

GhYbXU`ZY]Yfh'XUg'Fc`UbXZYgh. 'G]WXYf\Y]h  
i bX'HfUX]h]cb'j YfY]bh°

8Ug'Fc`UbXZYgh'&\$&) 'jb'GhYbXU`V]YhYh'A i g]\_ž'I bhYf\U`hi b[  
i bX'A ]hY`U`hYfa Uf\_hžYfÖZZbYh'j cb'CVYfVØf[ Yfa Y]ghYf  
G]Y`Yf'a ]h'bi Yb'G]WXYf\Y]hga U» bU\ a Yb"



GhYbXU`ž'8Yi hgW`UbX`!`5a` : fY]hU[ UVYbX`k i fXY`XUg  
Fc`UbXZYgh]b'GhYbXU`ZY]Yf`]W`YfÖZZbYh"CVYfVØf[ Yfa Y]ghYf  
6Ugh]Ub'G]Y`Yf'fdUfhY]`cgŁ[ UV`XYa` : Ygh'Ui Z`XYa`A Uf\_hd`Uhn`XYb  
cZZ]n]Y`Yb'GhUfhgW`i gg"Fi bX`i a`XUg`c\Y`GhUXhfYW`hggma Vc`ž  
XYb'GhYbXU`Yf'Fc`UbXž'XYf'gY]h'XYa`ZfØ\Yb`%\*"'&\f\i bXYfh'X]Y  
gh`Xh]gW`Y : fY]\Y]h'j Yf\_ÖfdYfhž'ghfÖa hYb`X]Y`6Ygi WXYf`Ub`X]YgYa  
K cW`YbYbXYž'XUg`V]g'GcbbhU[ `XUi Yfb`k ]fX""8]Y`GhUXh`\Uh`ZØf`X]Y  
: Y]Yf`]W`\_Y]hYb`%&\$"\$\$\$'9i fc`Y]b[ Yd`Ubhž`k Ug`Y]bY`gdØfVUfY  
FYXi n]Yfi b[ `XYf`5i g[ UVYb`ja`JYf[ `Y]W`ni`XYb`Jcf`U\`fYb  
XUfghY`h"G]Y`Yf`VYhcbhž`XUgg`hfch`Z]bUbn]Y`Yf`Nk`Åb[ `Y`X]Y  
HfUX]h]cb`XYg: YghYg`cW`[ Y\U`hYb`k YfXYb`a i ggž`k Ug`X]Y`gY\`f  
[ i hY`G]a a i b[ `Ub`XYb`YfghYb: YghhU[ Yb`bi`f`ghY][ Yfh"

⊕`X]YgYa`⊕\f`ghY\Yb`X]Y`G]WXYf\Y]hga`U»bU\`a`Yb`[`Ub`n`  
VYgcbXYfg`ja`:`c\_i`g`XYf`GhUXhj`Yfk`U`hi`b`["`I`a`X]Y`6Ygi`WXYf`ni`  
gW`ØhnYb`ž`k`i`fXYb`UW`h`Ni`[`Åb`[`Y`a`]h`6YhcbghY]bYb`i`bX`a`cV]`Yb`  
GdYffYb`[`Yg]WXYfh`"8]Y`GhUXh`]bj`Ygh]Yfh`b]W`h`b`i`f`]b`X]Y`  
;`YgUa`h\_c`ghYb`XYg`:`YghYgž`gcbXYfb`Ui`W`]b`bYi`Y`  
G]WXYf\Y]hgj`cf\_Y\fi`b`[`Ybž`X]Y`XYf`U`\_hi`Y`Yb`G]hi`Uh]cb`Ub`[`YdUggh`  
g]bX`"8]Y`Cf`[`Ub]gUh]cb`XYf`J`YfUbghU`hi`b`[`c`f]Ybh]Yfh`g]W`Ub`Y]bYa`  
YfdfcVhYb`G]WXYf\Y]hg\_cbnYdhž`XUg`X]Y`G]WXYf\Y]h`VY`]  
;`fc»j`YfUbghU`hi`b`[`Yb`[`Yk`Å`f`Y]ghYb`gc`ž`k`Ug`X]Y`GhUXh`GhYb`XU`  
]b`Ni`gUa`a`YbUfVY]h`a`]h`9I`dYfhYb`i`a`gYhnh`"8UH`Yb`X`Uni`  
j`Yf`ÒZYb`h]W`hY`Ui`W`X`Ug`⊕bYba`]b]ghYf]i`a`j`cb`B`F`K`ž`X`Ug`  
?ca`a`i`bYb`VY]`XYf`D`Ubi`b`[`i`bX`8i`fW`Z`Ø`fi`b`[`gc`W`XYf`9j`Ybhg`  
i`bhYfgh`Ø`hnh`i`gW`]Y»`]W`]Y[`h]b`XYf`c`f`X`bi`b`[`g`[`Ya`Å»`Yb`  
8i`fW`Z`Ø`fi`b`[`[`fc»Yg`5i`[`Yba`Yf`\_`Ui`Z`XYf`G]WXYf\Y]h`XYf`6`Ø`f`[`Yf`"

