

? ]bXYf[ Y`X`&\$&) . `A Y`f` ; Y`X`ZØf` : Ua ]`]Yb  
`Gc`j` ]Y` `[ ]Vh`Yg`^Yhnh`°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`bYi`Yb`? ]bXYf[ Y`XfY[ Y`i`b[ Yb`UV  
&\$&) žY]bgW`]Y»`]W`9f\Ø\i`b[ Yb`i`bX`5bhfU[ gVYX]b[ i`b[ Yb  
ZØf` : Ua ]`]Yb`]b`8Yi`hgW`UbX`"



K ØfnVi`f[ ž`8Yi`hgW`UbX`!`Bi`hnYb`ZØf` : Ua ]`]Yb.`5V`%`'`š]bi`Uf  
&\$&) `ghY][`h`XUg`?]`bXYf[ Y`X`]b`8Yi`hgW`UbX`i`a`ZØbZ`9i`fc`Ui`Z&` )  
9i`fc`d`fc`?`]bX`i`bX`A`cbUh`8`Ug`VYgW`c`gg`XUg  
6i`bXYgZUa` ]`]Yba` ]b]ghYf]i`a`ž`i`a`X]Y`Z]bUbn]Y`Y`6Y`Ughi`b[ `]`cb  
9`hYfb`ni`j`Yff]b[ Yfb`i`bX`?`]bXYfUfa`i`h`ni`VY`\_Aa`dZYb`8`]YgY  
9f\Ø\i`b[ `\_ca`a`h`ZØf`j`]Y`Y` : Ua ]`]Yb`ni`f`fYW`hYb`NY]hž`XYbb`X]Y  
bØh][`Yb`A`]hhY`k`YfXYb`]a`a`Yf`k`]W`h][`Yfž`i`a`X]Y`hÅ[ `]W`Yb  
5i`g[ UVYb`ZØf`X]Y`?`Y`]bYb`ni`Vi`X[ Yh]YfYb`";`Y]W`nY]h][`k`]fX`XYf  
?`]bXYfZFY]VYhfU[ `i`a`\*`\$`9i`fc`Å`f`]W`Ui`Z`-`\*\*`\$\$`9i`fc`Yf\Ø\hž  
gcXUgg`9`hYfb`VYbZU`g`j`cb`Y`]bYf`9`bh`Ughi`b[ `Ui`Z`XYf`GhYi`YfgY]hY  
d`fc`Z]h]YfYb`\_Øb`bYb`"A`U]b`d`c`g`h`j`Yfk`Y]gh`Ui`Z`X]YgY`A`U»`bU`a`Yb  
U`g`HY]`Y`]bYf`[`fØ»`YfYb`GhfUHY[ ]Y`ni`f`J`YfVYggYfi`b[ `XYf  
6YhfYi`i`b[ g]bZfUghfi`\_hi`f`"

K ]Y'j ]Y`VY\_ca a h'a Ub`\_cb\_fYh3'<]Yf'Y]b[ ]Y`NU\`Yb`ni f`VYggYfYb Cf]Ybh]Yfi b[ .

5bnU\`XYf'? ]bXYf	A cbUh]WXYg'? ]bXYf[ Y`X
%?' ]bX	&) ) `9i fc
&'? ]bXYf	) %\$ `9i fc
'`? ]bXYf	+* ) `9i fc
(`? ]bXYf	%"\$&\$ `9i fc
)`? ]bXYf	%"&+ ) `9i fc
*`? ]bXYf	%)' \$ `9i fc
+`? ]bXYf	%"+, ) `9i fc
,`? ]bXYf	&"\$( \$ `9i fc
-`? ]bXYf	&"&- ) `9i fc
%"\$`? ]bXYf	&") ) \$ `9i fc

## 8 ]Y`F U\ a YbVYX]b[ i b[ Yb`ZØf`XYb`5bgdfi W

8 ]Y`6YUbhfU[ i b[ `XYg'? ]bXYf[ Y`XYg`k ]fX`Xi fW`Y]bYb`E F!7cXYž XYf`]b`Y]bYa`GW`fY]VYb`Ub`k YfXYbXY`9`hYfb`Ybh\U`hYb`]ghž Yf\YV`]W`Yf`Y]W`hYfh"8Ua ]h`\UVYb`9`hYfb`X]Y`A Ò[ `]W`\_Y]hž`Y]bYb j cfUi g[ YZØ`hYb`5bhfU[ `ni`ghY`Ybž`k Ug`X]Y`VØfc`fUh]gW`Yb <ØfXYb`XYi h]W`j Yff]b[ Yfh"K ]Y`N8: `VYf]W`hYhž`]gh`Y]bY fØW`k ]f`\_YbXY`6YUbhfU[ i b[ `XYg'? ]bXYf[ Y`XYg`V]g`ni`gYW`g A cbUhY`a Ò[ `]W`ž`k Ug`ZØf`Zf]gW`[ YVUW`\_YbY`9`hYfb`Y]bY`YW`hY 9f`Y]W`hYfi b[ `XUfghY`h"5bgdfi W`Ui Z'? ]bXYf[ Y`X`\UVYb`b]W`h`bi f`Y]V`]W`Y`9`hYfb`ž`gcbXYfb`Ui W`5Xcdh]j !ž`Gh]YZž`DZY[ YY`hYfb`i bX gc[ Uf`; fc»Y`hYfb`ž`gcbXYfb`X]Y`Ybhgd`fYW`YbXYb`6YX]b[ i b[ Yb YfZØ`h`g]bX"

