

? fY]gfUh`H]Yhn`j Yf`Àggh`6GK .`I ba i h`ØVYf  
: fU\_h]cbgUfVY]h`k ÀW gh

8]Yh`c`X`H]Yhn`hf]hh`Ui g`XYf`6GK !: fU\_h]cb`ja `?fY]ghU[  
6Ui hnYb`Ui g"; fØbXY.`I bni Zf]YXYb`Y]h`a ]h: fU\_h]cbgUfVY]h  
i bX`UV[ Y`Y`b`hYb`5bhfÀ[ Yb"



6Ui hnYb`ž`8Yi hgW`U`b`X`!`!`b`XYf`d`c`]h]gW`Yb`@U`b`X`g`W`U`Z`h`X`Y`g  
@U`b`X`\_`f`Y]g`Y`g`6Ui hnYb`[ ]V`h`Y`g`b`Y`i`Y`9`b`h`k`]W`\_`i`b`[ Y`b`ž`X`Y`Z`Ø`f`  
; Y`g`d`f`À`W`g`g`h`c`Z`Z`g`c`f`[ Y`b`"8]Yh`c`X`H]Yhn`U`h`U`a` "%&"& '\$&)  
gY]b`Y`b`5`i`g`h`f]hh`Ui g`XYf: fU\_h]cb` 6Ø`b`X`b]g`GU`U`K`U`[ Y`b`\_`b`Y`W`h`  
f`6`G`K`\_`L`]a` `?fY]ghU[ `V`Y`\_`U`b`b`h`[ Y`[ Y`V`Y`b`"8Y`f`Y`f`Z`U`f`Y`b`Y`  
?ca`a`i`b`U`d`c`]h`\_`Y`f`V`Y]V`h`Y`X`c`W`U`g`?fY]gfUh`U`\_`h]j`ž`k`U`g`Z`Ø`f`Y`b][ Y`  
,`V`Y`f`f`U`g`W`i`b`[ `g`c`f`[ h`Y`"@Ui`h`G`À`W`g]g`W`Y`"X`Y`"U`[ `H]Yhn` ;`fi`b`X`Z`Ø`f`  
X`Y`b`5`i`g`h`f]hh]b`gY]b`Y`f`I`b`ni`Z`f]Y`X`Y`b`Y]h`a` ]h`X`Y`f: fU\_h]cbgUfVY]h  
i`b`X`X`Y`b`k`]Y`X`Y`f`c`h`UV[ Y`Y`b`h`Y`b`5`b`hf`À[ Y`b"

H]Yhn`\_`f]h]g]Y`f`h`Y`]b`g`V`Y`g`c`b`X`Y`f`Y`ž`X`U`g`g`g`Y]b`Y`5`b`Y`[ Y`b`ž`  
V`Y]g`d]Y`g`k`Y`g`Y]b`6`Y`ni`[ `Ui`Z`N`U`U`i`b`[ g]Y`f`n`Ø`[ Y`V`Y]6`Ui`j`c`f`U`V`Y`b`ž`  
b]W`h`Ui`g`f`Y]W`Y`b`X`V`Y`f`Ø`W`\_`g]W`h]`[ h`k`i`f`X`Y`b`"C`V`Y`b`X`f`Y]b`V`Y`a`À`b`[ Y`h`Y`

Yf`X]Y`a Ub[ Y`bXYb`5\_nYbhY`XYf`6GK`]a`?fY]ghU[ `i bX`X]Y  
5fVY]hgk Y]gYž`X]Y`g]W`[ fÒ» hYbhY]`g`Ui ZJ]XYc\_cbZYfYbnYb  
VYgW`fÀb\_hY"9]b`k Y]hYfYf`J cfk i fZf]W`hYhY`g]W`[ Y[ Yb`X]Y  
: fU\_h]cbgj cfg]hnYbXY`?Uh\`YYb`@]YVgW`bYfž`X]Y`Yf`ZØf  
i b\_ccfX]b]YfhY`H\Ya Yb`i bX`5`Y]b[ Àb[ Y`j YfUbhk cfh]W`a UW`hY"

## Dc`h]gW`Y`J YfÀbXYfi b[ Yb`]a`?fY]ghU[

8]Y`6GK` \UhhY`ni a`NY]hdi b\_h`XYf`?ca a i bU`k U\`Yb`&\$&( `a ]h  
UW`hA ]h[ `]YXYfb`]a`?fY]ghU[ `VY[ cbbYbž`]gh`Yhnh`YXcW`Ui Z  
g]YVYb`A ]h[ `]YXYf`[ YgW`fi a dZh`K ]Y`K cW`Yb`\_i f]Yf"bZc  
VYf]W`hYhž`U`h]Yhn`b]W`h`bi f`gY]bY`Gh]a a Y`i bX`XYYb`]b`XYf  
: fU\_h]cb`j Yfa ]gghž`gcbXYfb`Ui W`XUg`; YZØ\`ž`XUgg`X]Y`6GK`g]W`  
a Y`f`U`g`dc`h]gW`Y`DUfhY]`XYbb`U`g`J YfhfYhYf`XYf`6Yj Ò`\_Yfi b[  
dfcZ`]YfhY"8]Yg`k i fXY`Ui W`Xi fW`X]Y`Øb[ gh`UV[ Y`Y\`bhY`i g]cb  
XYf`J Yf`Y\`fgj YfVØbXY`i bhYfghf]W`Yb"

