

Dc`nY]`gi Wł h'Xf]b[ YbX`bUWł `j Yfa ]gghYf  
&) !`À\ f][ Yf` : fUi `]b`6Yf`]b`°

Dc`nY]`6Yf`]b`gi Wł h`j Yfnk Y]ZY`h`bUWł `XYf`&) !`À\ f][ Yb  
6UfVUfU`A U`nYž`X]Y`gY]h`XYa `&\*"`ž`b]`j Yfa ]ggh`k ]fX"  
< ]bk Y]gY`YfVYhYb"



; fc» Y`< Ua Vi f[ Yf`GhfU» Yž`%\$%%) `6Yf`]bž`8Yi hgWł `UbX`!`5a  
&"`ž`]'&\$&) `V]hhYh`X]Y`Dc`nY]`6Yf`]b`YfbYi hi a `<]`ZY`VY]`XYf`Gi Wł Y  
bUWł `XYf`j Yfa ]gghYb`6UfVUfU`A U`nY""8]Y`&) !`À\ f][ Y`k i fXY`ni `Yhnh  
Ua `8]YbghU[ ž`XYa `&\*"`ž`b]`&\$&) ži a `&&.` \$`I` \f[ YgY\Ybž`U`g`g]Y  
X]Y`dgmWł ]Uhf]gWł Y`GhUh]cb`Y]bYg`?fUb`\_Yb`Ui`gYg`Ub`XYf` ; fc» Yb  
< Ua Vi f[ Yf`GhfU» Y`j Yf`UggYb` \UhhY""5i Z[ fi bX` ]\fYf`dgmWł ]gWł Yb  
9f\_fUb\_i b[ `k ]fX`Y]bY`Xf]b[ YbXY`I bhYfghØhni b[ `ZØf`X]Y`J Yfa ]gghY  
U`g`bchk YbX][ `YfUWł hYh"

6UfVUfU`A U`nY` \Uh`Y]bY ; fØ» Y`j cb`Yhk U`%\*) `Wł ž`hfÀ[ h`\_i fnY  
gWł k UfnY`< UUfYž` \Uh`VfUi bY`5i [ Yb`i bX`]gh`a ]h`Y]bYf`6f`]`Y  
Ui g[ YghUhhYh""8]Y`9fa ]hhYf`ZfU[ Yb.`K Yf` \Uh`6UfVUfU`A U`nY`gY]h  
]\fYa `J YfgWł k ]bXYb`[ YgY\Yb3`K Yf`\_Ubb`ž`Zcfa Uh]cbYb`ØVYf

]\fYb`5i ZYbh\U`hgcfh[ YVYb3`>XYg`bcW`gc`\_`Y]bY`8YhU]`\_`ObbhY  
k Yfhj c``gY]b"

## K ]W h][ Y`< ]bk Y]gY

<]bk Y]gY`\_`ObbYb`k`A`fYbX`XYf`6ØfcX]YbghnY]hYb`Ub`XUg  
: UW`\_ca`a`]ggUf]Uh`XYf`Dc`]nY]X]fY`\_h]cb`)`f7]hm`i`bhYf`XYf  
Bi`a`a`Yf`f\$`\$Ł`(\*`\*(!)`+`(``\$`cXYf`j`]U`9!`A`U]`[`Yf]W`hY`h`k`YfXYb`"  
5i`»`Yf\U`V`XYf`6ØfcX]YbghnY]hYb`ghY\Yb`XYf`\_f]a`]bU`dc`]nY]`]W`Y  
8Ui`YfX]Ybgh`XYf`Dc`]nY]X]fY`\_h]cb`)`gck`]Y`Y`XY`Ub`XYfY  
Dc`]nY]X]YbghghY`Y`ZØf`≠`Zcfa`Uh]cbYb`ni`f`J`YfZØ[`i`b[``≠`U`\_i`hYb  
G]hi`Uh]cbYb`\_`Ubb`XYf`dc`]nY]`]W`Y`B`chfi`Zi`bhYf`%`%`\$`[`Ybi`hnh  
k`YfXYb`"

