

8 ][ ]hU`Y`I bhYf\U`hi b[ .`F Yj c`i h]cb`Xi fWk  
HYWk b]\_`i bX`8 UhYbgWk i hn°

9bhXYW\_Yb`G]Yž`k ]Y`g]Wk`X][ ]hU`Y`I bhYf\U`hi b[ `V]g`ž`]'&\$&)  
j YfÅbXYfh`Uh`i bX`k Y`WkY`5i gk ]f`\_i b[ Yb`8 UhYbgWk i hn`Ui Z`9!  
A U]`g`Uh"



; ch\Už`8Yi hgWk`UbX`!`8]Y`X][ ]hU`Y`I bhYf\U`hi b[ g`UbXgWk UZh  
VYZ]bXYh`g]Wk`]a`ghÅbX][ Yb`K UbXY`"5a`%"'ž`]'&\$&) `VY`Yi Wk hYh  
Y]bY`U`\_hi Y`Y`J YfÖZYbh]Wk i b[ ]j cb`; ch\U`5`\_hi Y`X]Y`hYWk b]gWk Yb  
9bhk ]W`\_i b[ Ybž`X]Y`X]YgY`J YfÅbXYfi b[ Yb`d`fÅ[ Yb`"8Yf`fUgUbhY  
hYWk b]gWk Y`c`fhgWk f]hh`Uh`b]Wk h`bi f`5i gk ]f`\_i b[ Yb`Ui Z`X]Y`5fh  
i bX`K Y]gYž`k ]Y`k ]f`ϕ\U`hY`\_cbgi a ]YfYbž`gcbXYfb`Ui Wk`Ui Z`X]Y  
XUa ]h] YfVi bXYbYb`8 UhYbgWk i hnUgdY`hY"

ϕ`NY]hYbž`]b`XYbYb`GhfYUa ]b[ !8]YbghY`i bX`C`b`]bY!D`UhhZcfa Yb  
Vcca YbX`bUWk [ YZfU[ h`k YfXYbž`k ]fX`X]Y`6YXYi hi b[ ]j cb  
8 UhYbgWk i hn`i bX`≠!G]Wk Yf\Y]h]a a Yf`XYi h]Wk Yf" ϕ`hYfYggUbh]gh  
\]Yfž`XUgg`9!A U]!`?ca a i b]\_Uh]cbž`X]Y`c`Zi`Z0f`K YfVYnk YW\_Y  
[ Ybi mh`k ]fX`ž`i bhYf`X]Y`ghfYb[ Yb`F`Y[ Y`i b[ Yb`XYg

8 UhYbgWł i hmfYWł hg'ZÀ`h" 9!A U]!5XfYggYb'g]bX'[ Ya À» 'XYf'8G; J C  
dYfgcbYbVYnc [ YbY'8 UhYbžk Ug'VYXYi hYhž'XUgg']\fY'J Yfk YbXi b[  
']bgVYgcbXYfY'ja 'FU\ a Yb'j cb'BYk g'YhhYfb' 'X]Y'Ui gXfØW\_ ]Wł Y  
9]bk ]`][ i b[ 'XYg' ð\UVYfg'YfZcfXYfh" 8 UVY]\_Ubb'XUg'8 ci V`Y!C dh!  
ð!J YfZU\ fYb'Y]bY'g]bbj c`Y'5Vg]Wł Yfi b[ 'V]YhYbž']bXYa 'Y]b  
6YghÀh][ i b[ g`]b\_`ni f'6YghÀh][ i b[ 'XYf'9]bk ]`][ i b[ '[ YgYbXYh'k ]fXž  
k ]Y'X]Y'K YVgY]hY'X[ !XUhYbgWł i hn"XY'Yf\_`Àfh"

## 8 UhYbgWł i hn' i bX'9!A U]`! ? ca a i b]\_Uh]cb

8]Y' Bchk YbX][ \_Y]hž' [ YgUa a Y'hY'8 UhYb'ni 'gWłØhnYb' i bX  
8 UhYbgWł i hmfYgh]a a i b[ Yb'Y]bni \U'hYbž'nY][ h'g]Wł 'VYgcbXYfg  
VY]'XYf'K Y]hYf'Y]hi b[ 'cXYf'5fWł ]j ]Yfi b[ 'j cb'9!A U]`g" 'C \bY'X]Y  
Ni gh]a a i b[ 'XYg'9a dZÀb [ Yfg'XUfZ'XYf' ð\U'h'Y]bYf'9!A U]'k YXYf  
Y]b [ YgY\Yb'bcWł ' [ YhY]'h'k YfXYb" '9]b'cZZYbYf'9!A U]'!J YfhY]'Yfž'VY]  
XYa '5XfYggYb'ZØf'U`Y'g]Wł hVUf'g]bXž\_ Ubb'gc [ Uf'fYWł h]Wł  
dfcV'Ya Uh]gWł 'k YfXYb" '5fVY]hbY\ a Yf'gc`hYb'g]Wł 'XUfØVYf'ja  
'?UfYb'gY]bž'XUgg'df]j UhY' i bX'X]Ybgh]Wł Y'9!A U]'g'b]Wł h'j Yfa ]gWł h  
k YfXYb'gc`hYbž' i bX'Yg'k ]Wł h][ ' ]ghž'gWł f]Zi]Wł Y'J YfY]bVUfi b[ Yb  
ni f'Bi hni b[ 'j cb'X]Ybgh]Wł Yb'9!A U]'! ? cbhYb'ni 'hfYZZYb"