8]Y`6GK`!: fU\_h]cb`Y[ hY`Y]bY`ϕ]h]Uh]j Y`ni f`GYb`\_i b[ `XYf  
?fY]gi a `U[ Y`]a`8cddY`\Ui g\U`h`&\$&) #&\*`j cfž`X]Y`j cb`XYf  
A Y`f`Y]h`Ub[ Ybca a Yb`k i fXY"8]Yg`\U`h`U`YfX]b[ g`Ui W`ni f  
: c`[ Yž`XUgg`X]Y`?fY]gj Yfk U`hi b[ `bi b`j cf`XYf`<YfUi gZcfXYfi b[  
ghY`hž`9]bgdUfi b[ Yb`j cfni bY`a Ybž`k Ug`j YfgW`]YXYbY  
Dfc[ fUa a Y`VYhf]Zh"@]YVgW`bYf`Ài »YfhY`g]W`ni f`G]hi Uh]cb`i bX  
j Yfa ]hY`hYž`XUgg`XYf`: fU\_h]cb`b]W`h`U`ni`j ]Y`Ub`H]Yhn`5i ghf]hh  
`U[ `i bX`XUb\_hY`]a`ZØf`gY]bY`V]g`Yf][ Y`5fVY]h"

## 8 Yf`bYi Y`?fY]ghU[`]b`6Ui hnYb

9]b`6`W`\_Ui ZX]Y`Ni gUa a YbgYhni b[ `XYg`?fY]ghU[ Yg`nY][ hž`XUgg  
X]YgYf`Ui g`]bg[ YgUa h`- &`A ]h[ `]YXYfb`VYghY`hž`X]Y`g]W`]b`ZØbZ  
: fU\_h]cbYb`ni gUa a Yb[ YgW`cggYb`\UVYb"ϕ`XYf`YfghYb  
\_cbgh]hi ]YfYbXYb`G]hni b[ `Ua`%`-"5i [ i gh`&\$&( `k i fXYb`, \*`XYf`- &  
A UbXUghfÀ[ Yf`j YfdZ]W`hYhi bX`Y[ hYb`]f`; Y`ÒVb]g`UVž`k ]Y`ϕZcg  
Ui Z`UbX`\_fY]g!VUi hnYb"XY`j YfXYi h]W`Yb"

8]Y`i: fU\_h]cbYb`g]bX`k ]Y`Zc`[ h`Ui Z[ YhY]`h

- 5Z8.`' &`A ]h[ `]YXYf

- 78I . :&) 'A ]h[ `]YXYf
- : fY]Y`K À\`Yf. :%\$`A ]h[ `]YXYf
- 60bXb]g`GUfU\`K U[ Yb\_bYWXh` ; , `A ]h[ `]YXYf
- GD8. `\* `A ]h[ `]YXYf

8]Y`bYi Yb`F Y]gYd`ÀbY`XYg`? fY]ghU[ Yg`VYhfYZZYb`Ui WX`X]Y  
 5bdUggi b[ Yb`Ub`XYf`<Ui dhgUhni b[ "`<]YfVY]`k ]fX`X]Y  
 Ni gUa a Yb`Y[ i b[ `j cb`nk Y]`5i ggWXØggYb`ni f`j Yfa ]hhY`bXYb  
 9]b\Y]h`ZØf`6]`Xi b[ `ž`Gcn]U`Ygž`?i `hi f`i bX`gc fV]gWX Y  
 5b[ Y`Y[ Yb\Y]hYb`h\Ya Uh]g]Yfh`8]Y`5bnU\`XYf  
 5i ggWXi gga ]h[ `]YXYf`k ]fX`XUVY]`Ui Z&, `ZYgh[ Y`Y[ hž`k Ug`g]WX Yf`]WX  
 ZØf`Y]bY`gdUbbYbXY`8mbUa ]\_`gcf[ h"

8]Y`NY]h`V`Y]VhigdUbbYbX`]a `? fY]ghU[ `6Ui hnYbž`i bX`Yg`V`Y]Vh  
 UVni k UfhYbž`k ]Y`g]WX`X]Y`dc`]h]gWX Yb`GhfÒa i b[ Yb`Yb`hk ]W`Y`b  
 k YfXYb`"H]Yhm`U`g`ZfU\_h]cbg`cgYf`? fY]gfUh`k ]fX`c`b`Y`Nk Y]ZY`gY]bY  
 Y][ YbY`F`c`Y`k Y]hYf\]b`U\_h]j` [ YghU`hYbž`Ui WX`k Ybb`X]Y`K Y[ Y`XYf  
 6GK `i bX`gY]bY`bi b` [ YhfYbbhYb`g]bX"

8YhU]`g	
C fh	6Ui hnYbž`8Yi hgWX`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gUYWX g]gWX Y"XY</li> <li>• k k k "`UbX_fY]g!VUi hnYb"XY</li> <li>• k k k "k cWX Yb_i f]Yf"]bZc</li> </ul>

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