

9f`Ub[ Yf`6Yf[ \_]fWk Y]\`&\$&) . : Ygh`XYf  
6]YfY`i bX` : U\ f[ YgWk`ÄZhY`VY[ ]bbh`

9f`YVYb`G]Y`X]Y`9f`Ub[ Yf`6Yf[ \_]fWk Y]\`&\$&) .`HfUX]h]cbY`Yg  
Jc`\_gZYghj ca` ) ""V]g`%\*"" † b]`'b`9f`Ub[ Yb`a` ]h`6]Yfž`A`i`g]\_  
i bX`5hfu`\_h]cbYb`"



9f`Ub[ Ybž`8Yi hgWk`UbX`!`5`\_hi`Y`"b`9f`Ub[ Yb`n]Y\`h`X]Y  
JcfZfYi XY`Ui ZX]Y`9f`Ub[ Yf`6Yf[ \_]fWk Y]\` ]b`XYb`b`ÄWk`ghYb  
KcWkYb`U`Y`6`]W`Y`Ui`Z]g]W`"Jca` ) ""V]g`ni`a``%\*"" † b]`'\$& &)  
\_ca`a`Yb`Ui`ZX`Ya`i`6YfWk`žY]bYa`'a`U`Yf]gWkYb`<Ø[ Y`]b`XYf  
GhUXhž`hfUX]h]cbY`"nY\`bhUi`gYbXY`6Ygi`WkYf`ni`gUa`a`Yb`"8]YgYg  
Jc`\_gZYghž`Y]bYg`XYf`Ä`hYghYb`]b`8Yi`hgWk`UbX`gY]h`%+)` )`ž`\`Uh`g]Wk  
ni`Y]bYa`'k`U\`fYb`<Ø\`Ydi`b`\_h]a`'VUmYf]gWkYb  
JYfUbghU`hi`b[ g`\_U`YbXYf`[ Ya`Ui`gYfh`"8]Y`J`YfUbghU`hYf`Yfk`UfhYb  
VY]`[ i`hYa`'K`YhYf`nU\`fY]WkY` ;`ÄghY`Ui`g`BU\`i`bX` :`Yfbž`X]Y`X]Y  
hmd]gWkY` :`YghUha`cgd`\`ÄfY`[ Yb]Y»`Yb`k`c`Yb`"

8Ug`5b[ YVch`XYf`6Yf[ \_]fWk Y]\` ]gh`k`U\`f`]Wk`j` ]Y`ZÄ`h][`"6Ygi`WkYf  
\_ÖbbYb`g]Wk`Ui`Z`fY[ ]cbU`Y`6]Yfgc`fhYb`j`cb`Yhk`U`%& :`Yghk`]fhYb`

ZfYi Yb`i bX`nU\`fY]WXY`[ Ughfc bca ]gWXY`GhAbXY`Yf\_i bXYb"8]Y  
\  
]ghcf]gWXYb`6]Yf\_Y`Yfz`X]Y`XUg: Ygh`dFÀ[ Ybž`V]YhYb`[ Ya Øh]WXY  
D`ÀhYž`i a`Y]b`\_Ø\`Yg`6]Yf`ni`[ Yb]Y»Yb"K Yf`gY]bYb`D`Uhn`]a  
6]Yf\_Y`Yf`fYgYfj ]YfYb`a ØW`hYž`\_Ubb`X]Yg`Y]bZUW`ØVYf`  
VYf[ d`Uhn"XY`Yf`YX][ Yb"8Yf`J cfUV`\_Ui Zj cb`6]Yf!`cXYf  
K Yfha Uf\_Yb`]ghYVYbZU`g`a Ø[ `]W`ž`k Ug`ZØf`Y]bY`fY]Vi b[ g`cgY  
: YghUha`cgd\`ÅfY`gcf[ h"

## 9]b`Vi bhYg`F U\`a Ybdfc[ fUa`a

9]b`<][ \`][ \`h`XYf`6Yf[ \_]fW`k Y\`]gh`XYf`hfUX]h]cbY`Y` : UggUbgh]W`ž  
XYf`Ua` )`"ž`b]`i a`%+`I` \`f`Xi fW`C`VYfVØf[ Yfa`Y]ghYf` : `cf]Ub`>Ub]\_]  
j`cf`XYa`<Ybb]b[ Yf!`?Y`Yf`YfZc`[ h"8Ug`F`U\`a`Ybdfc[ fUa`a` \`À`h  
bYVYb` : U\`f[ YgW`À`ZhYb`Ui W`@]`Y!A`i`g]\_`VYfY]h"i`bhYf`XYb`Yhk`U  
-`\$`5hfU`\_h]cbYb`Ui`Z`XYa` : Ygh[ Y`À`b`XY`Z]bXYb`g]W`VY`YVhY  
: U\`f[ YgW`À`ZhY`k`]Y`5W`hYfVU`bYbž` ; Y]ghYfVU`bYb`i`bX`?`Ufi`ggY`g"  
6YgcbXYfg`gdUbbYbX`g]bX`X]Y` : Ua` ]]Ybhu[ Yž`X]Y`ZØf`XYb`%&"ž`b]  
Ub[ YgU[ h`g]bX`i`bX`nU\`fY]WXY`ni`g`À`h`]WXY`5b[ YVchY`ZØf`X]Y  
\_`Y]bYb` : YghVYgi`W`Yf`VYfY]h\`U`hYb"

