

# 5i [ gVi f[ . 'H\Y '\ Udd]Ygh'W]hm'cZ'6Uj Uf]U'! A i b]W\ 'g`]dg°

? UggY`YUXg'h\Y'gUh]gZUWh]cb'fUb\_]b[ 'cZ'; Yfa Ub'W]h]Yg']b  
&\$&) žZc`ck YX'Vm?fYZY'X'UbX'8ØggY'XcfZ'"@YUfb'a c fY°



? UggY`ž8Yi hgW\ 'UbX'!'H\Y'hcd]WcZ'']ZY'gUh]gZUWh]cb']g'U[ U]b'Uh  
h\Y'hcd'cZ'h\Y'U[ YbXU']b'6Uj Uf]U"'5W\cfX]b[ 'hc'h\Y'W ffYbh  
; 'ØW\_gUhUg 'cZ'h\Y'Gci h\'; Yfa Ub'WUgg'`chhYfm'fG? @Ł'h\Y  
5i [ gVi f[ 'UfY'h\Y'\ Udd]Ygh'W]h]nYbg'cZ'h\Y': fYY'GhUhY'UbX'gYW fY  
Zci fh\ 'd'UW\ 'Ua cb[ 'h\Y' ( '\$`Uf[ Ygh'W]h]Yg']b'; Yfa Ubm']b'h\]g'mYUf"  
K \]Y'5i [ gVi f[ 'WUb'ghUfh'k ]h\ 'U'i W\_m]bXYI 'cZ'+"' ' 'dc]bhgž  
A i b]W\ 'ZU`g'cb'h\Y'&+h\ 'd'UW\ 'k ]h\ 'cb`m\*"', ( 'dc]bhg'UbX'\ Ug  
fYXi W\X'h\ fYY'd'UW\ g'W\ca dUfYX'hc'h\Y'dfYj ]ci g'mYUf"'H\Y  
W\ca dYh]h]cb'Zcf'k Y`!VY]b[ 'YI dcgYg']hgY'Z'dUfh]W 'Uf'mYI hfYa Y`m  
h\]g'mYUfž'VYWUi gY'Bi fYa VYf[ '\ Ug'U`gc`cgh'ei U']hm'cZ'']ZY'UbX  
g`]dg'Zfca "' ' h\ 'd'UW\''

'H\Y'W\Ua dU[ bY'!WfUnm'VU\_Yf'Zfca '5i [ gVi f[ 'WUb'fYU`m'Xc'U

[ ccX`Vi g]bYgg`YfYž`VYWUi gY`h`Y`W]hmbch`cb`m`gWcfYg`k ]h`h`Y`  
`i W\_mZ[ i fYgž`Vi h`U`gc`k ]h`h`hg`ck`Wf]a Y`fUhY`UbX`U`ck`gWcc`  
`YUj ]b[ `fUhY`H`YfY`UfY`ZYk Yf`Vi f[ `Uf]Yg`]b`A U]bn`cb`m`]b`A U]bn`  
H`YgY`dcg]hj Y`UgdYWhg`WUb`dUm`cZZ]b`Yj YfmXUm`]ZY`5i [ gVi f[ Yf  
UfY`a`cfY`gUh]gZ]YX`k ]h`h`Yf`]ZY`h`Ub`h`Y`cV`YWh]j Y`ghUh]gh]Wg  
k ci`X`gi [ [ Yghž`k`h`W`g`ck`g`h`Uh`U`bi`a`VYf`cZ`h`]b[ g`UfY`[ c]b[  
k Y`b`a`]XZ]Y`X`

`]ZY`gUh]gZUWh]cb`]b`Wca`dUf]gcb`

`H`Y`X]ghUbW`hc`h`Y`c`h`Yf`Uf[ Yf`W]h]Yg`]g`U`WYUf`g][ b`"?UggY`]g  
Uh`h`Y`hc`d`cZ`h`]g`fUb\_]b[ `k ]h`U`i`W\_m]bXYI`cZ`+“( (`dc]bhgž  
Zc`ck`YX`Vm`?fYZY`X`f+` - E`UbX`8ØggY`XcfZ`f+` \* E`H`Y`gi`fj`Ymž  
k`h`W`k`Ug`WUff]YX`ci`h`VYhk`YYb`Jbi`Ufm`&\$&`UbX`5df`]`&\$&) ž  
U`gc`g`ck`g`h`Uh`ga`U`Yf`W]h]Yg`cZhYb`Uj`Y`h`[ `Yf`]ZY`gUh]gZUWh]cb  
Wca`dUfYX`hc`h`Y`f`Uf[ Yf`Wci`bhYfdUfhg`H`]g`]g`U`gc`WcbZ]fa`YX`Vm  
h`Y`XUhU`Wc`YWhYX.`Ua`cb[ `h`Y`hc`d`h`Yb`h`YfY`UfY`cb`m`hk`c`cZ`h`Y  
h`Yb`Uf[ Ygh;`Yfa`Ub`W]h]Ygž`bUa`Y`m`8ØggY`XcfZ`UbX`<Ua`Vi`f[ ``

