

I a Vfi Wł `VY]`F 6 `@Y]dn][ . `C`Y`K YfbYf  
Vf]b[ h`Zf]gWł Yb`K ]bX`]bg`HYUa °

C`Y`K YfbYf`VY[ ]bbh`U`g`bYi Yf`HfU]bYf`VY]`F 6`@Y]dn][ "8Yf  
?UXYf`Xi fWł`Ài Zh`Y]bYb`I a Vfi Wł`žk`À`fYbX`H]a c`K YfbYf  
i bX`UbXYfY`Gd]Y`Yf`i b[ Yk ]gg`V`Y]VYb"



@Y]dn][ ž`8Yi hgWł`UbX`!`B UWł`Y]bYf`hi fVi`Ybhj`Yf`Ui ZYbXYb  
GU]gcb`ghY`h`F 6`@Y]dn][ `j`cf`Y]bYa`k`YgYbh]Wł`Yb`I a Vfi Wł`"C`Y  
K YfbYf`ž`XYf`Ua`%"`ž`]'`U`g`bYi Yf`HfU]bYf`X]Y` ; YgWł ]W`Y`XYf  
A UbbgWł`UZh`ØVYfb]a a h`žk`]fX`g]Wł`[ `Y]Wł`a ]h`Y]bYf`J ]Y`nU`\\`j`cb  
<YfUi`gZc`fXYfi`b[ Yb`Ui`gY]bUbXYf`gYhnYb`a`ØggYb`"@Ui`h`5Vgc`i`h  
: i`ggVU`""`]gh`XYf`?`UXYf`ni`a`GU]gcbUi`ZhU`\_`h`&\$&)`a`]h` )`Gd]Y`Yfb  
a`Y`f`U`g`j`c`"VYgYmh`ž`i`bX`j`]Y`Y`Gd]Y`Yf`[`Y`h`Yb`VYfY]hg`U`g  
Ui`ggcfh]Yfh`"8]Yg`k`]fZi`fU[ Yb`Ui`Z`k`]Y`Yg`a`]h`XYb`nU`fY]Wł`Yb  
@Y]`f`ØW`\_`Y`fYfb`i`bX`Gd]Y`YfUV[ `Àb[ Yb`k`Y]hYf[`Y`h`"

H]a`c`K`YfbYf`ž`XYf`a`]h`Y]bYa``Ź`fYg[`Y`U`h`j`cb`fi`bX`%\$`A`j`]"cbYb  
9i`fc`Y]bYb`J`YfhfU[ `V]g`&\$&`\*``U`h`ž`gWł`Y]bh`YVYb`ZU`g`b]Wł`h`a`Y`f`]a  
`Ub[`Zf]gh][`Yb`D`Ub`j`cb`@Y]dn][`ni`ghY`Yb`"6Yf]Wł`hYb`ni`Zc`[`Y`

\_ÖbbhY`Yf`g]W`a` ]h`FYX`6i` ``BYk`Mcf`\_Y]b][`gY]b``5i`W`UbXYfY  
Gd]Y`Yf`k` ]Y`5bXf`Å`G]`j`U`i`bX`9`^]Z`9`a`Ug`ghY`Yb`]b`XYf`GW`k`YVY`ž  
XU`]\fY`Ni`\_i`bZ`i`b[`Yk`]gg`]gh``8UfØVYf`\`]bUi`g`d`Ubh`X]Y  
J`YfY]bgZØ\fi`b[`\_Y]bY`6]`Xi`b[`\_Y]bYf`HfU]b]b[`g[`fi`ddY`nk`Y]ž`i`a  
X]Y`?`UXYfg]hi`Uh]cb`ni`\_`ÅfYb``GdcfhW`YZ`A`UfW``GW`ÅZYf`gdf]W`h  
j`cb`Y]bYa`bchk`YbX][`Yb`I`a`Vfi`W`ž`VY]`XYa`\_Y]b][`Y`Gd]Y`Yf`  
a`Ö[`]W`Yfk`Y]gY`bi`f`Y]bY`i`bhYf[`YcfXbYhY`F`c``Y`gd]Y`Yb`k`YfXYb`"

## < YfUi`gZc`fXYfi`b[`Yb`ZØf`C`\_Y`K`YfbYf`

K`YfbYf`ž`XYf`X]Y`B`UW`Zc`[`Y`j`cb`A`UfW`c`F`cgY`Ubhf]hž`\Uh`XUg`N]Y`ž  
XYb`J`YfY]b`ni`fØW`\_]b`X]Y`7`Ua`d]cbg`@YU[`i`Y`ni`ZØ\fyb`ž`bUW`XYa  
X]Yg`]b`XYf`j`Yf[`Ub[`YbYb`GU]gcb`i`bhYf`b`hYf]a`ghfU]bYf`Ngc`h`@Ok  
j`YfdUggh`k`i`fXY``I`bhYfghØhni`b[`\_Yf`\`Å`h`Yf`j`cb`gY]bYb`7`c`!`HfU]bYfb  
DUhf]W`\_`?`c`\`a`Ubb`i`bX`Hca`7]W`cb`ž`X]Y`YVYbZU``g`j`cb`K`YfXYf`  
6fYaYb`\_ca`a`Ybž`k`]Y`K`Y`h`VYf]W`hYh``;`Ya`Y]bgUa`k`]fX`Ub  
Y]bYa`\_`?`cbnYdh[`YUfVY]hYhž`XUg`Y]bYb`†`b[`Yb`i`bX`\`i`b[`f][`Yb  
?`UXYf`UbghfYVh`"

