

: f]YX\ ÖZY ' ]b ' 6Yf` ]b. ' Ghi fa gW ÅXYb  
nk ]b[ h'ni 'GdYffi b[ Yb °

5a ' &, " ' i bX ' &- " ' ð ' ] ' &\$&) ' V`Y]VYb`k ]W h][ Y : f]YX\ ÖZY ' ]b  
6Yf` ]b`k Y[ Yb ' Ghi fa gW ÅXYb ' [ YgdYffh`K ]YXYfYfÖZZbi b[ ' Ua  
' \$ " ' ð b]"



6Yf` ]bž`8Yi hgW `UbX`!`5a ' &+" ' ð b] ' &\$&) ` \Uh`XUg`6Yn]f\_gUa h  
A ]hY `VY\_Ubbh`[ Y[ YVYbž`XUgg`a Y`fYfY : f]YX\ ÖZY ' ]b ' 6Yf` ]b  
j`cfØVYf[ Y`YbX`[ YgdYffh`k YfXYb" `8 ]Yg`VYhf]Zh`X]Y `5b`U[ Yb` ]b`XYf  
; Yf]W hghfU» Yž`Hi f]bYf`GhfU» Yž`GYghfU» Y`i bX` ]a `D`ÖmYbgY" `8 ]Y  
GdYffi b[ `YfZc`[ h`Ua ` &, " ' i bX ` &- " ' ð ' ] ' &\$&) `Ui Z[ fi bX`j`cb  
Yf`YV` ]W Yb`Ghi fa gW ÅXYbž`X]Y ` ]b`YhnhYf`NY]h`Xi fW `ghUf\_Y  
K ]bXVÖYb`Yb`hghUbXYb`g]bX" `8 ]Y : f]YX\ ÖZY `gc`Yb`Ua `A`cbhU[ ž  
XYa ` " \$ " ' ð b] ' &\$&) ž`k ]YXYf`ZØf`X]Y`²`ZYbh]W\_Y]h`ni [ `Äb[ ` ]W  
[ Ya`UW`h`k`YfXYb" `6Yn]f\_gghUXhfUh`ZØf`C`fXbi b[ ž`I`a`k`Y`hž`BUhi`fž  
GhfU» Yb`i`bX` ; fØb`Z`ÄW`Ybž`7`f]ghc`d`Yf`GW`f]b`Yfž`V]hY`hi`a  
J`Yfgh`Äb`Xb]g`ZØf`X]Y`gY`A`U»`b`U`a`Y"

Ghi fa gW ÅXYb`g]bX`b]W`h`bi`f`Ui`Z`c`\_U`Y`J`cfZ`Ä`Y`VY`gW`f`Äb`\_hž

gcbXYfb j YfXYi h]WYb`X]Y`i a ZUggYbXYb`K YhhYfk Ufbi b[ Ybž`X]Y  
XYfnY]h`ZØf`j ]Y`Y`FY[ ]cbYb`]b`8Yi hgW`UbX`[ Y`hYb`" `ϕgVYgcbXYfY  
X]Y`I bk YhhYfnYbhfU`Y`k Ufbh]j cf`ghUf`Yb`Cf`Ub!`i bX  
Ghi fa YfY][ b]ggYbž`X]Y`U`g`U`i h`k U`f[ Ybca`a`Yb`k YfXYb`\_ÖbbYb`  
@Ui h`I **bk YhhYfnYbhfU`Y`g**]bX`X]Y`K Ufbi b[ Yb`]b`? UhY[ cf]Yb  
i bhYfhY]`hž`X]Y`Y`bUW`K ]bX[ YgW`k ]bX][ \_Y]h]b`J cfk Ufbi b[ Yb  
fl`9@6Ł`i bX`5`\_i hk Ufbi b[ Yb`fC`F`5B; 9ž`F`C`Hž`J`€`@9HHŁ`Y]b[ YhY]`h  
g]bX`"8]YgY`ϕZcfa Uh]cbYb`g]bX`gck c`\\`ZØf`5bk c`\\bYf`U`g`Ui W`X`ZØf  
j YfgW]YXYbY`6fUbW`Yb`k ]Y`6Ui [ Yk YfVY`i bX`@UbXk ]fhgW`UZh]j cb  
YbhgW`Y]XYbXYf`6YXYi hi b[ "