`b`WcbhfUghž`h`YfY`UfY`%&")`i`cZ`X]ggUh]gZ]YX`W]h]nYbg`]b`A`i`b]W`ž  
k`h`Y`]b`5i [ gVi`f[ `h`YfY`UfY`cb`m`%,"`i`cZ`h`]g`cd]b]cb`H`Y`hfYbX  
]g`]bhYfYgh]b[ `h`Uh`h`Y`X]ZZYfYbW`]b`]ZY`gUh]gZUWh]cb`VYhk`YYb`h`Y  
W]h]Yg`]g[ Yhh]b[ `V][ [ Yf`K`h`Y`?UggY`UbX`FcghcW`bck`Uj`Y`U  
X]ZZYfYbW`cZ`%` \*`dc]bhgž`5i [ gVi`f[ `Ug`Yj`Yb`]a`dfcj`YX  
Wca`dUfYX`hc`h`Y`dfYj]ci`g`mYUfž`k`h`Y`V][ `W]h]Yg`gi`W`Ug`:fUb\_Z]fh  
Ua`A`U]b`UbX`6Yf`]b`Ub[ `]b`h`Y`ck`Yf`h`]fX`cZ`h`Y`fUb\_]b[ ``

`dcg]hj Y`XYj Y`cda`Ybhg`

`8Ygd]hY`h`Y`g`cd]b[ `d`UW`gž`h`Y`gi`fj`Ym`g`ck`g`U`dcg]hj Y`hfYbX.  
`]ZY`gUh]gZUWh]cb`]b`a`U`cf`;`Yfa`Ub`W]h]Yg`Ug`]bWfYUgYX`Vm`\$`%  
dc]bhg`H`]g`Wci`X`U`gc`VY`Xi`Y`hc`h`Y`YZZYWhg`cZ`WcfcbU`dUbXYa`JWž  
h`Y`XUhU`cZ`k`h`W`bck`Zck`]bh`h`Y`fUb\_]b[ ``<ck`Yj`Yfž`]h`fYa`U]bg  
hc`VY`gYYb`ck`A`i`b]W`UbX`Bi`fYa`VYf[ `k`]`fYgdc`bX`hc`h`Y`gY  
W`U`Yb[ Yg`]b`h`Y`Wca`]b[ `mYUfg`H`Y`ZUWh]g.`Gi`W`U`ga`U`!gWU`Y  
j]Yk`cZ`ei`U`]hmicZ`]ZY`UbX`gi`V`YWh]j`Y`]ZY`gUh]gZUWh]cbž`Ug`6YfbX  
FUZZY`h`ØgW`Yb`Zfca`h`Y`I`b]j`Yfg]hmicZ`:fY]Vi`f[ `UXXfYggYgž`g`ci`X  
VY`cZ[ fYUh]a`dcfhUbW`Zcf`i`fVUb`XYj`Y`cda`Ybh]b`h`Y`Z`hi`fY`

'Cj YfU`ž]h'fYa U]bg'hc'VY'gU]X'h\Uh'h\Y'&\$&) 'i fVUb'fUb\_]b[ '\_YYdg  
 Vch\`d'cg]h]j Y'UbX'bY[ Uh]j Y'gi fdf]gYg'fYUXmiUbX'g\ck g'cbW  
 a c'fY'ja d'fYgg]j Y'm'ik \YfY'h\Y'ZY'Y`b[ 'cZ'\Udd]bYgg']b'; Yfa Ubmi]g  
 Uh\ca Y""K \]'Y'5i [ gVi f[ ']'g'VYUa ]b[ ž'WUhW]b[ 'i d']g'gh]'`h\Y  
 cfXYf'cZ'h\Y'WUhW'Zcf'A i b]W""

': i fh\Yf']bg][ \hg'UbX'XYhU]'g'cb'h\Y'fYgi `hg'WUb'VY'Zci bX']b'h\Y  
 fYdcfhg'cZ'[A Yf\\_i f'ž'5i \[ gVi f\[ Yf'5`\[ Ya Y\]bY`Ug'k Y`Ug'\]b'h\Y](#)  
 gYj YfU`mYUfg'cZ'fYdcfhZfca '[G`':`ØW\\_gUh`Ug`](#)'

8YhU]'g	
C fh	? UggY`ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Yf_i f"XY</li> <li>• k k k "Ui [ gVi f[ Yf!U`[ Ya Y]bY"XY</li> <li>• k k k "g_`![ `i YW_gUh`Ug"XY</li> </ul>

6Ygi W\Yb'G]Y'i bg'Ui Z.'bU[ !\YggYb"XY