9]b`Vi`bhYg`Dfc`[`fUa`a`Z`Ø`f`U`Y`  
;`YbYfUh]cbg`[`fi`ddYb`

8Ug`Dfc`[`fUa`a`XYg`F`c`UbXZYghg`V]YhYh`Z`Ø`f`Y`XY`5`hYfg`[`fi`ddY`  
Yhk`Ug`"5b`XYf`6`Ø`bY`Ua`DUf`\_`d`Uhn`K`ØghY`K`cfh`ž`X]Y`]b`X]YgYa`  
⊕\f`XYb`GdYf`]b`[`gVYf`[`YfgYhnhž`hfYhYb`c`\_`U`Y`?`ØbghYf`Ui`Z`;"`Y]W`  
Ua`:`fY]hU`[`VY`[`Y]ghYfh`X]Y`6UbX`H]W`\_`&`@`c`i`X`ž`k`Å`f`Yb`X`Ua`  
GUa`ghU`[`UV`%`+`I`f`X]Y`A`i`g]\_`!`i`bX`?`i`bghgW`i`Y`a`]h`  
j`YfgW`]YXYbYb`5W`hg`Ui`Zk`UfhYh`5a`G`c`b`b`hU`[`X`Ø`f`ZYb`g]W`X]Y`  
6Ygi`W`XYf`Ui`Z`X]Y`A`i`g]\_`gW`Ø`Yf`XYf`A`i`g]\_`Yf`ZUVf`\_`:`fUb`\_`K`YXY`  
Z`fYi`Ybž`X]Y`VYfY]hg`UV`%`.`\$`I`f`ni`f`Ø`fYb`g]bX`"

9VYbZU`g`Y]b`<`][`\\`][`h]gh`X]Y`F`c`UbXZYgh!`DUf`h`!`B`UW`h`Ua`  
GUa`ghU`[`i`a`&\$`I`f`g`c`k`]Y`XYf`5i`Zhf]hh`j`cb`G`W`U`[`Yfg`Å`b`[`Yf]b`  
5bbYa`Uf]Y`9]Z`Y`X`Ua`G`c`b`b`hU`[`UV`%`+`I`f`ž`Ui`W`k`Yb`b`V]g`X`U`\\]b`  
Y]bY`K`YhYfk`Ufbi`b`[`j`c`f`:`Yk`]hYfb`VYghY`h`":`Ø`f`:`Ua`]`Yb`[`]Vh`Yg`  
Ui`Z`XYa`A`]hY`U`hYfa`Uf`\_`hY]b`j`]Y`Z`Å`h`[`Yg`5b`[`YV`ch`j`cb`A`Å`f`W`Yb`  
ØVYf`X`Ug`?`UgdYf`Y`h`Y`U`hYf`V]g`ni`f`7`c`k`bg`\\`c`k`"I`bX`X]Y`[`Y`YV`hY`  
HfUX]h]cb`\_`ca`a`h`b]W`h`ni`\_`i`fn`/`X]Y`:`Yi`Yfg`\\`c`k`j`cb`5`fU`[`U`  
A`mghYf]Už`X]Y`Ua`:`fY]hU`[`i`bX`GUa`ghU`[`Yk`Y]g`i`a`&&`I`f`i`bX`  
A`]hYfb`UW`h`Ui`Z`XYa`K`]bW`\_`Y`a`Ubb`d`Uhn`gh`UhhZ]bXYhž`gc`f`[`h`Z`Ø`f`  
a`U`[`]gW`Y`A`ca`YbhY`"

