

: ]fYk cf\_g`GUZYhm`K \Uh': `cf]XU  
F Yg]XYbhg`A i gh'? bck `H\]g`÷`m'( h\`°

8]gWcj Yf`ja dcfhUbh`Z]fYk cf\_g`fY[ i `Uh]cbg`]b`CfUb[ Y`7ci bhmž  
: `cf]XUž`Zcf`÷XYdYbXYbW`8UmUbX`ch\Yf`\c`]XUmg``GhUm  
]bZcfa YX`cb`Y[ U`i gYžgUZYhmž`UbX`cWU``Uk g"



CfUb[ Y`7ci bhmž': `cf]XUž`I b]hYX`GhUhYg`!`5g`÷XYdYbXYbW`  
8Um]bW`Yg`WcgYfž`a Ubm': `cf]X]Ubg`UfY`[ YUf]b[ `i d`hc`][ \h`i d`h\Y  
g\_m`k ]h\`Z]fYk cf\_g"<ck Yj Yfž`VYZcfY`mci`gYh`cZZ`h\cgY`Wc`cfZ`  
fcW`Yhgž`]h`g`k cfh\`\_bck ]b[ `h\Y`Y[ U``UbXgWUdY`gi ffc`i bX]b[  
h\YgY`gd]f]hYX`X]gd`Umg": ]fYk cf\_g`UfY`U`Wc`a`a`cb`dUfh`cZ`h\Y  
W`YVfUh]cbgž`Vi`h`fY[ i `Uh]cbg`WU`b`j Ufm`g][ b]Z]WU`bh`m`XYdYbX]b[ `cb  
k \YfY`mci`UfY`]b`h\Y`ghUhY"

5W`cfX]b[ `hc`7`]W`\_C`f`Ub`X`c`ž`ga U``Z]fYk cf\_g`\_]Y`gdUf`\_Yfg`UfY  
U`ck YX`h`fci [ \ci`h`h\Y`m`YUfž`dfcj ]X]b[ `U`m`YUf!`cb[ `cddcfhi`b]hm  
Zcf`gca`Y`Z]Yfm`Z`b"<ck Yj Yfž`Uf[ Yf`Z]fYk cf\_g`ZUW`ghf]W`Yf  
fY[ i `Uh]cbg`UbX`WU`b`cb`m`VY`Y[ U`mi`gYX`Xi`f]b[ `gdYW]Z]W  
\c`]XUmg.`: ci`fh\`cZ`÷`mž`BYk`M`Uf`g`9j`Yž`UbX`BYk`M`Uf`g`8Um``÷

mc i`k ]g\`hc`gYh`h\Ya`cZ`cb`Ubmi`ch\Yf`XUmž`mc i` ``bYYX`hc`cVhU]b  
U`dYfa`]h"

I`bXYfghUbX]b[`@cWU`@Uk`g

H\Y`UbXgWUdY`cZ`Z]fYk`cf\_g`Uk`g`WUb`VY`U`V]h'a`i`f\_mž`YgdYW]U`m  
k`]h\`h\Y`j`Uf]UV]`]hm`VYhk`YYb`cWU`UbX`Wci`bhm`fY[`i`Uh]cbg`"b  
CfUb[`Y`7ci`bhmž`Zcf`YI`Ua`d`Yž`Z]fYk`cf\_g`WUb`cb`m`VY`gYh`cZ`cb`h\Y  
XYg][`bUhYX`c`X]XUmg`"A`YUbk`\`Yž`J`c`i`g]U`7ci`bhm`dfc`\]V]hg  
Z]fYk`cf\_g`cb`U`VYUW`Ygž`k`]h\`UX]h]cbU`fYghf]W]h]cbg`]b`gYj`YfU`  
W]h]Ygž`]bWi`X]b[`7cWcU`6YUW`ž`k`\YfY`Z]fYk`cf\_g`UfY`VUbbYX`]b  
di`V`]WdUf\_g`UbX`cb`h\Y`VYUW`"h`g`U`k`Umg`U`[`ccX`]XYU`hc`VY  
Uk`UfY`cZ`mci`f`cWU`cfX]bUbW`gž`Ug`k`Y`Ug`Ubmi`fi`Yg`gYh`Vm  
\ca`Yck`bYfg`UggcW]Uh]cbgž`Ug`h\Ymia`][`h`h`Uj`Y`h\Y]f`ck`b  
fYghf]W]h]cbg`Ug`k`Y`"