8cWł 'b]Wł h'bi f'VY]'9!A U]'g]gh'K UWł gUa \_Y]h[ YZfU[ h" '5i Wł 'VY]a  
Ni [ Ub[ 'ni 'BYhmk Yf\_Yb']gh'XYf'8 UhYbgWł i hn'Y]b'ghÀbX][ Yf  
6Y[ 'Y]hYf" 'K ]Y'Xf!Xg[ j c"XY'ZYghghY`hž' [ Y'hYb' ð!5XfYggYb'U'g  
dYfgcbYbVYnc [ YbY'8 UhYbž'gcVU'X'XYf'Bi hmfY'Ni [ Ub[ 'ni 'Y]bYa  
BYhmk Yf\_`\Uh" '5i Wł '9bX[ YfÀhY'k ]Y'Ga Ufhd\cbYg' i bX'HUV`Yhg  
j YfUfVY]hYb'dYfgcbYbVYnc [ YbY'8 UhYbž'k Yg\U'V`\]Yf'VYbZU`g  
Y]b'VYgcbXYfYg'5i [ Yba Yf\_'Ui Z'#!G]Wł Yf\Y]hi bX'8 UhYbgWł i hn  
[ Y'Y[ h'k YfXYb'a i gg"

## 8]Y'J YfV]bXi b[ 'j cb' ð!G]Wł Yf\Y]h' i bX

### 8 UhYbgWł i hn

ða 'X][ ]hU'Yb'NY]hU'hYf']gh'X]Y'?ca V]bUh]cb'j cb' ð!G]Wł Yf\Y]h' i bX  
8 UhYbgWł i hn'Yb'hgWł Y]XYbX" '6Y]XY'6YfY]Wł Y'g]bX'Yb[ 'a ]hY]bUbXYf  
j YfZcWł hYb' i bX'YfZcfXYfb'Y]b'h]YZYg'J YfghÀbXb]g'XYf'fYWł h]Wł Yb  
FU\ a YbVYX]b[ i b[ Yb"; Ya À» 'XYf'YDf]j UWł F ]Wł h]b]Yž'X]Y'Xi fWł

XUg`HH8G;`]b`8Yi hgW`UbX`i a [ YgYhnh`k i fXYž`XØfZYb  
 dYfgcbYbVYnc [ YbY`8UhYb`bi f`i bhYf`VYgh]a a hYb`6YX]b[ i b[ Yb  
 j YfUfVY]hYh`k YfXYb`"8UhYbj YfUfVY]hi b[ ž`X]Y`Y]bY`9]bk ]`][ i b[  
 YfZcfXYfhž`Yf`Ub[ h`XUa ]h[ fc» Y`6YXYi hi b[ `]b`X]YgYa  
 Ni gUa a Yb`Ub[ "

5VgW`]Y» YbX`"Àggh`g]W`gU[ Ybž`XUgg`]b`XYf`gW`bY`"YV][ Yb`K Y`h  
 XYf`X][ ]hU`Yb`i bhYf`U`hi b[ `XYf`fYgdY`\_hj c`"Y`i a [ Ub[ `a ]h`8UhYb  
 i bX`XUg`6Yk i gghgY]b`ZØf`8UhYbgW`i hnf]W`h`b]Yb`YggYbn]Y`"g]bX`"  
 J YfVfUi W`Yf`gc`"hYb`XU`Yf`ghYhg`X]Y`5`" [ Ya Y]bYb  
 ; YgW`ÀZhgvYX]b[ i b[ Yb`i bX`8UhYbgW`i hnYf`\_`Àfi b[ Yb`XYf  
 5bV]YhYf`]a`5i [ Y`VY`U`hYb`i bX`XUhYbZfYi bX`]W`Y`5`hYfbUh]j Yb`]b  
 6YhfUW`h`n]Y`Ybž`i a` ]`fY`Df]j Uhgd`ÀfY`ni`gW`ØhnYb`"  
 ðZcfa Uh]cbYb`]\Yfni`g]bX`Ui W`Ui ZXYf`K YVgY]hY`Xf!Xg[ j c"XY`ni  
 Z]bXYb`"

A ]h`Y]bYa`\_U\_h]j Yb`6`]W`\_Ui Z`X]Y`9bhk ]W`\_i b[ Yb`À`b`]W`k ]Y`Ui Z`  
 ; c h\ U`5`\_hi Y`"i bX`k Y]hYfYb`9i dYfhYbk YVgY]hYbž`V`Y]VhYg  
 gdUbbYbXž`k ]Y`g]W`X]Y`X][ ]hU`Y`i bhYf`U`hi b[ g`UbXgW`UZh`b`XYb  
 \_ca a YbXYb`š\`fYb`k Y]hYf`j Yf`AbXYfb`k ]fX`"6`Y]VYb`G]Y`]bZcfa ]Yfh  
 i bX`gW`ØhnYb`G]Y`\_`fY`8UhYb`°

8YhU]`g	
C fh	; ch\Už`8Yi hgW`UbX
E i Y`"Yb	<ul style="list-style-type: none"> <li>• [ ch\U!U`_hi Y`""]bZc</li> <li>• X[ !XUhYbgW`i hn"XY</li> <li>• Xf!Xg[ j c"XY</li> </ul>

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