

B c f X c g h X Y i h g W X Y ` A Y ] g h Y f g W X U Z h Y b .  
D c h g X U a ` [ ` Ä b n h ` ] a ` H i f b g d c f h °

5 a ` % + " \$ + " & \$ & ) ` Z U b X Y b ` ] b ` D c h g X U a ` X ] Y ` B c f X c g h X Y i h g W X Y b  
A Y ] g h Y f g W X U Z h Y b ` X Y f ` A ` Ä X W X Y b ` ] a ` H i f b Y b ` g h U h h " ` \* )  
H Y ] ` b Y \ a ` Y f ] b b Y b ` U i g ` j ` Y f g W X ] Y X Y b Y b ` J ` Y f Y ] b Y b ` d f Ä [ h Y b ` X U g  
9 j ` Y b h ` a ` ] h i g d U b b Y b X Y b ` K ` Y h h \_ Ä a ` d Z Y b ` i ` b X ` \ ` Y f U i ` g f U [ Y b X Y b  
@ Y ] g h i ` b [ Y b "



I b ] j Y f g ] h Ä h g ! H i f b \ U ` ` Y ` U a ` G d c f h d U f \_ ` @ i Z h g W X ] Z Z \ U Z Y b ž  
D c h g X U a ž ` 8 Y i h g W X ` U b X ` ! ` 5 a ` G U a ` g h U [ ` Z U b X Y b ` ] b ` D c h g X U a ` X ] Y  
B c f X c g h X Y i h g W X Y b ` A Y ] g h Y f g W X U Z h Y b ` X Y f ` A ` Ä X W X Y b ` g h U h h " ` 8 ] Y g Y f  
g d c f h ] W X Y ` < Ö \ Y d i b \_ h i n c [ ` + - ` h U ` Y b h ] Y f h Y ` H i f b Y f ] b b Y b ` U i g ` -  
j ` Y f g W X ] Y X Y b Y b ` J ` Y f Y ] b Y b ` U b ž X U f i b h Y f ` U i W X ` X Y f ` G 7 ` D c h g X U a ž ` X Y f  
? H N ` D c h g X U a ` i ` b X ` X ] Y ` 6 Y f ` ] b Y f ` H i f b Y f g W X U Z h " ` 8 ] Y ` J ` Y f U b g h U ` h i b [   
k i f X Y ` a ` ] h j ` ] Y ` ` 9 b [ U [ Y a ` Y b h j ` c b ` X Y a ` ` : Ö f X Y f j ` Y f Y ] b ` X Y f ` H i f b !  
H U ` Y b h g W X i ` Y ` ` @ i Z h g W X ] Z Z \ U Z Y b ` D c h g X U a ` j ` c f V Y f Y ] h Y h i ` b X  
U V [ Y g ] W X Y f h ž ` k ` U g ` X ] Y ` 5 h a ` c g d \ Ä f Y ` U b g W X Y ] b Y b X ` g Y \ f ` d c g ] h j ]  
V Y Y ] b Z i ` g g h Y "

8]Y`i bk Y]hj ca `@ ZhgW\]Z\UZyb`[ Y`Y[ YbY`l b]j Yfg]hÅhg!Hi fb\U`Y  
k Uf`XYf`Cfhž`k c`X]Y`Ni gW\Ui Yf`gdUbbYbXY`K Yhh\_Åa dZY`]b`XYb  
5`hYfg\_`UggYb`5?`+ž`5?` , `i bX`5?` - `j`YfZc`[ Yb`\_cbbhYb`"8]Y`G7D!  
Hi fbYf]bbYb`k UfYb`VYgcbXYfg`YfZc`[ fY]W\`i bX`\_cbbhYb`g]W\  
a Y\fyfY`A YXU]`Yb`Yf\_Åa dZYb`"Gc`VY`Y[ hY`A U`]U`GUK mYff`]b`XYf  
5?`+`Y]bYb`\Yfj cffU[ YbXYb`nk Y]hYb`D`Uhn`i bX`k Uf`Ua`Gdfi b[  
gc[ Uf`X]Y`6YghY`] \fyf`5`hYfg\_`UggY`"5i W\`: fUbW`gWU`; \YfUgi X]g  
ghUW\`]b`XYf`5?` - ` \Yfj cfi bX`g]W\YfhY`g]W\`b]W\h`bi f`XYb`nk Y]hYb  
D`Uhn`]b`XYf`; YgUa`hk Yfhi b[ ž`gcbXYfb`[ `ÅbnhY`Ui W\`U`g`G]Y[ Yf]b  
Ua`6cXYb"

## 9f[ YVb]ggY`XYf`G7D!Hi fbYf]bbYb

8]Y`D`Uhn]Yfi b[ Yb`XYf`Hi fbYf]bbYb`Ui g`DchgXUa`g]bX  
VYa Yf\_Ybgk Yfhi bX`gd]Y[ Y`b`XUg`\c\Y`HfU]b]b[ gb]j YUi`k`]XYf.