## K YhhYfk Ufbi b[ Yb`]a`8YhU]`

5\_hi Y`Y`f`Dfc[ bcgYb`nY][ Ybž`XUgg`K ]bX[ YgW`k ]bX][ \_Y]hYb`j cb  
V]g`ni`%( \$`\_a`#`YffY]W`h`k YfXYb`\_ÖbbYb`"8]YgY`YI hfYa`Yb  
K ]bXVÖYb`ZU`Yb`]b`X]Y`\\`ÖW`ghY`K Ufbghi ZY`("8UfØVYf`\\]bUi g  
\\UVYb`X]Y`a`YhYcfc`c[ ]gW`Yb`8]YbghY`Y]bY`J]Y`nU`\\`j cb`k`Y]hYfYb  
K Ufbi b[ Yb`ZØf`X]Y`FY[ ]cbYb`]b]h]]Yfhž`X]Y`]a`Ni [ Y`X]YgYf  
Ghi fa Zfcbh`Ui W`X` ; Yk ]hhYfž`GhUf`\_fY[ Yb`i bX`UbXYfY`YI hfYa`Y  
K YhhYf`U[ Yb`i a`ZUggYb`"8]Y`**K YhhYf`WŁ`a`**]ghYh`XYhU]`]]YfhY  
ϕZcfa Uh]cbYb`ni`XYb`j YfgW]YXYbYb`5fhYb`j cb  
K YhhYfk Ufbi b[ Ybž`]b`XYbYb`i bhYf`UbXYfYa`Ui W`X]Y`K Ufbghi ZYb  
ZØf`K ]bXVÖYbž` ; Yk ]hhYf`i bX`GhUf`\_fY[ Yb`Ui Z[ YZØ`fh]g]bX"

- K ]bXVÖYb
  - K Ufbghi ZY`%`6ÖYb`ØVYf`) \$`\_a`#`
  - K Ufbghi ZY`&.`K ]bX[ YgW`k ]bX][ \_Y]hYb`nk ]gW`Yb`\*)`i bX` ; )`\_a`#`
  - K Ufbghi ZY`"`.I bk YhhYfk Ufbi b[ `VY]`6ÖYb`j cb`%\$) V]g`%%) `\_a`#`
  - K Ufbghi ZY`(`.`K Ufbi b[ `j`cf`YI hfYa`Ya`i bk YhhYf`VY]`6ÖYb`ØVYf`%( \$`\_a`#`
- ; Yk ]hhYf
  - K Ufbghi ZY`%`6`]hngW`À[ Y`i bX`K ]bXVÖYb`
  - K Ufbghi ZY`&.`GhUf`\_Yg` ; Yk ]hhYf`a`]h`Ghi fa VÖYb`i bX`GhUf`\_fY[ Yb`

8]Y`Ub`\\U`hYbXYb`K YhhYfVYX]b[ i b[ Yb`i bX`Ghi fa`gW`ÀXYb`\\UVYb`

Ui Wk Y]hfY]WYbXY': c`[ Yb`ZØf`X]Y`6Yj Ò`\_Yfi b[ ``9g`k ]fX`[ YfUHYbž  
 X]Y`<]bk Y]gY`XYf`6Y\ÒfXYb`ni `VYUW`hYb`i bX`VY]`Xfc`YbXYb  
 I bk YhhYfb`Jcf`\_Y\fi b[ Yb`ni `hfYZZYb``8 Ug`6Yn]f\_gUa`hghY`h`]b  
 ?cbhU`h`a`]h`Òfh`]WYb`A`YX]Yb`i bX`]gh`VYfY]hž`bZcfa`Uh]cbYb  
 k Y]hYfni`[ YVYb``b`hYfYgg]YfhY`\_ÒbbYb`g]Wk`i bhYf`XYf`9!A U]!  
 5XfYggY`dfYggY4 VU!a`]hhY`"VYf`]b`"XY`Ub`X]Y`DfYggYghY``Y`XYg  
 6Yn]f\_gUa`hYg`k`YbXYb`"

|          |  |
|----------|--|
| 8YhU]`g  |  |
| Cfh      | 6Yf`]bž8Yi`hgWk`UbX  |
| Ei`Y``Yb | <ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• k k k "i bk YhhYfnYbhfU`Y"XY</li> <li>• k k k "k YhhYf"Wca</li> </ul> |

6Ygi`Wk`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`"bYh