F Y]gYbXY`Y]bY`YfUi`gZcfXYfbXY`9fZU\`fi`b[ `gY]b`"8`Yf`➤h`U[ `ž`Y]bY  
GhØfi`b[ `XYg`GW`UZf\`m\`a`i`gž`hf]`h\`Ài`Z[ `bUW  
@Ub[`ghfYW`YbZØ[ Yb`ØVYf`a`Y\`fYfY`NY]hncbYb`Ui`Zi`bX`]gh`XUg  
F Ygi`hUž`k`Ybb`XYf`n]f`\_UX]UbY`F\`m\`a`i`g`b]W`h`a`]h`XYf`c`\_U`Yb  
NY]h`ØVYfY]bgh]a`a`h`9]bY`NY]hX]ZYfYbn`j`cb`a`]bXYghYbg`ZØbZ  
Ghi`bXYb`\_Ubb`VYfY]hg`ni`i`bYfk`UfhYhYb`GcbbYbUi`Zi`bX  
!i`bhYf[`Àb[ Yb`ZØ\`fYbž`k`Ug`XYb`?`ØfdYf`ni`g`À`h`]W  
Xi`fW`Y]bUbXYfvf]b[ Yb`\_Ubb"

8]Y`Gma`dhca`Y`j`cb`➤h`U[ `g]bX`j`]Y`Z`À`h][`i`bX`\_ØbbYb`XUg`F Y]gYb  
Yf\`YV`]W`VYY]bhf`ÀW`h][ Yb`"8`Uni`[ Y\`ØfYb`l`bk`c`\`gY]bž`9]b!]`i`bX  
8i`fW`gW`UZghØfi`b[ Ybž`Yf\`Ø\`hYg`GW`UZVYXØfZb]gž`A`ØX][`\_Y]hž

HU[ Yga ØX][ \_Y]hž? c bnYbhfUh]c bggWk ÅWYžj Yfa ]bXYfhY  
@Y]ghi b[ gZÅ\][ \_Y]hž? cdZgWk a YfnYb`i bX`A U[ Yb!8 Ufa !DfcV`Ya Y"  
@Ui h`Y]bYf`Ghi X]Y`j cb` I F5`bcfa U`]g]Yfh`g]Wk`X]Y`GWk`UZXuI Yf`]b  
XYf`FY[ Y`bUWk`nk Y]`HU[ Ybž`k Å\fybX`GWk`UZnY]hYb`i bX`!ei U`]hÅh  
V]g`ni`%)`HU[ Y`Ub[`[ YghØfh`V`Y]VYb`\_ØbbYb" ðgVYgcbXYfY  
FY]gYb`bUWk`C ghYbž`k ]Y`VY]gd]Y`gk Y]gY`j cb`? Ø`b`bUWk`GmXbYmž  
g]bX`cZi`VY`UghYbXYf`U`g`FY]gYb`bUWk`K YghYbž`k ]Y`j cb`? Ø`b`bUWk  
8Ybj Yf"

## Gma dhca Y`i bX`5bdUggi b[

K ]Y`8f`FYVYWU`F cVV]bg`UbgWkUi`]Wk`Yf`\_`Åfhž`Yf[ ]Vh`g]Wk`>hU[  
Y\Yf`VY]`DYfgcbYbž`X]Y`bUhi f[ Ya Å»`ZfØ`Ui ZghY`Ybž`VY]`FY]gYb  
bUWk`C ghYbž`k Å\fybX`5VYbXhmdYb`GWk`k ]Yf][ \_Y]hYb`VY]:`Ø[ Yb  
bUWk`K YghYb`Yf`YVYb"8 ]Y`]bbYfY`I` \f`XYg`? ØfdYfg`f]Wk`hY`h`g]Wk  
bUWk`HU[ Yg`]Wk`hž`k cVY]`A Y`Uhc]b`b`]b`XYf`8i b`\_Y`Y]h  
Ui g[ YgWk`Øh`Y`h`k ]fX"8 ]Y`5bdUggi b[ `Ub`bYi Y`NY]hncbYb`\_Ubb  
ni XYa`\_`Åb[ Yf`XUi Yfbž`Y`a Y\`f`NY]hncbYb`ØVYfZc[ Yb`k YfXYb"  
FY]gYbXY`bUWk`C ghYb`gc`hYb`a ]h`Yhk U`Y]bYa`HU[  
; Yk Ø\bi b[ gnY]h`dfc`nk Y]`Ghi bXYb`NY]hj`YfgWk]YVi b[ `fYWk`bYbž  
k Å\fybX`X]Y`5bdUggi b[ `VY]`FY]gYb`bUWk`K YghYb`a Y]gh`gWk`bY`Yf  
j Yf`Åi Zi"

