

: fY]g]b['Yf\ Ò\ h'DUf_[YVØ\ fYb. 'Gc 'j]Y`
a ØggYb '5i hc ZU\ fYf ' ^Y hnh'nU\ `Yb °

: fY]g]b['Yf\ Ò\ h'X]Y'DUf_[YVØ\ fYb. 'BYi Y'HUF]ZY'UV'XYa '(%) "
† b] ' & \$ &) ' [Y'hYb'ZØf'j YfgW\]YXYbY'DUf_d`ÀhnY']b'XYf'GhUXh"



: fY]g]b[ž'8Yi hgW\ `UbX '! : fY]g]b[Yf'5i hc ZU\ fYf'a ØggYb'g]W\ 'Ui Z
\ Ò\ YfY'DUf_[YVØ\ fYb'Y]bghY`Yb" 'BUW\ '% ' †\ fYb
dfY]gVYk i gghYa 'DUf_Yb']b'XYf' †bYbghUXh'\ Uh'XYf'GhUXhfUh'Y]bYb
6YgW\ 'i gg' [YZUgghž'XYf'X]Y'HUF]ZY'UbdUggh"@Ui h'Y]bYa '6Yf]W\ h'XYf
GØXXYi hgW\ Yb'NY]hi b ['VYhfÀ[h'X]Y'bYi Y'; YVØ\ fYbcfXbi b [
bi b') \$'7Ybh'ZØf'&\$'A]bi hYbž'ž) \$'9i fc'ZØf'Y]bY'Ghi bXY'i bX''
9i fc'ZØf'nk Y]'Ghi bXYb"K Yf'X]Y'YfghYb'XfY]'Ghi bXYb'a]h'Y]bYa '9!
: U\fnYi ['dUf_hž'_Ubb'YXcW\ 'Ui ZUha Yb"8]YgY': U\fnYi [Y'g]bX
j cb'XYb'bYi Yb'HUF]ZYb'Ui g[Ybca a Yb'i bX'XØfZYb'_cghYbžFY
UVghY`Yb"

6Yj cf'XYf'GhUXhfUh'X]Y'bYi Yb'; YVØ\ fYb'ZYghY[hYž'U[Yb'X]Y'U'hYb
HUF]ZY'VY:] '7Ybh'ZØf'XfY]'A]bi hYbž') \$'7Ybh'ZØf'' \$'A]bi hYb'i bX'%

9i fc'ZØf'Y]bY'Ghi bXY"8]YgY'9f\Ø\i b['k i fXY'bc hK YbX][ži a 'X]Y
<Ui g\U'hg_cbgc`X]Yfi b['j cfUbni hfY]VYb"6YgcbXYfg'X]Y
9]bZØ\fi b['bYi Yf'DUf_Ui hca UhYbž'X]Y'X]Y'6YnU\`i b['a]h'?UfhY
cXYf'<UbXm'Yfa Ø[`]W\Ybž'gc``XUg'DUf_Yb']b'XYf'GhUXh'Yf'Y]W\hYfb
i bX'X]Y'Bi hnYfZfYi bX']W_Y]h'Yf\Ø\Yb"

B Yi Y'; YVØ\ fYbcfXbi b['a '8YhU)`

8]Y'5bdUggi b['XYf'; YVØ\ fYb[']h'ZØf'a Y\ fYfY'nYbhfU'Y
DUf_d`ÀhnY']b': fY]g]b[ž'XUfi bhYf.

- K]ddYb\Ui gYf'GhfU» Y
- ?Ua a Yf[UggY
- @UbXfUhgUa h
- J]Y\ a Uf_hd`Uhn
- ; UfhYbghfU» Y
- : UVf]_ghfU» Y
- 6U\ b\ cZghfU» Y
- C hhc!GhfU» Y
- A Ufh]b!@ h\Yf!GhfU» Y
- 5b[YfVUXYf[UggY
- Df]bn!@ Xk][!GhfU» Y

8]Y'bYi Y'; YVØ\ fYbcfXbi b['k i fXY']a 'F U\ a Yb'XYf
DUf_fUi a VYk]fhgW\Uzhi b['Y]b[YZØ\fhž'X]Y'Yg'XYb'; Ya Y]bXYb
Yfa Ø[`]W\hž'X]Y'DUf_d`Uhng]hi Uh]cb'VYggYf'ni 'fY[i `]YfYb"8UfØVYf
\]bUi g'Yf\U'hYb'5i hcZU\ fYf']b'VYgcbXYfg'VY`UghYhYb'; YV]YhYbž
k c'XYf'DUf_Xfi W_\cW\`]ghž'X]Y'A Ø[`]W\Y]hž'V]g'ni '%ž' \$'9i fc'Y
Ub[YZUb[YbYf'\U'VYf'Ghi bXY'ni 'nU\`Ybž'k]Y'XUg'6UmYfb d c f h U`
Yf`Ài hYfh"

9!A cV]`]hÀh']a ': c_i g

A]h'XYf'bYi Yb'FY[Y'i b['g]bX']bgVYgcbXYfY'X]Y'9!: U\fnYi [Y'j cb
JcfhY]"5V'XYa '%`5df]'&\$&)'XØfZYb'5i hcg'a]h'Y]bYa '9'Ua
9bXY'XYg'?YbbnY]W\Ybg']b'6UmYfb'V]g'ni 'XfY]'Ghi bXYb'_cghYb`cg
dUf_Ybž'gcZYfb'g]Y'Ui Z[Y_YbbnY]W\ bYhYb'ØZZYbh]W\Yb': `ÀW\Yb
UV[YghY`h'k YfXYb"8]YgY'A U» bU\ a Y'gc``X]Y'9`Y_hfca cV]`]hÀh

Z0fXYfb`i bX`5bfY]nY`Z0f`i a k Y`hZfYi bX`]WXY`J Yf_Y`fga]hhY`
 gW UZZYb``9g`]gh`YXcW`k]W h][žXUgg`: U`fYf`g]W YfghY``Ybž`XUgg
 g]Y`Ui Z`XYb`f]W h][Yb`:`ÀW Yb`dUf_Ybž`XU`X]Y`; YV0`fYbVYZfY]i b[
 b]W h`Ui Z`Df]j UhdUf_d`ÀhnYb`[]`h"

Ni gUa a YbZUggYbX``Àggh`g]W`gU[Ybž`XUgg`X]Y`bYi Yb
 Duf_[YV0`fYb`]b`:`fY]g]b[`gck c`\<`<YfUi gZcfXYfi b[Yb`U`g`Ui W
 7`UbW`b`a]h`g]W`Vf]b[Yb``8i fW`X]Y`5bdUggi b[`j Yfgi W`h`X]Y
 GhUXhž`Y]bY`[YfYW`hYfY`i bX`YZZ]n]YbHYfY`Bi hni b[`XYf`Duf_Z`ÀW Yb
 ni `YffY]W Ybž`k `À`fYbX`g]Y`[`Y]W`nY]h][`XYb`I a gh]Y[`Ui Z`9!
 A cV`]h`h`Z0fXYfhi bX`X]Y`60f[Yf`0VYf`X]Y`bYi Yb`F Y[Y`i b[Yb
]bZcfa]Yfh"

8YhU]`g	
C fh	: fY]g]b[ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW`Y`"XY • k k k "VUmYfb`d`c`f`h`U`"XY • k k k "[YgYhnY!VUmYfb`"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb`"XY