**:\PDJDQLDHGXNDF\MQH]ELRORJLLGODNODV\V]NRï\SRGVWDZRZHM**

**RSDUWHQD*3URJUDPLHQDXF]DQLDELRORJLLķ3XOVĝ\FLDĵ*DXWRUVWZD$QQ\=G]LHQQLFNLHM**

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| **']LDï** | **7HPDW** | **3R]LRPZ\PDJDñ** | | | |  |
| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
| **,%LRORJLDļQDXNDRbĝ\FLX** | %LRORJLDMDNRQDXND | 8F]Hñ   * ZVND]XMHELRORJLÚMDNRQDXNÚ RbRUJDQL]PDFK * Z\PLHQLDF]\QQRĂFLĝ\FLRZH RUJDQL]PöZ * SRGDMHSU]\NïDG\G]LHG]LQ ELRORJLL | 8F]Hñ   * RNUHĂODSU]HGPLRWEDGDñ ELRORJLLMDNRQDXNL * RSLVXMHZVND]DQHFHFK\ RUJDQL]PöZ * Z\MDĂQLDF]\P]DMPXMHVLÚ   ZVND]DQDG]LHG]LQDELRORJLL | 8F]Hñ   * Z\ND]XMHFHFK\ZVSöOQH RUJDQL]PöZ * RSLVXMHF]\QQRĂFLĝ\FLRZH RUJDQL]PöZ | 8F]Hñ   * FKDUDNWHU\]XMHZV]\VWNLH   F]\QQRĂFLĝ\FLRZH  RUJDQL]PöZ   * Z\PLHQLDKLHUDUFKLF]QLH   SR]LRP\EXGRZ\RUJDQL]PX  URĂOLQQHJRLbRUJDQL]PX  ]ZLHU]ÚFHJR   * FKDUDNWHU\]XMHZ\EUDQH G]LHG]LQ\ELRORJLL | 8F]Hñ   * Z\ND]XMHMHGQRĂÊEXGRZ\ RUJDQL]PöZ * SRUöZQXMHSR]LRP\   RUJDQL]DFMLRUJDQL]PöZ  XbURĂOLQLb]ZLHU]ÈW   * Z\PLHQLDLQQHQLĝSRGDQH   ZbSRGUÚF]QLNXG]LHG]LQ\  ELRORJLL |
| -DNSR]QDZDÊ ELRORJLÚ" | * ZVND]XMHREVHUZDFMH LbGRĂZLDGF]HQLDMDNRěUöGïD   ZLHG]\ELRORJLF]QHM   * Z\PLHQLDěUöGïDZLHG]\ ELRORJLF]QHM * ]SRPRFÈQDXF]\FLHOD   SU]HSURZDG]D  GRĂZLDGF]HQLHPHWRGÈ  QDXNRZÈ | * SRUöZQXMHREVHUZDFMÚ ]bGRĂZLDGF]HQLHPMDNR ěUöGïDZLHG]\ELRORJLF]QHM • NRU]\VWD]HběUöGHï   ZLHG]\ZVND]DQ\FKSU]H]  QDXF]\FLHOD   * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODSU]HSURZDG]D GRĂZLDGF]HQLHPHWRGÈ  QDXNRZÈ | * QDSRGVWDZLHRSLVX   SU]HSURZDG]D  GRĂZLDGF]HQLHPHWRGÈ  QDXNRZÈ   * UR]UöĝQLDSUöEÚNRQWUROQÈ LbSUöEÚbEDGDZF]È * RSLVXMHěUöGïDZLHG]\ ELRORJLF]QHM * Z\PLHQLDFHFK\GREUHJR EDGDF]D | * Z\ND]XMH]DOHW\PHWRG\ QDXNRZHM * VDPRG]LHOQLHSU]HSURZDG]D   GRĂZLDGF]HQLHPHWRGÈ  QDXNRZÈ   * SRVïXJXMHVLÚZïDĂFLZ\PL ěUöGïDPLZLHG]\ELRORJLF]QHM   GRUR]ZLÈ]\ZDQLD  ZVND]DQ\FKSUREOHPöZ   * FKDUDNWHU\]XMHFHFK\ GREUHJREDGDF]D | * SODQXMHLbSU]HSURZDG]D GRĂZLDGF]HQLHPHWRGÈ   QDXNRZÈ   * NU\W\F]QLHDQDOL]XMH   LQIRUPDFMHSRFKRG]ÈFH  ]bUöĝQ\FKěUöGHïZLHG]\ ELRORJLF]QHM   * DQDOL]XMHVZRMÈSRVWDZÚ   ZbRGQLHVLHQLXGRFHFK  GREUHJREDGDF]D |
| 2EVHUZDFMH PLNURVNRSRZH | * ]SRPRFÈQDXF]\FLHODSRGDMH   QD]Z\F]ÚĂFLPLNURVNRSX  RSW\F]QHJR   * REVHUZXMHSRG   PLNURVNRSHPSUHSDUDW\  SU]\JRWRZDQHSU]H]  QDXF]\FLHOD | * SRGDMHQD]Z\ZVND]DQ\FK   SU]H]QDXF]\FLHODF]ÚĂFL  PLNURVNRSXRSW\F]QHJR   * ]bSRPRFÈQDXF]\FLHOD   Z\NRQXMHSURVWHSUHSDUDW\  PLNURVNRSRZH   * REOLF]DSRZLÚNV]HQLH   PLNURVNRSXRSW\F]QHJR | * VDPRG]LHOQLHRSLVXMH   EXGRZÚPLNURVNRSX  RSW\F]QHJR   * VDPRG]LHOQLHZ\NRQXMH   SUHSDUDW\PLNURVNRSRZH   * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODQDVWDZLDRVWURĂÊ  PLNURVNRSXLbZ\V]XNXMH  REVHUZRZDQHHOHPHQW\ | * FKDUDNWHU\]XMHIXQNFMH   ZVND]\ZDQ\FKF]ÚĂFL  PLNURVNRSXRSW\F]QHJR  ZbNROHMQRĂFLWZRU]HQLDVLÚ  REUD]XRELHNWX   * Z\NRQXMHSUHSDUDW\   PLNURVNRSRZHQDVWDZLD  RVWURĂÊPLNURVNRSX  U\VXMHREUD]ZLG]LDQ\SRG  PLNURVNRSHPRSW\F]Q\P | • VSUDZQLHSRVïXJXMHVLÚ  PLNURVNRSHPRSW\F]Q\P  VDPRG]LHOQLHZ\NRQXMH  SUHSDUDW\U\VXMH  GRNïDGQ\REUD]RELHNWX  REVHUZRZDQHJRSRG  PLNURVNRSHP  *ľ ZVND]XMH]DOHW\PLNURVNRSX*  *HOHNWURQRZHJR*\* |

