

? Uhf]b : : `Ø[ [ Y. 'A ]h'A UghYfUfVY]h'[ Y[ Yb  
XUg'Dc gh! ðhYbg]j Y! 7 UfY!GmbXfca °

? Uhf]b : : `Ø[ [ Yž'5Xj UbWŰX'DfUWhjWŰ'Bi fgY'XYf'A << ž'Yf\À`h  
XYb'< Ubgy!DZY[ YdfY]g'&\$&) 'ZØf'\fY'A UghYfUfVY]h'ni 'D⇒G"



< Ubbcj Yfž'8Yi hgW\`UbX'!'? Uhf]b : : `Ø[ [ Yž'Y]bY'&-!`A\ f][ Y  
5Xj UbWŰX'DfUWhjWŰ'Bi fgY'fBDBŁ'j cb'XYf'bYi fcW\]fi f[ ]gW\Yb'i bX  
UbÀgh\Yg]c`c[ ]gW\Yb'ðhYbg]j ghUh]cb'' ( ž'k i fXY'a ]h'XYa ' < Ubgy!  
DZY[ YdfY]g'&\$&) 'Ui g[ YnY]W\byh''8]YgY'5i gnY]W\bi b[ ž'X]Y'j ca  
K ]ggYbgW\UZh]W\Yb'JYfY]b'ni f': ÖfXYfi b[ 'XYf'\_' ]b]gW\  
Ub[ Yk YbXYhYb : : cfgW\i b[ ' ]b'XYf'ðhYbg]j a YX]n]b'fK ⇒ Æ 'Y'J'Ł  
j Yf']Y\Yb'k ]fXž'Yf\_Ybbh'\fY'\YfUi gfU[ YbXY'A UghYfUfVY]h'b'XYb  
; Ygi bX\Y]hg!'i bX'DZY[ Yk ]ggYbgW\UZhYb'Ub''8Yf'DfY]g']gh'a ]h  
&"\$\$\$'9i fc'Xch]Yfh'i bX'k ]fX'ja 'FU'a Yb'XYg'Gma dcg]i a g  
ðhYbg]j a YX]n]b'Ž'ðhYbg]j dZY[ Y' ]b'6fYa Yb'ØVYffY]W\hž'k ]Y'  
A << 'VYf]W\hYh"

: `Ø[ [ Y'\Uh'Y]bY'Z bX]YfhY'5i gV]'Xi b[ 'ni f'; Ygi bX\Y]hg!'i bX

?fUb\_YbdZY[ Yf]b`UV[ YgW`cggYb`i bX`dUfU`Y`Y]b  
VYfi ZgVY[ `Y]hYbXYg`Ghi X]i a`UVgc`j`]Yfh"K A`fYbX`Y]bYg  
DfU\_h]\_i a`g`Ui ZY]bYf`hYbg]j ghUh]cb`i]b`6UgY`YfbhY`g]Y`XUg  
?cbnYdh`XYg`5Xj UbW`X`DfUW]W`B`i fg]b[ `fBDB`E`\_YbbYb"5DB`g  
ØVYfbY`a`Yb`Ubgd`fi W`gj c`Y`5i Z[ UVYb`]b`XYf`DZY[ YdfU]`g`i bX  
g]bX`XUfUi ZgdYn]U`g]Yfhž`X]Y`DUh]YbhYbj Yfgcf[ i b[ `ni`j YfVYggYfbž  
DUh]YbhYb`i bX`5b[ Y`Öf][ Y`ni`VYfUHYb`i bX`X]Y`]bhYfd`fcZYgg]cbY`Y  
Ni gUa`a`YbUfVY]h`ni`ZÖfXYfb"

: cfgW`i b[ `ni a`Dcgh!`hYbg]j Y!7UfY!

GmbXfca`Y

h`Y`fYf`A`UghYfUfVY]h`U`h]g]W`?`Uhf]b`:`Ø[ [ Y`a`]h`XYa`Dcgh!  
hYbg]j Y!7UfY!GmbXfca`Y`fD`G`E`Ui`gY]bUbXYf[ YgYhnhž`Y]bYa  
Ni ghUbXž`XYf`A`i Z[ `VY]`DUh]YbhYb`bUW`Y]bYa  
]bhYbg]j a`YX]n]b]gW`Yb`5i ZYbh`U`h`Ui`Zh]h" `D`G`VY]b`U`h`Yh  
\_ÖfdYf`]W`Yž`\_c[ b]h]j`Y`i bX`dgmW`]gW`Y`@Ub[ nY]hZc`[ Ybž`X]Y`X]Y  
@YVYbgei`U]h`h`XYf`6YhfcZZYbYb`i bX`Y`fYf`5b[ Y`Öf][ Yb`Yf`YV`]W  
VYY]bhf`A`W`h][ Yb`\_ÖbbYb" :`Ø[ [ Y`\_cbnYbh]YfhY`g]W`]bgVYgcbXYfY  
Ui ZDUh]YbhYb`a`]h`Gi`VUfUW`bc]XU`V`i hi b[ `fG56`ž`X]Y`c`Zi`Xi`fW`Y]b  
[ Yd`UhhYg`5bYi`fmg`a`U`Ui`g[ Y`Ögh`k`]fX"

