

GW cW\_]YfYbXY`DfY]gY`Ua` :`i [ \ UZYb  
=ghUbVi` .`i f`Ui VYf`Ya dØfh`ØVYf`6i f[ Yf  
? ]b[ °

8Yi hgWXY`i f`Ui VYf`Ya dØfYb`g]W`ØVYf`\c\Y`DfY]gY`VY]  
6i f[ Yf`?]b[ `Ua` :`i [ \ UZYb`=ghUbVi`""K Ufi a`X]Y`?cghYb`gc  
YI d`cX]YfYb"



=ghUbVi`ž`HØf\_Y]!`J]Y`Y`8Yi hgWXY`d`UbYb`ZØf`XYb  
Gca`a`Yfi f`Ui V`FY]gYb`]b`ZYfbY`@AbXYfž`k`cVY]`X]Y`HØf\_Y]`ni`XYb  
VY`]YVhYghYb`8Ygh]bUh]cbYb`nA`\`h":`Øf`]\`fY`GhfAbXYž`?`i`hi`f`i`bX  
j`]Y`ZÀ`h][`Y`?`ØWY`]gh`XUg`@UbX`VY`\_Ubbhi`bX`[`Yk`]bbh`Ä`f`]W`\_Ub  
6Y`]YVh\Y]h" `#`XYf`FY[`Y`j`YfVf]b[`Yb`nU\`fY]WXY`Hci`f]ghYb`NY]h`Ua  
:`i [ \ UZYb`=ghUbVi`ž`gY]`Yg`VY]`XYf`5b!`ž`8i`fW`!`cXYf`5VfY]gY`"9]b  
U\_hi`Y`Yf`J`cfZU`"\`Uh`bi`b`X]Y`8]g\_i`gg]cb`ØVYf`X]Y`\c\Yb`DfY]gY`ZØf  
GdY]gYb`i`bX`;`YhfAb`\_Y`Ub`X]YgYa` :`i [ \ UZYb`YbhZUW`h"

9]b`6]`X`Y]bYf`GdY]gY`\_UfhY`j`cb`6i`f[`Yf`?]b[`Ua` :`i [ \ UZYb`nY][`h  
YI`cfV]hUbhY`DfY]gY`ž`X]Y`j`]Y`Y`FY]gYbXY`gW`cW\_]YfYb`"Gc`\_cghYh`Y]b

8ci V`Y`K \cddYf`ghc`nY`&`'9i fcžk Å\fybX`XYf; f]`YX`6YYZ  
6i f[ Yf`gc[ Uf`%, ž) \$`9i fc`\_cghYh`6Ybi hnYf`Ui ZFYXX]h`Ài » Yfb  
]\fyb`i ba i h`ØVYf`X]Y`\c\Yb`?cghYb`i bX`VYgW`fY]VYb`X]YgY`U`g  
VcXYb`cg`i bX`U`g` 5VncW`Y "`K Yf`\]Yf`\i b[ f][`]ghž`\_ØbbhY`Y`Yf  
Y]bYb`Ub[ Yb`<i b[ Yf`Y]XYbž`VYj cf`Yf`VYfY]h]ghž`gc`W`Y`DfY]gY`ni  
nU`Yb"

DfY]gYb`hk ]W`\_`i b[ `Ua` `: `i [ \ UZYb`≡ghUbVi `

8Yf`fi gh`XYf`i f`Ui VYf`ØVYf`X]Y`\c\Yb`DfY]gY`nY][ h`g]W`Ui W`Ui Z  
GcW]U`A YX]U``5i Z`D`UhZcfa Yb`k ]Y` U`W`V`cc`\_`Ài » Yfb`g]Y`]fY  
6YgW`k YfXYb`ØVYf`X]Y`K i W`Yfd`fY]gY`XYf` Ugh!: ccX!`?YhhY``9]b  
Bi hnYf`gW`]XYfhY`gY]bY`9fZU`fi b[ `i bX`VYa Yf`hYž`XUgg`X]Y`DfY]gY  
VY]`6i f[ Yf`?]b[ `Ua` `: `i [ \ UZYb`XYb`9fk Ufhi b[ Yb`j`Ò`][  
Ybh[ Y[ YbghY`Yb``8]Y`U`hi Y``Y`DfY]g`]ghY`nY][ h`

- K \cddYf.`&&`9i fc
- Hf]d`Y`K \cddYf.`' \$`9i fc
- 8ci V`Y`K \cddYf!A YbØ.`&\*`ž) \$`9i fc
- 6][ `?`]b[ `!`i bX`8ci V`Y`7`YgYVi f[ Yf!A YbØ.`&%`ž) \$`9i fc
- FcXYc`K \cddYf!A YbØ.`&(`ž) \$`9i fc

9]b`J]XYc`XYg`VYgc`f[ hYb`i f`Ui VYfg`\Uh`VYfY]hg`\_bUdd`%ž)  
A ]`]cbYb`5i Zfi ZY`Yf`U`hYbž`k Ug`X]Y`VfY]hY`F Ygcb`Ubn`Ui ZX]Y  
H\Ya Uh]\_j YfXYi h`]W`h``a a Yf`k ]YXYf`k YfXYb`X]Y`DfY]gY`U`g  
i bhfU[ VUf`VYnY]W`bYhž`k Ug`ni `Y]bYf`]bhYbg]j Yb`8]g\_i gg]cb`ØVYf  
X]Y`DfY]g[ YghU`hi b[ `]b`XYf; Ughfcbca ]Y`Ua` `: `i [ \ UZYb`ZØ`fh"