8Uni`\_ca`a`h`Y]b`VYgcbXYfYf` ; chYgX]Ybghž`XYf`Ua`GcbbhU[ ž`XYb  
%)`"ž`b]ž`i`a`-`I` \`f`Ua`9f]W`!`?Y`Yf`[ YZY]Yfh`k`]fX"8Yb`\_fØbYbXYb  
5VgW`i`gg`V]`XYh`Ua`%\*`"ž`b]`X]Y`6YfX][ i`b[ `XYg`Y`hnhYb` : UggYg  
i`a`&`I` \`f`Y]b`gh]a`a`i`b[ gj`c`Yg` : ]bU`Y`ZØf`XUg`VUmYf]gWXY  
J`c`\_gZ`Ygh"

## 5bfY]gY`i`bX`^`ZZbi`b[ gnY]hYb

8]Y`^`ZZbi`b[ gnY]hYb`g]bX`YVYbZU`g`ZYgh[ Y`Y[ hž`gc`ØZbYb`X]Y  
HcfY`XYg` : Ygh[ Y`À`b`XYg`UV`XYa` )`"ž`b]`hÀ[ `]W`j`cb`%\$`V]g`&`I` \`fž  
k`cVY]`Ub`Gcbb!`i`bX` : Y]YfhU[ Yb`VYfY]hg`i`a`-`.'`\$`I` \`f`[ YghUfhYh  
k`]fX"9]b`[ YbUi`YfYf` ,`VYfV`]W`\_ØVYf`X]Y`NY]hYb.`

- )`"ž`b].`%+`V]g`&`I` \`f
- \*`"V]g`%(`"ž`b].`%\$`V]g`&`I` \`f
- ,`"i`bX`-`"ž`b].`-`.'`\$`V]g`&`I` \`f
- %)`"ž`b].`-`.'`\$`V]g`&`I` \`f
- %\*`"ž`b].`%\$`V]g`&`I` \`f

: Øf`X]Y`5bfY]gY`ghY\Yb`j YfgW\]YXYbY`C dh]cbYb`ni f`J YfZØ[ i b[ .`cV  
 ni`i`i » ž`a ]h`XYa`i` : U\ffUXž`ÒZZYbh]W\Yb`J Yf\_Y\fga ]hhY`b`cXYf`XYa  
 5i hc`"K`À\fybX`XYg` : YghYg`k ]fX`Y]b`G\i`hhY!GYfj ]W`X]Y`6Ygi`W\Yf  
 VYei`Ya`ni`a`i`6Yf[ d`Uhn`Vf]b[ Yb`"5`YfX]b[ g`gc`hYb`5i`hc`ZU\fyf  
 VYUW`hYbž`XUgg`X]Y`DUf\_a`Ò[ `]W`\_Y]hYb`]b`XYf`B`À\Y`XYg  
 : Ygh[ Y`ÀbXYg`VY[ fYbnhig]bX`"K`Yf`a` ]h`XYf`6U\`b`UbYf]gYb`a`ÒW`hYž  
 YffY]W`h`XYb`6U\`b`\cZ`9f`Ub[ Yb`]b`Yhk`U`&\$`V]g`" \$`A`]bi`hYb`ni`i`i »"

8]Y`9f`Ub[ Yf`6Yf[ \_]fW\k`Y]\`]gh`HY]`j`cb`ØVYf`-`"+)`\$`J`c`\_gZYghYb  
 ]b`[`Ubn`8Yi`hgW`UbXž`X]Y`ni`gUa`a`Yb``À\`f]W`ØVYf`%,`\$`A`]`cbYb  
 6Ygi`W\Yf`Ub]Y\Yb`"8]Y`J`Y`ZU`h`XYf`i` : YghYž`X]Y`j`cb`\`]ghcf]gW\Yb  
 V]g`ni`a`c`XYfbYb`5hfhU`\_h]cbYb`fY]W`hž`nY][`h`X]Y`6YXYi`hi`b[  
 gc`W\Yf`J`Yf`UbghU`hi`b[ Yb`]a`XYi`hgW`Yb`?i`hi`f`YVYb`"9]b`6Ygi`W\  
 XYf`6Yf[ \_]fW\k`Y]\`j`Yfgdf]W`h`XU\Yf`b]W`h`bi`f`\_i`]bUf]gW\Y  
 ;`YbØggYž`gcbXYfb`Ui`W`Y]b`GhØW`\_`YVYbX][`Y`HfUX]h]cb"

8YhU]`g	
Cfh	9f`Ub[ Ybž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a U]bdcgh"XY</li> <li>• Yf`Ub[ Yb"XY</li> <li>• k k k "i f`Ui VghfUW_Yf"XY</li> </ul>

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