

9bYf[ ]Y`7chhVi g`j Yfn]W\ hYh`Ui Z`DfÅa ]Y.  
5a UhYi fj YfY]bY`dfcZ]h]YfYb`°

9bYf[ ]Y`7chhVi g`j Yfn]W\ hYh`Ui Z`DfY]g[ Y`X`ja`6fUbXYbVi f[ Yf  
@UbXYgdc\_U`&\$&) #&\* ži a`UbXYfYb`5a UhYi fj YfY]bYb`ni  
\\Y`ZYb"



7c h hVi gž`8Yi hgW\`UbX`!`9]b`f]W\h][ Yf`DUi`\_YbgW\`U[`\_ca`a`h`Ui`g`  
XYf`K`Y`h`XYg`VfUbXYbVi`f[ ]gW\Yb`:`i`»`VU`g`.`8Yf`:`7`9bYf[ ]Y`  
7c h hVi`g`\\Uh`ØVYffUgW\YbX`Ui`Z`XUg`DfY]g[ Y`X`Ui`g`XYf`  
j`Yf[ Ub[ YbYb`@UbXYgdc\_U`gU]gcb`j`Yfn]W\hYh`8]Yg`k`i`fXY`]b`Y]bYf`  
A`]hY]`i`b[ `XYg`:`i`»`VU`!`@UbXYgj`YfVUbXg`6fUbXYbVi`f[ `fl`@6Ł`  
ZYgh[ Y`U`h`ybž`X]Y`Ub`X]Y`J`YfY]bY`[ Yf]W\hYh`k`Ufž`X]Y`a`]bXYghYbg`  
XUg`5W\h`Y`Z]bU`Y`YffY]W\h`\\UVYb`"GhUhh`ZØf`g]W\`gY`Vghni`  
dfcZ]h]YfYbž`gcf[ h`7chhVi`g`XUZØfž`XUgg`X]Y`+`-`(`) ž+` `9i`fc`  
gc`]XUf]gW\`Ui`Z`UbXYfY`Dc\_U`hY]`bY`\\a`Yf`j`YfhY]`h`k`YfXYb`"8Ua`]h`  
\\UVYb`j`cf`U`Y`a`X]Y`5a`UhYi`fj`YfY]bYž`X]Y`c`Zhi`a`Y`XY`Z]bUbn]Y`Y`  
I`bhYfghØhni`b[ `\_Åa`dZYbž`Y]b`k`Yb][ `a`Y`\\f`:`fi`bX`ni`f`:`fYi`XY`"

8]Y`<]bhYf[ fØbXY`g]bX`YVYbZU`g`]bhYfYggUbh`8Yf`8`6`\\Uh`Y]bY`

DfÅa ]Y`j cb`&%%", , \*`9i fc`dfc`J YfY]b`ZØf`X]Y`HY]`bU\`a Y`Ub`XYf  
YfghYb`<Ui`dhfi`bXY`ja`Dc`\_U`k YhhVYk YfV`&\$&) #&\$&\*`ZYgh[ Y`Y[ h`  
8Yf`VfUbXYbVi`f[ ]gWY`Dc`\_U`g]Y[ Yfž`F GJ`9]bhfUW`h`GhU`bgXcfZž  
XUfZ]g]W`YVYbZU`g`ØVYf`Y]bY`gc`W`Y`DfÅa ]Y`ZfYi`Ybž`a`i`gg  
U`YfX]b[ g`&) `i`XUj`cb`XUg`g]bX`) &`-`+%ž) \$`9i`fc`Ub`XYb`:`@6  
UV[ YVYb`"9g`nY][`hg]W`U`gcž`XUgg`X]Y`Gc`XUf]h`h]b`XYf`@][`U`b]W`h  
bi`f`K`cfhY`g]bXž`gcbXYfb`Ui`W`HUhYb`Zc`[`Yb`"

: ]bUbn]Y`Y`J`YfhY]`i`b[ `Ui`Z`X]Y`HY]`bY`a`Yf`

5VYf`k`J]`k`]fX`XUg;`Y`X`[`YbUi`j`YfhY]`h3`<]Yf`Y]b`,`VYfV`]W`ØVYf`  
X]Y`DfÅa ]Yb`ZØf`X]Y`YfZc`[`fY]W`ghYb`HYUa`g.