8]Y`?`UXYfd`Ubi`b[`k`]fX`Y]b`nYbhfU`Yg`H`Ya`U`]b`XYb`\_ca`a`YbXYb  
K`c`W`Yb``K`YfbYf`g]Y`\`h`gY]bY`F`c``Y`\`]YfVY]`Y`Yf`VYfUhYbX`i`bX``Y[`h  
K`Yfh`Ui`Z`XYb`5i`ghUi`gW`a`]h`XYf`GW`c`i`h]b[`UVhY]`i`b[``9f`ghY``h  
Gd]Y`Yf`hmdYb`i`bX`k`]W`h][`Y`Dcg]h]cbYb`]b`XYb`J`cfXYf[`fi`bX`i`bX  
Yf`\_Yb`bh`Ub`ž`XUgg`X]Y`?`UXYfd`UbYf`XYfnY]h`Y]bYb`VYggYfYb  
,`VYfv`]W`\_`ØVYf`XYb`A`Uf`\_h`\`UVYb```HYUa`XmbUa`\_]`i`bX  
dYfgØb`]W`Y`;`Ygdf`Å`W`Y`g]bX`Yb`hg`W`Y]XYbXž`i`a`X]Y`f]W`h][`Yb  
J`Yfgh`Å`f`\_i`b[`Yb`i`bX`7`\`UfU`\_hYfY`ni`\_]XYbh]Z]n]YfYb`ž`VYhc`bh`Yf`"

## Ni`\_i`bZhgUi`gg]W`hYb`i`bX`?`UXYfYb`hk`]W`\_i`b[`

8Ug`HYUa`\_VYZ]bXYh]g]W`]b`Y]bYf`GW`ØggY`d`UgYž`b]W`h`bi`f`k`Ug  
X]Y`?`UXYfd`Ubi`b[`\_Ub[`Y`\`hž`gcbXYfb`Ui`W`\`]bg]W`h]W`XYf`  
HYUa`]XYbh]h`Åh`Gd]Y`Yf`k`]Y`L`Uj`]`G]a`cbg`\UVYb`VYfY]hg  
K`YW`gY`k`ØbgW`Y`[`Y`Åi`»`Yfhž`k`Å`\fYbX`X]Y`F`ØW`\_Y`\f`j`cb`L`Uj`Yf`  
GW`\_U[`Yfž`XYf`]b`XYf`F`ØW`\_fi`bXY`j`Yf`Ymh`k`Ufž`Yfk`UfhY`h`k`]fX`"  
9nYW`]Y``6Ubni`n]`k`i`fXY`U`g`5`hYfbUh]j`Y`j`YfdZ]W`hYhž`k`Å`\fYbX`X]Y  
Ni`\_i`bZ`j`cb`GhUa`a`\_YYdYf`DYhYf`;`i`UWg]i`bX`UbXYfYb  
YfZU`fYbYb`Gd]Y`Yfbž`k`]Y`A`UfW``GUV]hnYf`i`bX`K`]``]C`fVUbž`

i b[ Yk ]gg`V`Y]Vh"

8]Y`<YfUi`gZcfXYfi`b[ Yb`g]bX`[ fc» ži`bX`X]Y`f]W`h][ Y`A`]gW`i`b[ `Ui`g`  
9fZU\fi`b[ `i`bX`↑ [ YbX`]W`Ya` `9`Ub`k`]fX`Yb`hgW`Y]XYbX`gY]bž`i`a` `F`6`  
@Y]dn][ `k`]YXYf`Ui`Z`?`i`fg`ni` `Vf]b[ Yb``8]Y`\_ca`a`YbXY`GU]gcb`  
j`Yfgdf]W`h`GdUbbi`b[ `i`bX`Y]b][ Y` ,`VYffUgW`i`b[ Ybž`i`bX`Yg`V`Y]Vh`  
UVni`k`UfhYbž`k`]Y`g]W`XUg`HYUa` `i`bhYf`C`Y`K`YfbYf`Ybhk`]W`\_Y`b`  
k`]fX``@Ui`h`:**fUb\_Zi`fhYf`F`i`bXgW`Ui`**`k`]fX`X]YgYf`I`a`Vfi`W`b]W`h`  
bi`f`gdcfh]W`Yž`gcbXYfb`Ui`W`a`YbgW`]W`Y`5gdY`\_hY`]b`XYb`:`c`\_i`g`  
fØW`\_Ybž`XU`YXYf`Gd]Y`Yf`]bX]j`]Xi`Y``ØVYf`gY]bY`F`c``Y`]a`HYUa`  
]bZcfa`]Yfh`k`YfXYb`gc``"

8YhU]`g	
Cfh	@Y]dn][ ž8Yi`hgW`UbX
Ei`Y``Yb	<ul style="list-style-type: none"><li>• k k k "UVgc`i`hZi`ggVU``"W`a</li><li>• k k k "k`Y`h"XY</li><li>• k k k "Zf"XY</li></ul>

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