

I f`Ui V`Ub`XYf`C ghgYY. `Gc`g]W\ Yfb`G]Y`g]W\`  
=> fYb`GhfUbX\_c fV`°

9fZU\ fYb`G]Y`U`Yg`ØVYf`GhfUbX\_c fVj`Yf`Y]\`Ub`XYf`C ghgYY.  
DfY]gYž`6i`W\i`b[ `i`bX`H]ddg`ZØf`=>fYb`I`f`Ui`V`]b`5\`VYW`i`bX`  
6Ubg]b"



5\`VYW`ž`8Yi`hgW\`UbX`!`8]Y`C`ghgYY`n]Y\`h]b`YXYa``š\`f`  
nU\`fY]W\Y`I`f`Ui`VYf`Ubž`X]Y`XUg`a`Uf]h]a`Y`:`U]f`[`Yb]Y»`Yb`  
a`ØW`hYb" `&`5\`VYW`ž`Y]bYa`VY`YVhYb`:`Yf]Ybc`fž`\_`ÖbbYb`  
GhfUbX`YV\`UVYf`]fY`NY]h]b`Y]bYa`XYf" `\$\$`GhfUbX`\_`ÖfVY`  
j`YfVf]b[`Ybž`X]Y`j`cb`F]b[`c`DUi`\_`Yk`UX`ni`f`J`YfZØ[`i`b[`i`[`YghY`h`  
k`YfXYb" `8]Y`GU]gcb`VY[`Ubb`VYfY]hg`ni`C`ghYfbž`YXcW\`k`i`fXY`XYf`  
GhUfh`Xi`fW\`Y\`Yf`gW\`YW\`hYg`K`YhYf`]b`XYb`YfghYb`K`cW\`Yb`  
VYY]bhf`ÅW\h][`hž`VYf]W\`hYh`**BcfX\_i`f]Yf"**

I`f`Ui`VYf`\`UVYb`]b`5\`VYW`\_`X]Y`A`Ø[`]W\`\_`Y]hž`]fY`GhfUbX`\_`ÖfVY`  
ZYI`]VY`ni`bi`hYb.`8]Y`DfY]gY`]Y[`Yb`VY]"`9i`fc`dfc`Ghi`bXYž`%&`  
9i`fc`dfc`HU[`i`bX`+\$`9i`fc`dfc`K`cW\`Y" `K`Yf`Yhk`Ug`a`Y\`f`ZØf`XYb`  
?ca`Zcfh`Ui`g[`YVYb`a`ØW`hYž`Z]bXYh]b`XYf`FY[`]cb`Ui`W\`L`@`

GhfUbX\_ÖfVYž'X]Y`Y]bY`VYggYfY`5i gghUhi b[ `V]YhYb`i bX`UV`%(  
9i fc`dfc`HU[ `j YfZØ[ VUf`g]bX"

## DfY]gY`i bX`6i WXi b[ ga Ò[ `]W\_X]hYb

8]Y`DfY]gY`j Uf]]YfYb`nk ]gW\_XYb`XYb`GhfAbXYb" `#`6Ubg]b`\_ÖbbYb  
6Ygi W\_XYf`a ]h)`9i fc`dfc`Ghi bXY`i bX`%` `9i fc`dfc`HU[ `fYW\_XYbž  
k Å\fybX`Yg`]b`UbXYfYb`F Y[ ]cbYb`UVk Y]W\_XYbXY`DfY]gY`[ ]Vh`': Øf  
Y]bY`,`VYfg]W\_XYf`GhfUbX`cVdfY]gY`]b`j YfgW\_XYbYb`CfhYb.

C fh	DfY]gY`dfc`HU[	DfY]gY`dfc`K`cW_XY
5\`VYW_	%&`9i fc	+\$`9i fc
6Ubg]b	%`9i fc	+,`9i fc
6c`hYb\U[ Yb	%`9i fc	-`%`9i fc
N]b[ gh	%`9i fc	B #5
K UfbYa ØbXY	%&`9i fc	B #5
?Ø\`i b[ gVcfc	%`ž`&`V]g`%) ž`-\$`9i fc	-`\$ž`%`V]g`%\$`\$ž+) 9i fc
; fØa ]hn	%,`ž&\$`V]g`&\$ž`\$`9i fc	B #5
BcfXXcfZ`fBa fi a Ł	%)`V]g`%-`9i fc	B #5
N]bbck ]hn	%+`9i fc	B #5
GY``]b	%&`9i fc	B #5
I YW_Yfa ØbXY	;%`9i fc	B #5