:`cf]XU`ghUhi`hcfm`fY[`i`Uh]cbg`WYUf`m`XYZ]bY`h\Y`i`gY`UbX`gU`Y`cZ  
Z]fYk`cf\_g`"7\UdhYf`+-`%`cZ`h\Y`:`cf]XU`GhUhi`hYg`XYhU]`g`h\Uh`cWU`  
`Uk`YbZcfW`a`Ybh]g`fYgdcbg]V`Y`Zcf`YbZcfW]b[`Z]fYk`cf\_g`Uk`gž`k`]h\  
dYbU`h]Yg`Zcf`j`c`Uh]cbg`]bWi`X]b[`a`]gXYa`YUbcf`W`Uf[`Yg`"h`g  
]a`dcfhUb`h`hc`bchY`h\Uh`h\Y`gU`Y`cZ`Z]fYk`cf\_g`]g`U`gc`fY[`i`UhYX/  
gY`]b[`cf`i`g]b[`Z]fYk`cf\_g`k`]h\ci`h`h\Y`dfcdYf`dYfa`]hg`WUb`YUX`hc  
gYf]ci`g`Y[`U`hfci`V`Y"

:`]fYk`cf\_g`GUZYhm`UbX`F`Y[`i`Uh]cbg

5g`bchYX`Vm`B`Ud`Yg`B`Yk`gž`gUZYhm]g`dUfUa`ci`bhXi`f]b[`Z]fYk`cf\_g  
W`YVfUh]cbg`"b`&`\$`&`ž`c`j`Yf`%(`ž`+\$`\$`dYcd`Y`k`YfY`hfYUhYX`Zcf  
Z]fYk`cf\_g!fY`UhYX`]b`f`f]Ygž`k`]h\`%`ZUhU`]h]Yg`fYdcfhYX`Ub  
U`Ufa`]b[`ghUh]gh]W`h\Uh`i`bXYfgW`cfYg`h\Y`]a`dcfhUbW`cZ`WUi`h]cb`"  
9UW`mYUfž`gUZYhm[`i`]XY`]bYg`fYa`]bX`i`g`hc`gi`dYfj`]gY`W`]XfYb  
WcgY`m`Ufci`bX`Z]fYk`cf\_gž`Ybgi`fY`h\Y`dfcXi`W`h`UfY`Y[`U`UbX  
Uddfcdf]UhY`m`UVY`YXž`UbX`bYj`Yf`i`gY`Z]fYk`cf\_g`k`\]Y`]a`dU]fYX`  
?YYd]b[`k`UhYf`cf`U`\cgY`WcgY`Vm]g`U`gc`fYW`ca`a`YbXYX`]b`WUgY  
cZYa`Yf[`YbW]Yg"

H\Y`Uk`U`ck`g`fYg]XYbhg`hc`Yb`c`m`h\Y]f`Z]fYk`cf\_g`i`bh`]`%`%`)-`d`a`"  
cb`h\Y`:`ci`fh\`cZ`ž`mž`h\ci`[\`\_YYd`]b`a`]bX`h\Uh`cWU`bc]gY

c fX]bUbWg'a Um]a d c gY`YUf`]Yf`W fZYk g"≡Z'mci fY`\\c`X]b[ `c bhc  
YI hfU`Z]fYk c f\_g`UZhYf`h\\Y`\\c`]XUmž`VY`Uk UfY`h\\Uh`h\\Ym`WUbbch`VY  
`Y[ U``mi`gYX`h\\Y`Zc``ck ]b[ `XUm`i b`Ygg`WUhy[ c f]nYX`i bXYf`gdYW]Z]W  
U[ f]W`hi fU`YI Ya dh]cbg": i fh\\Yfa c fYž`Ubmc`bY`k ]g\\]b[ `hc  
di fW\\UgY`Z]fYk c f\_g'a i gh`VY`Uh`YUgh`%, `mYUfg`c`X"

⊕: `c f]XUž`h\\Y`gYUgcb`cZ`gdUf\_`Yfg`UbX`fcW\_Yhg`XfUk g  
YI W]hYa Ybhž`Vi h`U`gc`U`bYYX`Zcf`WU i h]cb`UbX`WŁa d`]UbW`k ]h\\  
`cWU`fY[ i `Uh]cbg" `GhUm`i bZcfa YXž`ghUm`gUZYž`UbX`Yb`ĉm`h\\Y`j ]VfUbh  
W`YVfUh]cb`cZ`⊕XYdYbXYbW`8Um`k \\]Y`fYgdYW]b[ `mci f  
bY][ \\Vc fg`UbX`h\\Y`Uk "

8YhU]`g	
Cfh	CfUb[ Y`7ci bhmž: `cf]XUž`I b]hYX`GhUhYg
EiY`Yb	<ul style="list-style-type: none"><li>• k k k "W]W_c f`UbXc"WŁa</li><li>• k k k "`Y[ "ghUhY"Z"i g</li><li>• k k k "bUd`YgbYk g"WŁa</li></ul>

6Ygi W\\Yb`G]Y`i bg`Ui Z.`a Y]b!k ]Yb"bYh