- : ]bU`]gh.`J`Z6`%-`&%`?`f]YgW`ck`i`%\*`"(`) -`ž\$`\$`9i`fc`
- <`U`V`Z]b`U`]gh.`: GJ`\*`" `@`W`Ybk`U`XY`"`,`")`%`ž&`,`9i`fc`
- J`J]YfhY`Z]b`U`]ghYb.`: GJ`C`dh]`\_`F`Uh`Y`bck`ž`G;`9]b`Y]h`  
NYdYfb]W`ž`GJ`9]bhfUW`h`5`h`Fi`dd]bž`GJ`: U`\_YbgYY!`  
: ]b`\_Yb`\_fi`[`i`Yk`Y]`g`" `&%\*`ž%`9i`fc`
- 5`W`hY`Z]b`U`]ghYb.`%"`: 7`: fUb`\_Z`fh`#C`XYfž`: 7`  
@Ui`W`Ua`a`Yfž`: GJ`6`UVY`gVYf[`+(`ž`: GJ`I`b]cb`  
: ØfghYbk`U`XYž`A`GJ`%-`%-`BYi`fi`dd]bž`C`fUb]YbVi`f[`Yf`: 7`  
9]bhfUW`h`%-`\$%ž`G;`I`b]cb`?`cghYfZY`XYž`GJ`GW`k`Ufn`!`F`ch`  
BYi`ghUXh`i`Yk`Y]`g`%"`,`-`%ž`(`9i`fc`

8]Y`5i`g`cgi`b[`ni`f`bYi`Yb`@UbXYgdc`\_U`!GU]gcb`ghY`h`YVYbZU`g`j`cf`  
XYf`HØf`"5a`i`%+`" `ž`]`&\$&) `i`a`i`%(`I`f`k`YfXYb`X]Y`DUUfi`b[`Yb`Ui`Z`  
XYa`H]gW`Y]Y[`Ybž`i`bX`X]Y`J`cfZfYi`XY`]gh`VYfY]hg`Y`hnh`gdØfVUf`"8]Y`  
bYi`Y`@UbXYgdc`\_U`!GU]gcb`ghUfhY`h`XUbb`Ua`i`-`"5i`[`i`gh`&\$&)`ž`a`]h`  
%%`\$`HYUa`gž`X]Y`g]W`XYb`<YfUi`gZcfXYfi`b[`Yb`ghY`Yb`k`YfXYb`"K`Yf`  
k`Y]»`ž`j`Y`Y]W`h`Z]bXYh`g]W`i`bhYf`X]Y`gYb`Ui`W`XYf`b`ÅW`ghY`[`fc`»`Y`  
: i`»`VU`ghUf3`

HYfa ]bY`ZØf`X]Y`\_ca`a`YbXY`GU]gcb`

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Yf`X]Y`k`]W`h[`Yb`HYfa`]bY.

- %`F`i`bXY.`%\*`"5i`[`i`gh`&\$&)

- &"Fi bXY. "\*"GYdhYa VYf'&\$&)
- 5W hY`Z]bU`Y. "%%"`C\_hcVYf'&\$&)
- J ]YfhY`Z]bU`Y. %) "`Bcj Ya VYf'&\$&)
- <U`VZ]bU`Y. '&, "A Āfn'&\$&\*
- : ]bU`Y. '&' "A U]'&\$&\*'fUa ' : ]bU`hU[ 'XYf'5a UhYi fY Ț

J YfZc`[ Yb`G]Y`X]Y`9bhk ]W`i b[ Yb`i bX`X]Y`9f[ YVb]ggY`XYf`Gd]Y`Y  
 Ua `VYghYb`Ui Z? ]W`Yf`cXYf`XYb`cZZ]n]Y`Yb`GY]hYb`XYf  
 Dc\_U`j YfUbghU`hYf"8]Y`UbghY`YbXYb`<YfUi gZc fXYfi b[ Yb  
 j Yfgd fYW`Yb`Y]b`gdUbbYbXYg: i » VU`U`f`ZØf`X]Y`FY[ ]cb`

8]Y`GcbbY`gW`Y]bh`U`gc`Ui Z`X]Y`VfUbXYbVi f[ ]gW`Yb  
 5a UhYi fj YfY]bYž`X]Y`a ]h`bYi Yb`Z]bUbn]Y`Yb`A Ò[ `]W`\_Y]hYb`i bX  
 Y]bYf`Ui ZfY[ YbXYb`Gd]Y`nY]hj cf`XYf`6fi gh[ Ubn`j cfbY`a ]hgd]Y`Yb  
 a ÒW`hYb"9]b`<cW`Ui Z`XYb`c\_U`Yb: i » VU`ž`XYf`gc`j ]Y`a Y`f`]gh  
 U`g`bi f`Y]b`Gd]Y` `Yg`]gh`Y]bY; Ya Y]bgW`UZhž`X]Y`ni gUa a Yb`Ā`h`

: Øf`k Y]hYfZØ`fYbXY` ðZcfa Uh]cbYb`ni `XYb`bYi YghYb  
 9bhk ]W`i b[ Yb`]a `5Vgh]Y[ g\_Ua dZi bX`UbXYfYb`Dc\_U`gd]Y`Ybž  
 VYgi W`Yb`G]Y`V]hY`Ui W`@F!Cb`]bY`i bX`A 5N!Cb`]bY""8Ua ]h  
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8 YhU]`g	
C fh	7chhVi gž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Un!cb`]bY"XY</li> <li>• k k k "`f!cb`]bY"XY</li> <li>• k k k "_]W`_Yf"XY</li> </ul>

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