

9i fcdUg`VYghYf': fY]nY]hdUf\_. '9i fcdU!  
DUf\_`Ui g`F i gh`hf]i a d\]Yfh°

9bhXYW\_Yb`G]Y`X]Y`bYi YghYb`F Ub\_]b[ g`XYf`VYghYb  
: fY]nY]hdUf\_g`]b`8Yi hgW`UbXž`Y]bgW`Y»`]W`XYg`9i fcdU!  
DUf\_gž`Ui h`HfUj Y`W]fW g"



I W\_Yfa Uf\_ž`8Yi hgW`UbX`!`8]Y`Gca a Yfa cbUH`ghY`Yb`k ]YXYf  
j cf`XYf`HØf`i bX`XUa ]h`ghY][ h`X]Y`J cfZfYi XY`Ui Z`Y]bYb`6Ygi W`]b  
Y]bYa`XYf`nU`fY]W`Yb': fY]nY]hdUf\_g`]b`8Yi hgW`UbX`"9]bY  
U\_hi Y`Y`6Yk Yfhi b[ `j cb`HfUj Y`W]fW g`\Uh`bi b`X]Y`VYghYb  
: fY]nY]hdUf\_g`XYg`@UbXYg`[ Y\_Øfh`"9]b`\_`UfYg`<][ \`][ \h`8Yf`9i fcdU!  
DUf\_]b`F i ghž`XYf`a ]h`VYY]bXfi W\_YbXYb`&%ž%%j cb`&) `Di b\_hYb`Ub  
XYf`Gd]hnY`ghY`h`"8]YgY`5i gnY]W`bi b[ `]gh`\_Y]b`Ni ZU`ž`XYbb`XYf  
9i fcdU!DUf\_`k i fXY`b]W`h`bi f`U`g`VYghYf': fY]nY]hdUf\_  
8Yi hgW`UbXg`VYk YfhYhž`gcbXYfb`U`h`Ui W`]bhYfbUh]cbU`Y  
5bYf`\_Ybbi b[ `YfZU`fYb`i bX`k i fXY`a Y`fZUW`U`g`VYghYf  
: fY]nY]hdUf\_`XYf`K Y`h`Ui g[ YnY]W`bYhž`k ]Y`I W\_Yfa Uf\_\_i f]Yf  
VYf]W`hYh"

K Ug'a UW\h'XYb'9i fcdU!Duf\_'gc'VYgcbXYfg3'8]Y  
6Yk Yfhi b[ g\_f]hYf]Yb'j cb'HfUj Y`W]fW g'k UfYb'j ]Y`ZÀ'h][ "'8 Uni  
[ Y\ÖfYb'i bhYf'UbXYfYa`XUg'DfY]g!@Y]ghi b[ g!J Yf\À'hb]gž'X]Y  
U`[ Ya Y]bYb'6Yk Yfhi b[ Yb'Ui Z'D`UhhZcfa Yb'k ]Y'; cc[ `Y'i bX  
Hf]d5Xj ]gcfž'gck ]Y`X]Y`6Y`Ubh\Y]h'XYg'Duf\_g'Xi fW  
Gi Wj c'i a Yb'VY]; cc[ `Y"'6YgcbXYfg'VYY]bXfi W\_YbX'g]bX'X]Y  
ØVYf'%%\$`5hhfU\_h]cbYbž'X]Y`X]YgYf': fY]nY]hdUf\_'V]YhYh'`Y]bY  
]XYU`Y`A ]gW i b[ `Ui g'GdU» `ZØf'ž b[ `i bX'5`h"

## D`Uhn]Yfi b[ Yb`i bX`5hhfU\_h]cbYb

5i ZXYa`nk Y]hYb'D`Uhn`UbXYh'XUg'D\UbhUg]U`UbX`]b`?Ò`b!6fØ\`ž  
XUg'a ]h'&\$ž&&'Di b\_hYb'bi f'\_bUdd`\]bhYf'XYa`9i fcdU!Duf\_'`Y[ h"  
8]W\h[ YZc`[ h'k ]fX`Yg'j ca`<Y]XY!Duf\_'Gc`hUi`a ]h'%- ž\*\$`Di b\_hYb"  
9]bY`,`VYfg]W\h'XYf'VYghYb': fY]nY]hdUf\_g`]b`8Yi hgW`UbX`nY][ h