I a`g]W\_XYfni ghY``Ybž`XUgg`X]Y`I`f`Ui`VYf`XYb`[ Yk`ØbgW\_XYb`D`Uhn  
VY`\_ca`a`Ybž`Ya`dZY`\`Yb`Y]b][ Y`5bV]YhYfž`X]Y`GhfUbX\_ÖfVY`]a  
J`cfUi`gž`ØVYf`X]Y`D`Uhz`cfa`**Udd"ghfUbXVi`h`Yf"XY**ž`ni`Vi`W\_XYb"  
8`UVY]`]gh`Y]bY`J`cfUi`ZnY]hj`cb`(`,`Ghi`bXYb`YfZcfXYf`]W\_X"

## : U\ffUXj Yf`Y]\`i bX` : fY]nY]hUb[ YVchY

Ni`gÅhn`]W\_X`ni`XYb`GhfUbX\_ÖfVYb`ghY`\Yb`XYb`;`ÅghYb`Ui`W\_X  
j`YfgW\_X]YXYbY` : fY]nY]hU`\_hj]`hÅhYb`ni`f`J`YfZØ[`i`b[``"8`Yf  
 : U\ffUXj`Yf`Y]\`<`YbbYf`<]bn`Ua`GhfUbXY]b[`Ub[``-`V]YhYh`Y]bY  
F Y]\`Y`j`cb` : U\ffÅXYfbž`Y]bgW\_X`Y»`]W\_X`9!6]\_Ygž`Ub"8]Y`GhUh]cb`\Uh  
hÅ[`]W\_X`[ YÖZbYh`i`bX`V]YhYh`Ui`W\_X`H]ddg`ZØf`F`UXh`ci`fYb`Ub"J`ca  
[`Y]W\_XYb`GhUbXcfh`Ui`g`\_ÖbbYb`I`f`Ui`VYf`Ui`W\_X`GhfUbX\_ÖfVY  
a`]YhYb"Ni`XYa`k`YfXYb`;`YhfÅb`\_Yž`7c`ZZY!hc![`c`i`bX`9]g`j`Yf`\_Ui`Znž

k ]Y' < YbbYf' < ]bn' VYf]W\hYh"

: Øf'; ÅghYžX]Y' b]W\h' bi f' Ua' GhfUbX' YbhgdUbbYbž' gcbXYfb' Ui W  
X]Y' l a [ YVi b[ 'Yf\_i bXYb' a ÒW\hYbž' ]gh' X]Y' 5ba ]Yhi b[ 'j cb  
: U\ffÅXYfb' Y]bY' Ui g[ YnY]W\ bYhY' A Ò[ ' ]W\ \_Y]h" 8cfh' \_ÒbbYb' g]Y  
g]W\ 'gc [ Uf' ]bX]j ]Xi Y''Y' 5b[ YVchY' ZØf' [ fc»Y'; fi ddYb' VYgcf[ Yb"  
8cW\ 'X]Y' 5b' ]YZYfi b[ 'XYf': U\ffÅXYf' Ub' XYb' [ Yk ØbgW\ hYb' Cfh' ]gh  
\_cghYbdZ]W\h] [ 'i bX' a i gg' ]a' JcfUi g' a ]h' XYa' JYfa ]YhYf  
VYgdfcW\ Yb' k YfXYb"

8]Y' CghgYY' i bX' ]\fY' l a [ YVi b[ 'V]YhYb' gca ]h' Y]bY' J ]Y' ZU' h' Ub  
Cdh]cbYb' ZØf' Yf\c' gUa Y' i bX' U\_h]j Y' HU[ Y" 'CV' ]b' Y]bYa  
\_ca ZcfhUV' Yb' GhfUbX\_cfv' cXYf' Ui Z' Y]bYa ' : U\ffUX' 'X]Y' FY[ ]cb  
\Uh' ZØf' 'YXYb'; YgW\ a UW\_ 'Yhk Ug' ni 'V]YhYb"

8YhU]`g	
Cfh	5\`VYW_ž'8Yi hgW\`UbX
Ei Y''Yb	<ul style="list-style-type: none"> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• k k k "ghfUbX_cfv!Vcc_]b[ "XY</li> <li>• k k k "\YbbYf!\]bn"XY</li> </ul>

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