9g`[ ]Vh`Ui W`gdYn]Y`Y`F`Y[ Y`i b[ Yb`ZØf`XYb`; U`ž`XUgg`XUg'? ]bX b]W`h`ja`<Ui g\U`h`XYf`9`hYfb`Y`V`h`c`XYf`\_Y]bY`i bhYf\U`hgnU\`i b[ Yb j cb`XYb`9`hYfb`Yf\U`hYb`\_Ubb"≠`X]YgYb`; Å`Yb`\_Ubb`XUg ?]bXYf[ Y`X`X]fY`\_h`Ub`XUg'? ]bX`c`XYf`Ub`X]Y`i bhYfghØhnYbXY`DYfgcb Ui g[ YnU\`h`k YfXYb"8Ua ]h`k ]fX`g]W`Yf[ YghY`hž`XUgg`X]Y Z]bUbN]Y`Y`i bhYfghØhni b[ `X]Y`f]W`h][ Yb`9a`dZ`Ab[ Yf`YffY]W`h"

## 9]b`6`]W`\_`Ui Z`X]Y`; YgUa hnU\`XYf'? ]bXYf

9]bY`k Y]hYfY`j]bhYfYggUbhY`NU\`. `GhUbX`đ b]`&\$&( `Yf\`Y`hYb`9`hYfb  
]b`8Yi hgW\`UbX`?]bXYf[ `Y`X`ZØf`fi bX`%+ž `A `]`]cbYb`?]bXYf``8 Ug  
VYghÅh][ h`X]Y`[ fc»Y`F`Y`Yj Ub`n`X]YgYf`i bhYfghØhni b[ `ZØf`X]Y  
: Ua `]`Yb`i bX`XYfYb`k ]fhgW\`UZh]W\`Y`G]hi Uh]cb``8 ]Y`9]bZØ\`fi b[ `XYg  
?]bXYfgcZc`fni gW\`U[ g`]a `đ `]`&\$&&`\Uh`ni gÅh`n]W\`Y`i bhYfghØhni b[  
ZØf`VYXØfZh][ Y` : Ua `]`Yb`[ YVfUW\`hž`XYf`UV`&\$&) `YVYbZU``g`i a `ZØbZ  
9i fc`Ui Z`a`cbUh]W\`&) `9i fc`ghY][ Yb`k`]fX``5``X]YgY`A`U»bU\`a`Yb  
n]Y`Yb`XUfUi Z`UVž`XYb` : Ua `]`Yb`]a `@UbX`XYb`F`ØW`Yb`ni`ghÅf`\_Yb  
i bX`X]Y`<YfUi gZc`fXYfi b[ Yb`XYg`5``hU[ g`Y`hk`Ug`ni`a`]bXYfb"

Ni gUa`a`YbZUggYbX`Äggh`g]W\`gU[ Ybž`XUgg`XUg`đ\`f`&\$&)  
j`]Y`j`YfgdfYW\`YbXY`J`YfÅbXYfi b[ Yb`ZØf` : Ua `]`Yb`a`]h`?]bXYfb  
Vf]b[ h``8 Ug`6i bXYgZUa`]`Yba`]b]ghYf]i a`nY][ h`a`]h`X]YgYb`bYi`Yb  
FY[ Y`i b[ Yb`Y]b`[ i`hYg`<`ÅbXW\`Ybž`i`a`X]Y`Z]bUbn]Y``Y`6Y`Ughi b[  
j`cb`9`hYfb`U``Yf]bYfn]Y\`YbXYb`cXYf`a`]h`a`Y\`fYfYb`?]bXYfb`ni  
j`Yff]b[ Yfb`i bX`]\`bYb`Y]b`Y]W\`hYfYg`@YVYb`ni`Yfa`Ò[ `]W\`Yb"  
K`Y]hYfY`đZcfa`Uh]cbYb`XUni`Z]bXYb`đbhYfYgg]YfhY`Ui`Z`XYf`GY]hY  
XYf`5`fVY]hgU[ Yb`hi`fž`X]Y`k`Yfhj`c``Y`GhUh]gh]\_Yb`ni`f` : Ua `]`Yb`!`i`bX  
?]bXYfdc`]h]\_`VYfY]hghY``h"

8YhU]`g	
C`fh	K`ØfnVi`f[ ž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k`k`k`"a`U]b`d`c`gh"XY</li> <li>• k`k`k`"nXZ\`Yi`hY"XY</li> <li>• ghUh]gh]_`"UfVY]hgU[ Yb`hi`f"XY</li> </ul>

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