- %"9i fcdU!Duf\_]b`F i gh`i&%ž%%`Di b\_hY
- &"D\UbhUg]U`UbX`]b`?Ò`b!6fØ\`i`&\$ž&&'Di b\_hY
- ' "'<Y]XY!Duf\_'Gc`hUi`i`%- ž\*\$`Di b\_hY
- ( "'<Ubgu!Duf\_]b`G]Yf\_XcfZ`i`%- ž( %`Di b\_hY
- - "'?Uf`g`9f`YVb]g!8cfZ`]b`9`ghU`i`%, ž&\*"Di b\_hY
- %) "'?Uf`g`9f`YVb]g!8cfZ`]b`F`Ò] Yfg\U[ Yb`i`%+ž\$(`Di b\_hY
- &( "'9f`YVb]g!8cfZ`]b`8`ØVY`b`i`%\*ž%\*"Di b\_hY

6YUW\hYbgk Yfhi]gh`Ui W`X]Y`VYk YfhYhY`DfY]g!@Y]ghi b[ `i`8 Ug`?Uf`g`  
9f`YVb]g!8cfZ`]b`9`ghU`Vf`]`Yfh'a ]h'Y]bYf'6Yk Yfhi b[ `j`cb`(`ž`'  
Di b\_hYb'ibX`V]YhYh'gca ]h'XYb'VYghYb'; Y[ Ybk Yfh'ZØf'6Ygi W\Yfž  
k`À`fYbX`XYf'9i fcdU!Duf\_'`YX][ `]W`(`ž%-`Di b\_hY`Yfn]Y`h`Hfchn  
X]YgYf'6Yk Yfhi b[ `U`h'XYf'9i fcdU!Duf\_'Y]bY`[ fc»Y`5i gk U`Ub  
5hhfU\_h]cbYbž'X]Y`ZØf`YXY`5`hYfg[ fi`ddY`[ YY][ bYh'g]bX"

## 9]b`6`]W`ØVYf`X]Y`; fYbnYb

8]Y`5bU`mgY`j`cb`HfUj`Y`W]fW`g`fY]W\h`YXcW`ØVYf`X]Y`XYi`hgW`Yb  
; fYbnYb`\]bUi`g" `žg[ YgUa`h'k`i`fXYb`+(`i`fY]nY]hdUf\_g`]b`9i`fcdU  
i`bhYfgi`W\hž'i`a`Y]bYb'i`a`ZUggYbXYb': fY]nY]hdUf\_!7\YW`&\$&'  
j`cfni`Y[ Yb`"8]Y; fYi`XY`i`bX`XUg; i`bhU]ba`Yb`h'ghY`Yb`VY]`XYb  
8Yi`hgW`Yb`\cW`ja`?i`fg"@Ui`h'Y]bYf`HI`žGhi`X]Y`[ YVYb`g]Y`bUW

9ggYb'i bX'Hf]b\_Yb 'XUg'a Y]ghY'; Y`X'ZØf'Hci fYb'i bX'5i gZØ[ Y  
 Ui g"BYVYb'XYa '9i fcdU!DUf\_[ UV'Yg'Ui W`Y]b][ Y  
 VYa Yf\_Ybgk YfhY'F Ub\_]b[ g]b'9i fcdU.'9bYf[ m'UbX]U]b'Dc`Yb  
 fUb[ ]Yfh'Ui Z'XYa 'nk Y]hYb'D`Uhn'a ]h'( %'Di b\_hYb'i bX'( ž' GhYfbYbž  
 [ YZc`[ hij cb'Hf]dgXf]``]b'8Yi hgW`UbX'a ]h' ) 'Di b\_hYbž'k ]Y'HI =  
 XUfghY`h"

8]Y': fY]nY]hdUf\_g'V]YhYb'nU\`fY]W`Y'A Ø[ `]W`\_Y]hYb'ZØf'\_`Y]bY  
 5i gnY]hYb'j ca '5`hU[ 'i bX'g]bX'XUa ]h'Y]b'VY`]YVhYg'N]Y`ZØf  
 : Ua ]`]Yb"9g]gh\_Y]b'K i bXYfž'XUgg'XYf'HfYbX'ni `i fnYb  
 5i gZØ[ Yb']b'XYb`YhnhYb'nY\`b'š\`fYb'ghUf'\_Ub[ Ygh]Y[ Yb']gh'i bX  
 X]Y'DUf\_g']a a Yf'a Y\`f'Ub'6Y`]YVh\Y]h'[ Yk ]bbYb'`Y]b'YW`hYf  
 ; Yk ]bb'ZØf': fY]nY]h]YV\UVYf'i bX'5VYbhYi Yf\i b[ f][ Y°

8YhU]g	
C fh	I W_Yfa Uf_ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "i W_Yfa Uf__i f]Yf"XY</li> <li>• k k k "hfUj Y`W]fW`g"XY</li> <li>• k k k "hi ]"W`a</li> </ul>

6Ygi W`Yb'G]Y'i bg'Ui Z.'b!U[ "bYh