



8]Y`F YXYnY]h`]gh`b]W\h`VY[ fYbnhž`k cVY]`X]Y`F Y[ ]Y`XYb`F YXYUbhY]`  
 ØVYfk UW\h`K Yf`X]Y`YfghY` : fU[ Y`Yf\`À`hž`YbhgW\Y]XYh`XUg`@cg`XYf  
 `Yk Y]`g`UbXYfY`?`UbX]XUh`VY`\_ca`a`h`X]Y`Y`hnhY` : fU[ Y`Ni`XYa` ]gh`Yg  
 j`cf[ YgY\`Ybž`XUgg`XfUgh]gW\Y` : U`gW\Ui`ggU[ Yb`k`À`fYbX`XYg  
 8i`Y`g`\_cff][ ]Yfh`k`YfXYbž`i`a`X]Y``hY[ f]h`h`XYf`8YVUhY`ni  
 k`U`fYb`"

9]b`k`Y]hYfYg`VYXYi`hYb`XYg`9fY][ b]g`Zc`[ h`Ua``%\*`": YVfi`Ufž`k`Ybb  
 Y]b`E`i`UXfY`VY]`F`H@a` ]h`GW`c`nž`A`Yfnž`<`UVYW`\_i`bX`K`Y]XY`Ui`Z  
 GYbXi`b[ ]`[ Y\`h`<`]Yf`\_`ØbbYb`X]Y`K`À`Yf`YfbYi`h`X]Y`Dcg]h]cbYb`XYf  
 k`]W\h][ ghYb`?`UbX]XUhYb`j`Yf[ `Y]W\Yb`i`bX`UVk`À[ Yb`"

## 5\_hi`Y`Y`i`a`ZfU[ Yb`i`bX`HfYbXg

8]Y`Øb[ ghYb`K`U`i`a`ZfU[ Yb`nY][ Ybž`XUgg`b]W\h`bi`f`X]Y`[ fc»Yb  
 DUfhY]Yb`i`bhYf`8fi`W`\_ghY\`Yb`"@Ui`h`XYb`bYi`YghYb`9f[ YVb]ggYb  
 j`YfnY]W\`bYb`X]Y`78I`ž`X]Y`5Z8`i`bX`X]Y`GD8`Yk`Y]`g`Y]bYb  
 F`ØW`\_ [ Ub[ ]`j`cb`Y]bYa`DfcnYb`hdi`b`\_h`8]Y`@]b`\_Y`\]b[ Y[ Yb`nY][ h  
 d`cg]h]j`Y`HfYbXg`i`bX`YffY]W\h`)`DfcnYb`hž`k`Ug`ZØf`Y]bYb  
 K`]YXYfY]bni`[ ]b`XYb`6i`bXYghU[ `gdfYW\Yb`\_ØbbhY`"5i`W\`X]Y  
 `gcbgh][ Yb`DUfhY]Yb`\`UVYb`Y]bYb`Ni`k`UW\g`Ui`Z`+`DfcnYb`h  
 j`YfnY]W\`bYh`"

DUfhY]	I`a`ZfU[ Yk`Yfh	YbXYfi`b[
GD8	%*`I`	!`%I`
I`b]cb	&-`I`	!`%I`
;`fØbY	%&I`	\$`I`
:`8D	(`I`	\$`I`
5Z8	&%I`	!`%I`
@]b`_Y	)`I`	ž`%I`
6GK	*`I`	\$`I`
Gcbgh][`Y	+`I`	ž`&I`

h`XYf`U\_hi`Y`Yb`dc`h]gW\Yb`@UbXgW\UZh`gW\Y]bhY]bY` ; fc»Y  
 ?`cU`h]cb`Ui`g`78I`i`bX`GD8`a`h`i` )`i`nk`Uf`a`Ø[ `]W\ž`XcW\`X]Y  
 HYbXYbnYb`ZØf`Y]bY`Ni`gUa`a`YbUfVY]h`gck`]Y`X]Y`F`YU`\_h]cbYb`XYf  
 UbXYfYb`DUfhY]Yb`a`UW\Yb`X]Y`G]hi`Uh]cb`XmbUa`]gW\`K`À`fYbX  
 A`Yfn`d`Ubhž`]a` : U`Y`Y]bYg`K`U\`g]Y[ Yg]bbYf\`U`V`j`cb`nk`Y]

A cbUhYb`Y]bY`FY[ ]Yfi b[ `ni `V]`XYbž`k ]fX`gY]bY`9][ bi b[ `Z0f`XUg  
 ?Ubn`YfUa hij cb`GD8!Dc`h]\_Yfb`k ]Y`GUg\_]U`9g\_Yb`Ub[ Ynk Y]ZY`hž  
 X]Y`]\b`U`g`\_ca dfca ]gg`cg`i bX`c\bY`FY[ ]Yfi b[ gYfZU\fi b[  
 VYk YfhYb"

Ni gUa a YbZUggYbX`Äggh`g]W`gU[ Ybž`XUgg`XUg`VYj cfghY`YbXY  
 8i Y`b]W`h`bi f`Y]bY`60\`bY`Z0f`X]Y`?cbZfcbhUh]cb`XYf`VY]XYb  
 ?UbX]XUhYb`V]YhYhž`gcbXYfb`Ui W`Z0f`X]Y`K Ä`Yf`Y]bY`; Y`Y[ Yb`Y]h  
 gY]b`\_ÖbbhYž`k ]W`h][ Y`9b`hgW`Y]Xi b[ Yb`Z0f`X]Y`Ni \_i bZh  
 8Yi hgW`UbXg`ni `VYY]bZi ggYb" 8]Y`dc`h]gW`Yb`9bhk ]W`i b[ Yb  
 i bX`i a ZfU[ Yb`nY][ Ybž`XUgg`X]Y`K Ä`Yf`U\_f]V]gW`VYcVUW`hYbž  
 k ]Y`g]W`X]Y`DUfhY]Yb`Ui ZghY`Yb`i bX`k Y`W`Y`Dfc[ fUa a Y`g]Y  
 UbV]YhYb"

8YhU]`g	
J cfZU``	K U`Yb
C fh	6Yf`]b!5X`Yfg`cZ`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fi `f&amp;("XY</li> <li>• k k k "c hn"XY</li> <li>• k k k "XYi hgW`UbXZi b_"XY</li> </ul>

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