8]Y`:`cfgW`i b[ `nY][ hž`XUgg`X]Y`:`cfhgW`f]hY`]b`XYf`hYbg]j a`YX]n]b  
nk Uf`ni`Y]bYf`ghY][ YbXYb` , VYf`YVYbgfUhY`ZØ`fYbž`[ `Y]W`nY]h][  
YXcW`Ui`W`Y`Ö`YfY`F`Y`cgd]hU`]g]Yfi b[ g!`i bX`GhYfV`]W`\_Y]hgfUhYb  
ni f`:`c`[ Y`UVYb" `J]Y`Y` , VYf`YVYbXY`ghY`Yb`j`cf  
<YfUi`gZc`fXYfi b[ Ybž`X]Y`Xi`fW` `D`G`[ Y`\_YbbnY]W`bYh]g]bXž  
k`Yg`U`V`X]Y`f]W`h][ Y`DZY[ Y`YbhgW`Y]XYbX`]gh" `K`]Y`]b`5`=C`b`]bY  
VYgW`f]YVYbž`\_ÖbbYb`[ Yn]Y`hY`DZY[ Y]bhYfj`Ybh]cbYb`Y`Y`ZYbž`X]Y  
Gma`dhca`Y`j`cb`D`G`ni`]bXYfb`i bX`X]Y`B`UW`gcf[ Y`ni`cdh]a`]YfYb"

K`]f`\_gUa`Y`DZ`Y[ Y]bhYfj`Ybh]cbYb

GmghY`a`Uh]gW`Y`@]hYfUhi`ffYW`YfW`Yb`UVYb`Yf[ YVYbž`XUgg  
j`YfgW`]YXYbY`hYfj`Ybh]cbYbž`k`]Y`XUg`56789fi`ł`6ØbXY`ž  
hYbg]j`hU[ YVØW`Yfž`:`fØ`a`cV`]gUh]cbž` ; Ygd`f`W`g]bhYfj`Ybh]cbYb  
i bX`A`i`g]\_h`YfUd]Yž`g][ b]Z]\_UbhY`J`YfVYggYfi b[ Yb`VY]`XYb

6YhfcZZYbYb`VYk ]f\_Yb`\_ÖbbYb" 8 Ug`5678 9fl Ł!6ØbXY``\ Uh  
 bUWk Y]g`]W`dcg]h]j Y`9ZZY\_hY`Ui ZX]Y`8Y`]fdFÀj U`Ybn"  
 ÆhYbg]j hU[ YVØWXYf`\_ÖbbYb`Y`ZYbž`dgmW ]gWY  
 6YY]bhFÀW h][ i b[ Yb`ni`fYXi n]YfYb`i bX`X]Y`dcg]bhYbg]j Y  
 GhYfV`]W`\_Y]h`ni`gYb`\_Yb"

8 UfØVYf`\]bUi g`j Yff]b[ Yfh`X]Y`i: fØ\ a`cV`]gUh]cb`X]Y  
 ]bhYbg]j j Yfi fgUW hY`GWk ÀWY`i bX`j YfVYggYfh`X]Y  
 GY`VghghÀbX][ \_Y]h`XYf`DUh]YbhYb" 8 ]YgY`5bgÀhnY`YfZcfXYfb`Y]bY  
 Yb[ Y`Ni gUa`a YbUfVY]h]bbYf\U`V`XYg`DZY[ Y!HYUa`g`i bX`Y]bY  
 gWbY`Y`≠Ybh]Z]n]Yfi b[ `XYf`DUh]YbhYbž`X]Y`[ YZÀ\ fXYh`g]bXž`Ub  
 D⇒G`ni`Y]XYb":`Ø[ [ Y`\Uh`g]W`\_`Uf`ni`a`N]Y`[ YgYhnhž`X]Y  
 ]bhYbg]j ghUh]cb`ÀfY`j Yfgcf[ i b[ `i bX`XYb`BUW`gcf[ YdfcnYgg`ZØf  
 6YhfcZZYbY`i bX`XYfYb`i: Ua`j]Yb`ni`j YfVYggYfb`i bX`hfÀ[ h`XUa`]h  
 ni`f`Zcfh`Ui ZYbXYb`9bhk ]W`\_i b[ `]b`XYf`ÆhYbg]j dZY[ Y`VY]"

8YhU]`g	
J c f Z U ``	Gc b g h ] [ Y g
C f h	< U b b c j Y f ž ` 8 Y i h g W ` U b X
E i Y `` Y b	<ul style="list-style-type: none"> <li>• k k k "a ` ` " X Y</li> <li>• U i g h f U ` ] U b " d ` m g ] c</li> <li>• k k k "U ] ! c b ` ] b Y " ] b Z c</li> </ul>

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U[ "bYh