

F Uh\ YbUi ghfU» Y`]b` : fUb\_Zi fh'fC XYfł.  
J c``gdYffi b[ `V]g'8YnYa VYf'&\$&) °

⊕: fUb\_Zi fh'fC XYfł'k ]fX`X]Y`F Uh\ YbUi ghfU» Y`V]g'8YnYa VYf  
&\$&) `j c``[ YgdYffh"l a `Y]hi b[ Yb`i bX`6Ui UfVY]hYb  
VYY]bhfÀW h][ Yb`XYb`J Yf\_Y`f"



: fUb\_Zi fh'fC XYfłž'8Yi hgW`UbX`!`⊕: fUb\_Zi fh'fC XYfł'ghY\Yb  
X]Y`5i hcZU\fyf`i bX`5bk c`bYf`j cf`Y]bYf`[ Ubn`gW`Öb  
\YfUi gZcfXYfbXYb`G]hi Uh]cb.`5V`gcZcfh`V]g'8YnYa VYf'&\$&) `fc`h  
\]Yf`XYf`6U[ [ Yf`Xi fW`X]Y`F Uh\ YbUi ghfU» Y`"8]Y`J c``gdYffi b[  
VYhf]Zhj cfYfgh`XYb`6YfY]W`nk ]gW`Yb`XYf`; Ycf[ !F ]W`hYf!GhfU» Y  
i bX`5a`?`]b[ YhU`i bX`V`Y]Vh`V]g`9bXY`GYdhYa VYf'&\$&) `VYghY\Yb`  
8Ua`]h[ Y`h`XUg`GUb]Yfi b[ gdfc`Y`\_h]b`a`Y`fYfY`6Ui UVgW`b]hhYž`X]Y  
g]W`ØVYf`X]Y`\_ca`a`YbXYb`A`cbUhY`n]Y\Yb`k`YfXYb`"6YgcbXYfg  
VYhfcZYb`g]bX`U`"YbYž`X]Y`j`cb`K`Ygh`bUW`?`]b[ YhU`i bX`j`]W  
j`YfgU`i`bhYfk`Y`[`g`g]bX`"8]Y`l`a``Y]hi b[ Yb`ZØ\fyb`ØVYf`X]Y  
6]fbVUi`a`ga`Ø`Y`gck`]Y`X]Y`6YVY`!ž`@]YV`\_bYW`h`i`bX`?`]Y`Yf  
GhfU» Y`"5i hcZU\fyf`a`ØggYb`XUVY`[`fØ» YfY`l`a`k`Y`[`Y`]b`?`Ui`Z  
bY`a`Ybž`k`Ug`XYb`J`Yf`\_Y`f`Yf`YV`]W`j`YfnØ[ Yfb`\_ØbbYž`k`]Y`

a cn"XY`VYf]W\hYh"

8cW\`b]W\h`bi f`5i hcZU\`fYf`gW\Ui Yb`]b`X]Y`F`O\`fY.`5i W\`XYf  
6i gj Yf\_Y\`f`k ]fX`j cb`XYb`l a`Y]hi b[ Yb`VYhfcZZYb`gY]b`"5V`]b`XYf  
YfghYb`D\UgY`XYf`6Ui ghY``Y`k YfXYb`fi bX`\*) \$`A YhYf`Hf]b`\_k UggYf!  
i bX`) \$\$`A YhYf`5Vk UggYfXfi W\_fc\`fY`YfbYi Yfhz`XUa ]h`X]Y  
≠ZfUghfi \_hi f`Ui Z`Ub[ Y`G]W\h`Z]h`V`Y]Vh`5\_hi Y``]gh`XYf`5VgW\b]hh  
nk ]gW\Yb`XYf`; Ycf[ !F]W\hYf!GhfU»Y`i bX`XYf`A UI !<UbbYa Ubb!  
GhfU»Y`[ YgdYffhzi bX`X]Y`J Yf\_Y\`fghY]`bY\`a Yf`a ØggYb`Ui W\`Y]Yf  
l a`Y]hi b[ Yb`ØVYf`X]Y`A UI !<UbbYa Ubb!GhfU»Y`i bX`X]Y`æcgYZI  
; Yg]b[ !GhfU»Y`]b`?Ui Z`bY\`a Yb`"8 Ug`gc f[ h`bUhØf`]W\`ZØf  
ni gÅh`n]W\Y`GhUi gi bX`; YXfÅb[ Yz`k Ug`Ui W\`j cb`  
j Yf\_Y\`fg`U[ Y"XY`Ub[ Y\_ØbX][ h`k ]fX"