I a`>hU[ `YZZY`\_hj`ni`j Yfa Y]XYbž`[ ]Vh`Yg`a Y\fyfY`GhfUhy[ ]Yb"  
9]bY`gWk`f]h`k Y]gY`5bdUggi b[ `XYf`GWk`UZybgnY]hj`cf`XYf`FY]gYž  
]XYU`Yfk Y]gY`i a`%)`V]g`\$`A ]bi hYb`dfc`HU[ ž`\_Ubb`\_\`ZfY]Wk`gY]b"  
5i Wk`XUg`5VYbXYggYb`gc`hY`Ub`X]Y`N]Y`nY]h`Ub[ YdUggh`k YfXYb"  
@]Wk`h`gd]Y`h`Y]bY`nYbhfU`Y`F`c`Y.`A`cf[ Ybg`gc`hY`a Ub`@]Wk`h`h`Ub`\_Ybž  
k Å\fybX`UVYbXg`Y`Y`g`@]Wk`h`j Yfa ]YXYb`k YfXYb`gc`hYž  
VYgcbXYfg`bUWk`:`Ø[ Yb`]b`k Ygh]Wk`Y`F]Wk`hi b[ Yb`"Ni XYa`\_`Ubb  
X]Y`J Yfk YbXi b[ `j cb`A Y`Uhc]b`b`f]b[ Yf]b[ Yf`8cg]g`j cb`%&`a [ Ł  
Y]bY`g]bbj c`Y`A U»`bU\`a Y`gY]b"FY[ Y`a Å»][ Y`6Yk Y[ i b[ Yb`i bX  
\_i fnY`B]W`YfWk`Yb`j cb`a UI ]a U`-`\$`A ]bi hYb`bUWk`BUWk`hZØ[ Yb  
i bhYfghØhnYb`YVYbZU`g`X]Y`5bdUggi b[ "

## DfU\_h]gWk`Y`H]d`d`g`ZØf`FY]gYbXY

Ni gÅh`]Wk`ni`f`5bdUggi b[ `XYg`HU[ YgUV`Ui Zg[ ]Vh`Yg`Y]bY`J ]Y`nU\`

j cb'9a dZY\`i b[ Ybž'X]Y`k Å\fybX`XYf`FY]gY`gY`Vgh`VYUW`hYh  
k YfXYb`gc`hYb`"FY]gYbXY`gc`hYb`XUfUi Z`UW`hYbž`Ui gfY]W`YbX  
K UggYf`ni`hf]b`\_Yb`i bX`5`\_c`c`gck ]Y`?cZY]b`k Å\fybX`XYg: `i [ g  
ni`j Yfa Y]XYb`"9]bY`GW`UZa Ug\_Y`i bX`C`fYbghOd`gY`\_`ÖbbYb  
\Y`ZYbž`XYb`GW`UZ`Ub`6cfX`ni`j YfVYggYfb`"BUW`XYf`5b`\_i bZi]gh  
Yg`fUhgUa ž`b]W`h`gcZcfh`UbghfYb[ YbXY`5`\_hj ]hÅhYb`ni`d`UbYb`i bX  
g]W`ghUhhXYggYb`ni`Y]bYf`c`\_U`Yb`i \fnY]h]bg`6Yhh`ni`VY[ YVYbž  
Ui W`k Ybb`X]Y`A`ØX][`\_Y]h`XfÅb[ h`

8]Y`<YfUi gZcfXYfi b[ Yb`Y]bYg`>hU[ g`\_Ubb`a Ub`a ]h`X]YgYb`H]ddg  
YZZ`\_hj`Ub[ Y\Yb`i bX`gc`X]Y`FY]gY`Ub[ YbY\`a Yf`[ YghU`hYb`"  
@YhnhYbX`]W`]gh`Yg`k ]W`h][ ž`XYb`Y][ YbYb`?`ÖfdYf`i bX`XYggYb  
6YXØfZb]ggY`ni`fYgdY`\_h]YfYbž`i a`Y]bY`gW`bY`Y`5bdUggi b[ `Ub  
bYi Y`I a [ YVi b[ Yb`ni`ZÖfXYfb`":`Øf`k Y]hYfY`8YhU]`g`ni`X]YgYa  
H\Ya U`V]YhYh`XYg]fYX`"XY`i a ZUggYbXY`≠Zcfa Uh]cbYbž`k Å\fybX`  
5857`Yf[ ÅbnYbXY`H]ddg`V]YhYhž`i a`XYb`>hU[ `ni`ØVYfk ]bXYb  
i bX`i bVYgW`k Yfh`fY]gYb`ni`\_`ÖbbYb`"

8YhU]`g	
Cfh	?Öbž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "XYg]fYX"XY</li> <li>• k k k "UXUWXY</li> </ul>

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