

6`]hnYfa Y`Xi b[ .`K c` \Yi hY`]b`6chhfc d`X]Y  
? cbhfc ``Y`k UfhYh°

5\_hi Y`Y`6`]hnYfghUbXcfhY`]b`6chhfc d`Ua` '&&"\$' "&\$&).`HfUZZ]W  
G]WYf\Y]h`Xi fW` ; YgWk ]bX][ \_Y]hg\_cbhfc``Yb`]b`XYf`GhUXh"

5a` '&&"A Åfn'&\$&) `k YfXYb`]b`6chhfc d`a` Y`fYfY`a` cV`]Y`6`]hnYf  
Y]b[ YgYmhž`i` a` `X]Y`J`Yf`\_Y`fgg]WYf\Y]h`]b`XYf`FY[ ]cb`ni` Yf`Ö`Yb`"  
@Ui`h`**bYk g"XY`g]bX`X]Y`GhUbXcfhY`XYf`6`]hnYf`j`Uf]UVY`i`bX  
\_ÖbbYb`g]W`]a` `HU[ Ygj`Yf`Ui`Z`ÅbXYfb`"5\_hi`Y``[ Ya`Y`XYhY  
6`]hnYfghUbXcfhY`g]bX.**

- 6chhfc d`Yf`GhfU» Y`f( \* &( ( ; fUZYbk U`XŁ`HYa`dc`]a` ]h)` \$  
\_a` #ž[ Ya`Y`XYhi`a``%` .( \$`l` \f
- 9VY`ghfU» Y`f( \* &( &'9VY`Ł`HYa`dc`]a` ]h)` \$`\_a` #ž[ Ya`Y`XYh  
i`a``%+.&( `l` \f
- 9ggYbYf`GhfU» Y`f( \* &( &@Y`a`\_i` \YŁ`HYa`dc`]a` ]h)` \$`\_a` #ž  
[ Ya`Y`XYhi`a``%` .) - `l` \f
- : cfghghfU» Y`f( \* &( ( `Cj`Yf`U[ YbŁ`HYa`dc`]a` ]h)` \$`\_a` #ž  
[ Ya`Y`XYhi`a``%` .,\$` , `l` \f

8]YgY`a`cV`]Yb`6`]m[ Yf`ÅhY`g]bX`Yb`hgWY]XYbX`ZØf`X]Y  
\_`VYfk`UW`i`b[ `XYf`9]b`U`hi`b[ `j`cb` ; YgWk ]bX][ \_Y]hgj`c`fgW`f]ZhYb`"  
G]Y`\_ca`a`Yb`c`Zi`Ui`Z`GhUh]j`Yb`c`XYf`]b`UV[ YghY`hYb` : U`fnYi` [ Yb  
ni`a` `9]bgUhn`i`bX`UfVY]hYb`a` ]h`HYW`bc`c[ ]Yb`k`Y  
Y`Y`hfca`U[ bYh]gWYb`K`Y`Yb`c`XYf`@]W`hg][ bU`Yb`ni`f  
 ; YgWk ]bX][ \_Y]hga`Yggi`b[ " ; Ya`Å» `XYa` **6i`» [ Y`X`\_UhU`c[ `g]bX  
X]YgY`6`]hnYf`Y]b`k` ]W`h][ Yg` ðghfi`a`Yb`h`ni`f`9f`Ö`i`b[ `XYf  
J`Yf`\_Y`fgg]WYf\Y]h`]bX`\_ÖbbYb`6i`» [ Y`XYf`i`bX` : U`fj`YfV`chY`VY]  
 ; YgWk ]bX][ \_Y]hgØVYfgW`fY]h`i`b[ Yb`ni`f` : c`[ Y` \UVYb`"8]Y  
GhfU» Ybj`Yf`\_Y`fgc`fXbi`b[ `fGh]C`Ł`V]`XYh`X]Y`fYW`h]W`Y ; fi`bX`U[ Y  
ZØf`X]YgY`A`U» bU`a`Yb`"**

## J ]Y`ZU`h`XYf`6`]hnYfhmdYb

≠`8Yi hgW`UbX`[ ]Vh`Yg`Y]bY`J]Y`nU`j`cb`6`]hnYfUfhYbž`X]Y`ZØf  
i bhYfgW]YX`]WY`A Ygga Yh\cXYb`ghY`Yb" `8Uni`[ Y\ØfYb.