I fgUW`Yb`ZØf`\c\Y`DfY]gY

8Yf`J Yf`U`hYbg`Ø`cbca` `; ]Ub`i WU`GW`Y]XY[ [ Yf`Yf`\_`Àfhž`XUgg`X]Y  
\c\Yb`DfY]gY`Xi fW`j YfgW`]YXYbY` U`hc`fYb`VYX]b[ h`g]bX``<c\Y  
6Yhf]YVg`cghYbž`A ]YhYb`i bX`ni g`Àh`]W`Y`G]W`Yf`Y]hg`cb`hf`Yb  
hfU[ Yb`XUni `VY]ž`XUgg`X]Y; Ughfcbca ]Y`Ua` `: `i [ \ UZYb`≡ghUbVi `  
XYi h`]W`h`Yi fYf`]gh`U`g`]b`UbXYfYb`FY[ ]cbYb``9]b`E`i Ug]!A`cbcd`c`  
Ua` `: `i [ \ UZYb`j YfgW`ÀfZh`X]Y`G]hi Uh]cbž`XU`XYb`FY]gYbXYb`\_Ui`a  
5`hYfbUh]j Yb`ni f`J YfZØ[ i b[ `ghY`Yb"

8YbbcWV`V`Y]Vh`X]Y`H0f`\_Y]`U`g`F`Y]gYn]Y`k`Y]hYf`\\b`Y]b`:`Uj`cf]h`XYf`  
 8Yi`hgW`Yb`"@Ui`h`8Yi`hgW`Ya`F`Y]gYj`YfVUbX`k`Uf`X]Y`H0f`\_Y]`]a``&\\f`  
 &\$(`XUg`V`Y`Y]VhYghY`i`f`Ui`Vgn]Y`Z0f`XYi`hgW`Y`i`f`Ui`V`Yf`"8]YgY`  
 8]g`\_fYdUb`n`nk`]gW`Yb`DfY]g`i`bX`B`UW`ZfU[`Y`k`]fZi`:`fU[`Yb`Ui`Zi`bX`  
 \_0bbhY`Ub[`Zf]gh][`XUg`F`Y]gYj`Yf`U`h`Yb`V`Y]bZi`ggYb`"9]b`k`Y]hYfYf`  
 XYi`hgW`Yf`i`f`Ui`V`Yf`V`Yf]W`h`Y`h`Y`Ui`»YfXYa`j`cb`Y]bYa`A`]b]!`  
 5fnhV`Ygi`W`]b`XYf`H0f`\_Y]ž`XYf`\\b`fi`bX`,`\$\$`9i`fc`[`Y`\_cghYh`\\Uhž`  
 k`Ug`X]Y`DfcV`Ya`Uh]`\_`c`\\Yf`DfY]gY`Ui`W`]b`UbXYfYb`6YfY]W`Yb`  
 i`bhYfghfY]W`h"

6YgcbXYfg`]b`hci`f]gh]gW`ghUf`\_ZfYe`i`Ybh]YfhYb`:`YV]YhYb`gW`Y]bYb`  
 F`Y]gYbXY`a`]h`XYf`<YfUi`gZcfXYfi`b[`\_`cbZfcbh]Yfh`ni`gY]bž`Z0f`  
 [`fi`bX`Y[`YbXY`6YX0fZb]ggY`h]YZ]b`X]Y`HUgW`Y`[`fY]ZYb`ni`a`0ggYb`"  
 8]Y`8]g`\_i`gg]cb`0VYf`X]Y`DfY]g[`YghU`hi`b[`k`]fX`j`cb`XYb`Bi`hnYfb`  
 Ui`g`j`YfgW`]YXYbYb`DYfgdY`\_h]j`Yb`k`Y]hYfj`YfZc`[`hž`k`À`\\fYbX`  
 [`Y]W`nY]h][`X]Y`J`cfZfYi`XY`Ui`Z`XYb`Gca`a`Yfi`f`Ui`V`k`Y]hYfVYghY`\\h"

:`0f`k`Y]hYfY``bZcfa`Uh]cbYb`i`bX`8YhU]`g`ni`X]YgYa`H`\\Ya`U`V]YhYh`  
**8Yf`K`YghYb`Y]bY`i`a`ZUggYbXY`6Yf]W`hYfghUhi`b[`ž`k`À`\\fYbX`**  
**A`Yf`\_i`f`9]bV`]W`\_Y`]b`X]Y`F`YU`\_h]cbYb`XYf`Bi`hnYf`i`bX`X]Y`  
 DfY]gghfi`\_hi`f`[`]Vh"**

8YhU]`g	
C`fh	=ghUbVi`ž`H0f`_Y]
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "XYfk`YghYb"XY</li> <li>• k k k "a`Yf`_i`f"XY</li> </ul>

**6Ygi`W`Yb`G]Y`i`bg`Ui`Z`Y]bY!fY]gY"XY**