- 5?`+`.
  - A Uf]U`F YgW\.`&\$`"D`Uhn
  - 9a`a`U`K`U[ bYf.`%`"D`Uhn
  - 9a`a`U`F`cV`VYb.`+`"D`Uhn
  - A U`]U`GUK mYff.`&`"D`Uhn
- 5?` , `.
  - ?Uh\Uf]bU`NUb[ .`%`"D`Uhn
  - @]`h\` ; `ck`]bg\_].`%\*`"D`Uhn
  - A Uf]U!A U[ XU`YbU`F YV]gn.`(`"D`Uhn
  - A ]`U`@YW\`Yf.`&`"D`Uhn
- 5?`-`.
  - : fUbW`gWU`; \YfUgi X]g.`&`"D`Uhn

5`Y`G7D!Hi fbYf]bbYb`\_cbbhYb`g]W\`ØVYf`G]VYfa`YXU]`Yb`ZfYi`Ybž  
k Ug`X]Y`bcfXcghXYi`hgW\Y`J]nY!A`Y]ghYfgW\UZh`ZØf`XYb`J`YfY]b`ni  
Y]bYa`[ fc»Yb`9fZc`[ `a`UW\hY`"6YgcbXYfg`VYY]bXfi`W\_YbX`k Uf  
Ui W\`X]Y`]bX]j]Xi`Y`Y`@Y]ghi b[ `Ub`XYb`; YfÅhYbž`k c`A U`]U`GUK mYff  
ni`a`6Y]gd]Y`Ua`Gdfi b[ `XYb`YfghYb`D`Uhn`YffUb[ `i bX`Ua`6U`\_Yb  
XYb`nk Y]hYb`D`Uhn`VY`Y[ hY`"

8]Y`< ][ \`][ \ hg`XYf`J YfUb ghU`hi b[

9]b`k Y]hYfYg`<][ \`][ \h`XYg`HU[ Yg`k Uf`? Uh\`YYb` : f]YXf]W ž`X]Y  
 DfÄg]XYbh]b`XYg`G7`DchgXUa "`G]Y`Y]Y»`Yg`g]W`b]W`h`b`Y`a` Ybž`\f  
 ?ÖbbYb`Ua`F`Y`W`\_`i`bhYf`6Yk`Y]g`ni`ghY`Y`b`"? Uh\`YYb` : f]YXf]W` \`Uh  
 Y]bY`VYY]bXfi`W`\_`Y`b`XY`?`Uff]YfY`\`]bhYf`g]W`. `G]Y`VY[`Ubb`U`g  
 Hi`fbYf]bž`VYj`cf`g]Y`]b`X]Y`@Y]W`h`U`h`\`Y`h]\_`k`Y`W`g`Y`h`Y`" `≡`f  
 9b[`U[`Ya`Ybh`ZØf`XYb`Hi`fbgdcfhi`bX`]fY`DfÄgYbn`VY]`X]YgYf  
 J`Yf`UbghU`hi`b[ `]g]bX`Y]b`NY]W`Yb`ZØf`X]Y`J`YfVi`bXYb`\Y]h`XYf  
 J`YfY]bgZØ\fi`b[ `]a`]h`XYb`U`\_`hj`Yb`GdcfhYf]bbYbž`X]Y`VfY]hYb`F`Ui`a  
 ZØf`XUg`Hi`fbYb`]b`8Yi`hgW`UbX`UbV]YhYb"

8Yf`<`UbgYhi`fbj`YfY]b`F`c`ghc`W`\_`k`i`fXY`U`g`X]Y`YfZc`[`fY]W`ghY  
 Hi`fbf]Y[`Y`XYg`HU[`Yg`Ui`g[`YnY]W`b`Y`hž`]bXYa`Yf`g]YVYb`H]hY`  
 Yf\_`Äa`dZHY`"Ni`XYa`Yfhi`fbhYb`X]Y`HHG#G7`DchgXUa`i`bX`XYf`G7  
 6Yf`]b`ni`gUa`a`Yb`j`]Yf`A`Y]ghYfh]hY`"8]Yg`nY][`h`XYi`h]W`X]Y  
 K`Y`h`V`Y`k`Y`f`V`g`Z`Ä`\][`\_`Y]h`i`bX`XYb`\`c`\Yb`GhUbXUfXž`XYf`]b`XYf  
 F`Y[`]cb`\`YffgW`h`8]Y`J`Yf`UbghU`hi`b[`Yb`X]YgYf`5fh`hfU[`Yb`ni`f  
 GhÄf`\_`i`b[ `]XYg`Hi`fbYbg`]b`8Yi`hgW`UbX`VY]ž`Y]bYf`GdcfhUfhž`X]Y  
 VYfY]hg]a`%`-`" `≡`f`\f\i`bXYfhj`cb` : f]YXf]W`@`Xk][`≡`f`\bž`XYa  
 J`UhYf`XYg`Hi`fbYbg`ž`[`YdfÄ[`h`k`i`fXY`i`bX`g]W`gY]h`Yf`ni`Y]bYf  
 k`]W`h][`Yb`GdcfhVYk`Y[`i`b[ `]Yb`hk`]W`\_`Y`h`\`Uh`@`Ui`h`**hi`fbYb%\$\$`"XY**  
 \`Uh`XUg`Hi`fbYb`\`Yi`hY`ØVYf`ZØb`Z`A`]`]cbYb`A`]h[ `]YXYf`]b`XYi`hgW`Yb  
 J`YfY]bYb"

≡g[`YgUa`h`V`chYb`X]Y`B`cfXcghXYi`hgW`Yb`A`Y]ghYfgW`UZhYb`Y]b  
 [`Y`i`b[`YbYg`9]Ybž`XUg`gck`c`\`X]Y`HY]`bY`a`Yf]bbYb`U`g`Ui`W`X]Y  
 Ni`gW`Ui`Yf`VY[`Y]ghYfhY`i`bX`XYb`GhY`Y`bk`Yfh`XYg`Hi`fbYbg`]b`XYf  
 XYi`hgW`Yb`Gdcfh`UbXgW`UZh`i`bhYfghf]W`"

8YhU]`g	
C`f`h	I`b]j`Yfg]hÄhg!Hi`fb\`U`Y`Ua`GdcfhdUf`_` @`ZhgW]ZÄ`UZYbž`DchgXUa`ž`8Yi`hgW`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "gW`d`c`hgXUa`"XY</li> <li>• k k k "XhV"XY</li> <li>• hi`fbYb%\$\$`"XY</li> </ul>

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