J cfUi gg]W\h`]W\Y`6Ui UVgW\b]hhY`i bX  
A U»bU\`a Yb

K Ug`ZØf`X]Y`Y]XYbgW\UZh]W\Yb`5i hcZU\`fYf`i bX`DYbX`Yf`bcW\  
Zfi ghf]YfYbX`]ghz`\Uh`Ui W\`gY]bY`dcg]hj] Yb`GY]hYb`"8]Y  
VYj c fghY\`YbXYb`9fbYi Yfi b[ Yb`k YfXYb`X]Y`≠ZfUghfi \_hi f`]b`XYf  
GhUXh`a Yf`\_]W\`j YfVYggYfb`"8]Y`GUb]Yfi b[ Yb`\_ØbbYb`XUni  
VY]hfU[ Ybž`XUg`FUXZU\`fYb`i bX`XYb`i`i » [ Åb[ Yfj Yf\_Y\`f`g]W\YfYf`ni  
a UW\Yb`i bX`Yhnh`]W\`XYb`J Yf\_Y\`fgZi gg`ni`cdh]a ]YfYb"

8]Y`]bg[ YgUa`hj ]Yf`6Ui UVgW\b]hhY`k YfXYb`XUg`; Yg]W\h`XYf  
FUh\`YbUi ghfU»Y`[ fi bX`Y[ YbX`j YfÅbXYfb`"5i W\`bUW`9bXY  
GYdhYa VYf`&\$&)`g]bX`k Y]hYf\`b`9]bgW\`fÅb`\_i b[ Yb`ni`Yfk UfhYbž  
V]g`X]Y`5fVY]hYb`j cfUi gg]W\h`]W\`]a`8YnYa VYf`X]YgYg`J\`fYg  
UV[ YgW\`cggYb`g]bX`"8]Y`GhUXh`fUb`\_Zi fh`fCXYfz`i bX`X]Y  
j YfUbhk`cfh]W\Yb`6Ui i bhYfbY\`a Yb`V]hhYb`i a`i; YXi`X`i bX  
J YfghÅbXb]gž`k Å\`fYbX`g]Y`Ub`XYf`J YfVYggYfi b[ `XYf  
J Yf\_Y\`fgVYX]b[ i b[ Yb`UfVY]hYb"

G]W\Yf\`Y]hgUgdY`\_hY`]a`GhfU»Ybj Yf\_Y\`f

≠`NY]hYb`j cb`6Ui ghY``Yb`i bX`l a`Y]hi b[ Yb`gc``hY`Ui W\`X]Y  
J Yf\_Y\`fgg]W\Yf\`Y]h`b]W\h`Ui » Yf`5W\h`[ Y`UggYb`k YfXYb`"5i Z`

VUa "XY 'k ]fX`XUfUi Z`\]b[ Yk ]YgYbž`XUgg`k Å\fybX`X]YgYf  
 6Ui UfVY]hYb`VYgcbXYfY`J c f g]W h[ YVchYb`]gh"Fi hgW [ YZU\f`Xi fW  
 K ]bhYf[ `ÀhhYž`< ]bXYfb]ggY`Ui Z`XYf` : U\fvU\`b`cXYf`gW`YW hY`G]W h  
 \_ÒbbYb`ni`k Y]hYfYb`DfcV`Ya`Yb`]a`GhfU»Ybj Yf\_Y\`f`ZØ\fyb"  
 5i hcZU\fyf`gc``hYb`XUfUi Z] c fVYfY]hYh`gY]bž`\fyb`K Y[  
 YbhgdFYWYbX`Ubni`dUggYb`i`bX`g]W`Ub`X]Y`bYi`Yb  
 J Yf\_Y\`fgfY[ Y`i`b[ Yb`ni`U`hYb"

C V`a`Ub`bi`b`Ui Z`XYb`6i`gi`a`ghY][`hcXYf`g]W`Y]bYb`UbXYfYb`K Y[  
 gi`W h`i`k ]W h[ ]gh`Ygž`[ Y`UggYb`ni`V`Y]VYb`i`bX`X]Y  
 J Yf`ÀbXYfi`b[ Yb`U`g`Y]bYb`GW f]h`i]b`X]Y`f]W h[ Y`F ]W h`i`b[ `ni  
 gY\Yb"8]Y`F`U h`YbUi`ghfU»Y`\Uh`VU`X`k ]YXYf`\fyb`U`hYb` ;`Ubñž  
 i`bX`X]Y`6Yj`Ò`\_Yfi`b[ `\_Ubb`g]W`Ui`Z`Y]b`VYggYfYg`J Yf\_Y\`fgbYhn  
 ZfYi`Yb`°

8YhU]`g	
Cfh	: fUb_Z fh`fCXYfłž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "a cn"XY</li> <li>• k k k "j Yf_Y\fg`U[ Y"XY</li> <li>• k k k "VUa "XY</li> </ul>

6Ygi WYb`G]Y`i`bg`Ui`Z.`bU[ !VfUbXYbVi`f[ "XY