≈`i`5``[`Ya`Y]bYb`i`a`ZUggh`X]Y`H\Ya`Uh]\_`j`Yfa`]gghYf`DYfgcbYb`j`]Y`Y  
: UW`hhYb`ž`k`]Y`XUg`6i`b`XYg`\_f]a`]bU`Ua`h`f6?`5Ł`Yf`Ài`hYfh`  
A`YbgW`Yb`[`Y`hYb`U`g`j`Yfa`]ggh`ž`k`Yb`b`g]Y`i`bYf`\_`Àf`]W`Yf`k`Y]gY`j`cb  
]\fYa`i`[`Yk`c`b`hYb`5i`ZYbh\U`hgcfh`UVk`YgYbX`g]bX`i`bX`Y]bY`;`YZU\`f  
ZØf`@Y]V`cXYf`@YVYb`Ub[`Ybca`a`Yb`k`]fX``6YgcbXYfg`i`bhYf`XYb  
ZfU[`]Yb`;`fi`ddYb`ž`k`]Y`A`]bXYf`À\`f][`Yb`cXYf`dgm`W]gW`9f`\_fUb`\_hYb`ž  
]gh`Y]bY`fY`W`hnY]h][`Y`5i`ZZ]bXi`b[`Y`b`hgW`Y]XYbX`"

≠`XYf`F`Y[`Y`k`]fX`VY]j`Yfa`]gghYb`A`]bXYf`À\`f][`Yb`ž`XUfi`bhYf`Ui`W`  
i`bVY[`Y]hYh`a`]bXYf`À\`f][`Y`:`Ø`W`h]b[`Y`ž`gc`Zc`fh[`Y`U`b`XY`h``8`]Y  
Dc`]nY]`\_`Ubb`bi`f`VY]`J`cf`]Y[`Yb`j`cb`VYgh]a`a`hYb`?`f]hYf]Yb`U`\_h]j  
k`YfXYb`ž`XYb`bc`W`g]bX`X]Y`9fa`]h`i`b[`gfYggci`fW`b`i`a`ZUggybX``≈  
>\`f`&\$`&(`VY`ZUgghY`g]W`XUg`6?`5`a`]h`Y`h`k`U`-`"(`&\$  
J`Yfa`]gghYb`Z`A`Yb`ž`k`cVY]`X]Y`5i`Z`\_`Àfi`b[`gei`chY`]b`XYb`YfghYb  
K`c`W`Yb`\_`Ài`Z[`]j`cfV]`X`]W`]gh`"

8`Ug`GW`]W`gU`j`cb`6UfVUfU`A`U`nY`nY][`h`X]Y`B`chk`YbX][`\_`Y]hi`bX  
8f]b[`]W`\_Y]h]j`cb`Gi`W`a`U`»`bU`a`Yb`i`bX`XUg`9b[`U[`Ya`Ybh`XYf  
Dc`]nY]`ž`XYb`<`]ZYVYXUfZ`XYf`6Yj`Ø`\_`Yfi`b[`Yfbgh`ni`b`Y`a`Yb``K`]Y`  
**VYf`]b`"XY`ZYghghY`h`ž`]gh`X]Y`Ni`gUa`a`YbUfVY]h`a`]h`XYf`  
;`YgY`gW`UZh`YggYbn]Y`ž`i`a`j`Yfa`]gghY`DYfgcbYb`gW`bY`ni`Z]bXYb  
i`bX`g]W`Yfni`ghY`Yb`ž`XUgg`g]Y`X]Y`b`Øh][`Y`i`bhYfgh`Ø`hni`b[`Yf\U`hYb`"**

?`Øfn`]W`hfUh`Ui`W`Y]b`À`b`]W`Yf`:`U``]b`XYb`:`c`\_i`g`XYf`6Yf`]bYf`

A YX]Yb"@Ui h'fh"XY'k Uf'Y]bY'UbXYfY'6UfVUfUž'YVYbZU`g'&) 'š\fy  
 U'hž'gY]h'XYa '&+'A U]'j Yfa ]gghž'V]g'g]Y'Ua '&'š b]'k c\`VY\U'hYb  
 k ]YXYf[ YŽ bXYb'k i fXY"Gc`WY'J cfZÄ`Y'gYbg]V]'g]YfYb'X]Y  
 ² ZZb h]W\_X]hi bX'VYghÄh][ Yb'X]Y'8f]b[ `]W\_X]hij cb'dfÄj Ybh]j Yb  
 i bX' bUWgc f[ YbXYb'A U» bU\ a Yb"

8 YhU]`g	
C fh	; fc»Y'<Ua Vi f[ Yf'GhfU»Yž'%%\$%%) '6Yf`]bž 8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• k k k "fh"XY</li> <li>• k k k "V_U"XY</li> </ul>

6Ygi W\_XYb'G]Y'i bg'Ui Z.'a Y]b!VYf`]b"bYh