- FUXUfUb`U[ Yb.`A ) !FUXUfž`HF 5: : ≠5L`A ]Wfc!GdYYX`\$-
- J]XYcbUWZU`fmgmghYa Y.`J?G" "\$ž`Dc`]W!D]`ch
- A Ygg[ YfÀhY`a ]h`@]W hgW`fUb`\_Yb.`9GC`9G`%"\$
- @JgYfa Ygg[ YfÀhY.`@9≡ H97`LJ &ž`DC @G75B`: %`<D

8]Y`j YfgW]YXYbYb`HmdYb`g]bX`XUfUi Z`Ui`g[ Y`Y[ hž`gdYn]Z]gWY  
JYf`\_Y`fgj YfghØ»Y`k ]Y`; YgW`k ]bX][ \_Y]hgØVYfgW`fY]hi b[ Ybž  
Fch]W`hi`i bX`5VghUbXgj YfghØ»Y`ni`Yf`\_Yb`bYb" `6Y]gd]Y`gk Y]gY`k ]fX  
VY]`ghUh]cb`ÀfYb`6`]hnYfb`cZi`X]Y`HYW`b]\_`XYf`≠Xi`\_h]cbggW`Y]ZYb  
cXYf`@]W hgW`fUb`\_Yb`j Yfk YbXYhž`k`À`fYbX`a`cV]`Y`6`]hnYf`Ài`Z]  
@JgYfhYW`bc`c[ ]Y`bi`hnYb"

## 6i » [ Y`XYf`i`bX`fYW`h`]W`Y

### F U`a`YbVYX]b[ i`b[ Yb

6Y]; YgW`k ]bX][ \_Y]hga Yggi b[ Yb`[ Y`hYb`Hc`YfUb`nUVnØ`Y" `gh`X]Y  
; YgW`k ]bX][ \_Y]hi bhYf`%\$\$`\_a`#ž`VYhfÀ[ h`XYf`Hc`YfUb`nUVni`[ `"  
\_a`#ž`ØVYf`%\$\$`\_a`#`k ]fX`Y]bY" `i`!FY[ Y`Ub[ Yk YbXYh" `Ni`XYa  
a`ØggYb`6`]hnYf`fY[ Y`a`À»][`[`YY]W`h`k`YfXYbž`i`bX`XYf`5VghUbX  
nk ]gW`Yb`6`]hnYf`i`bX`; YgW`k ]bX][ \_Y]hgVY[ fYbni b[ ggW`]X`a`i`gg  
[ YgYhn`]W`[ YfY[ Y`h`gY]b`fl+`V]g`&`\$`A`YhYfL" `K`YfVi b[ `ZØf  
6`]hnYfk`UfbYf!5ddg]`gh]`Y`Y[ U`ž`YXcW`X`ØfZYb`F`UX]c`gYbXYf`c`ZZ]n]Y`  
Ui`Z`6`]hng`h`UbX`cfhY`À`]bk`Y]gYb"

Ni`gUa`a`YbZUggYbX`gd]Y`Yb`6`]hnYf`Y]bY`nYbhfU`Y`F`c`Y`]a  
XYi`hgW`Yb`J`Yf`\_Y`fggmghYa`ž]bXYa`g]Y`b]W`h`bi`f  
; YgW`k ]bX][ \_Y]hgj`YfghØ»Yb`Ybh[ Y[ Ybk ]f`\_Ybž`gcbXYfb`Ui`W`X]Y  
U`[`Ya`Y]bY`J`Yf`\_Y`fgg]W`Yf`Y]h[ Yk`À`f`Y]ghYb" `5i`hc`ZU`fYf`]b  
6chhfc`d`gc`h`Yb`g]W`Ua`À`Yi`h[ Yb`HU[ `]`fYf`; YgW`k ]bX][ \_Y]h  
VYk`i`ggh`gY]bž`i`a`i`bbØh[ Y`6i`»[ Y`XYf`ni`j`Yfa`Y]XYb" `@Ui`h`  
**Vi`gg[ Y`X`\_U`h`U`c[ "cf[ `\_Ø`b`Yb`9]bgdfØW`Y`[ Y[ Yb**  
6i » [ Y`XVYgW`Y]XY`]bbYf`U`V`j`cb`%(`HU[ Yb`gW`f]Zi`]W`Y]b[ Y`Y[ h

k YfXYbžk Ug'XYb'5i hcZU\ fYfb 'Y]bYb '[ Yk ]ggYb 'F YW\ hggW\ i hn  
V]YhYh"

8YhJ]`g	
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "bYk g"XY</li><li>• k k k "Vi gg[ Y`X_UhU`c[ "bYh</li></ul>

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