DfU\_h]gW Y ' b Zc fa Uh]cbYb 'ZØf': YghVYgi W Yf

: Øf'X]Y'5bfY]gYbXYb '[ ]Vh'Yg'Y]b][ Y'dfU\_h]gW Y ' b Zc fa Uh]cbYb'ni  
VYUW hYb''8 ]Y'K ØghY'K cfh\ 'i bX'6fØXYfghfU» Y'g]bX'ZØf'5i hcZU\ fYf  
[ YgdYffh'i bX'XUa ]h'HY]'XYg': Ygh[ Y'ÀbXYg''8 ]Y  
DUF\_a Ò[ 'W\_Y]hYb']b'XYf'BÀ\Y'XYg': YghYg'\_ÒbbhYb'gW bY''  
\_bUdd'k YfXYb/'ni a ' ; 'ØW'g]bX'\_cghYbZfY]Y'DUF\_d'ÀhnY'Ua  
BcfXk U'ž'GWØhnYbd'Uhn'i bX'j cf'XYa 'F YghUi fUbh'5h\cg  
j YfZØ[ VUF''K Y]hYfY'DUF\_d'ÀhnY'VYZ]bXYb'g]W ]b'XYf  
GhUXhgYU''YYž'Ua 'i W hYk U''i bX'Ui ZXYa '6U\ b\cZgdUf\_d'Uhn']b  
XYf'@ØXYf]hYf'GhfU» Yž'Yhk U'%'\$!%) 'A ]bi hYb': i » k Y[ 'YbhZYfbh"

A ]h'U''X]YgYb'5b[ YVchYb'i bX'XYf'\c\Yb'5i Za Yf\_gUa \_Y]h'ZØf  
G]W Yf\Y]h'k ]fX'XUg'Fc'UbXZYgh']b'X]YgYa 'š\ f'ni 'Y]bYa  
i bj Yf[ Ygg']W Yb'9f'YVb]g''8 Ug'Yfk UW hY'GhUXh'YVYb'nY][ h'g]W  
Vi bh'i bX''YV\UZhi bX'V]YhYh'Y]bY'k i bXYfVUfY'; Y'Y[ Yb\Y]hž  
HfUX]h]cbYb'ni 'ZY]Yfb'i bX'ni gUa a Ybni \_ca a Yb''9g'VfUi W h  
b]W hij ]Y'ž'i a 'ZYghni ghY''Yb.'8 ]Y'GhYbXU'Yf'k ]ggYbž'k ]Y'a Ub  
ZY]Yfb'\_Ubb''f b Zc fa Uh]cbYb'Ui W ]j cb' **A 8F ž'J c`\_ggh]a a Y'i bX'  
-A 'B F K "Ł**

8YhU]`g	
C fh	GhYbXU'ž'8Yi hgW`UbX
E i Y''Yb	<ul style="list-style-type: none"> <li>• k k k "a Xf"XY</li> <li>• k k k "j c`_ggh]a a Y"XY</li> <li>• k k k "]a "bfk</li> </ul>

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