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| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
| **,,%XGRZDLbF]\QQRĂFLĝ\FLRZHRUJDQL]PöZ** | 6NïDGQLNLFKHPLF]QH RUJDQL]PöZ | * Z\PLHQLDWU]\QDMZDĝQLHMV]H   SLHUZLDVWNLEXGXMÈFH  RUJDQL]P   * Z\PLHQLDZRGÚLbVROH   PLQHUDOQHMDNRHOHPHQW\  ZFKRG]ÈFHZbVNïDG  RUJDQL]PX   * ZVND]XMHELDïNDFXNU\   WïXV]F]HLbNZDV\QXNOHLQRZH  MDNRVNïDGQLNLRUJDQL]PX | * Z\PLHQLDV]HĂÊ   QDMZDĝQLHMV]\FK  SLHUZLDVWNöZEXGXMÈF\FK  RUJQL]P   * Z\PLHQLDSURGXNW\   VSRĝ\ZF]HZbNWöU\FK  Z\VWÚSXMÈELDïNDFXNU\  LbWïXV]F]H | * Z\PLHQLDZV]\VWNLH QDMZDĝQLHMV]HSLHUZLDVWNL   EXGXMÈFHRUJDQL]PRUD]  PDJQH]LbZDSñ   * Z\MDĂQLDĝHZRGDLbVROH PLQHUDOQHVÈ]ZLÈ]NDPL   FKHPLF]Q\PLZ\VWÚSXMÈF\PL  ZbRUJDQL]PLH   * Z\PLHQLDELDïNDFXNU\   WïXV]F]HLbNZDV\QXNOHLQRZH  MDNRVNïDGQLNLRUJDQL]PX  LbRPDZLDUROHGZöFK]bQLFK | * Z\MDĂQLDUROHZRG\LbVROL   PLQHUDOQ\FKZbRUJDQL]PLH   * Z\PLHQLDELDïNDFXNU\   WïXV]F]HLbNZDV\QXNOHLQRZH  MDNRVNïDGQLNLRUJDQL]PX  LbRPDZLDLFKUROH | * Z\ND]XMHĝH]ZLÈ]NL   FKHPLF]QHVÈ]EXGRZDQH  ]bNLONXSLHUZLDVWNöZ   * RPDZLDIXQNFMHELDïHN   FXNUöZWïXV]F]öZLbNZDVöZ  QXNOHLQRZ\FKZbRUJDQL]PLH  LZVND]XMHSURGXNW\  VSRĝ\ZF]HZbNWöU\FKRQH  Z\VWÚSXMÈ |
| %XGRZDNRPöUNL ]ZLHU]ÚFHM | * ZVND]XMHNRPöUNÚMDNR   SRGVWDZRZÈMHGQRVWNÚĝ\FLD   * SRGDMHSU]\NïDG\   RUJDQL]PöZMHGQR  LbZLHORNRPöUNRZ\FK   * REVHUZXMHSUHSDUDW   QDEïRQNDSU]\JRWRZDQ\  SU]H]QDXF]\FLHOD | * Z\MDĂQLDGODF]HJRNRPöUNÚ   QD]\ZDP\SRGVWDZRZÈ  MHGQRVWNÈRUJDQL]PX   * Z\PLHQLDRUJDQHOOHNRPöUNL   ]ZLHU]ÚFHM   * ]bSRPRFÈQDXF]\FLHOD   Z\NRQXMHSUHSDUDWQDEïRQND | * RSLVXMHNV]WDïW\NRPöUHN ]ZLHU]ÚF\FK * RSLVXMHEXGRZÚNRPöUNL ]ZLHU]ÚFHMQDSRGVWDZLH   LOXVWUDFML   * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODZ\NRQXMH  SUHSDUDWQDEïRQND | * UR]SR]QDMHQDLOXVWUDFML   HOHPHQW\EXGRZ\NRPöUNL  ]ZLHU]ÚFHMLbRPDZLDLFK IXQNFMH   * Z\NRQXMHSUHSDUDWQDEïRQND • UR]SR]QDMHRUJDQHOOH NRPöUNL]ZLHU]ÚFHMLbU\VXMH   MHMREUD]PLNURVNRSRZ\ | * ]bGRZROQHJRPDWHULDïX   WZRU]\PRGHONRPöUNL  ]DFKRZXMÈFFHFK\RUJDQHOOL   * VSUDZQLHSRVïXJXMHVLÚ PLNURVNRSHP * VDPRG]LHOQLHZ\NRQXMH SUHSDUDWQDEïRQNDLbU\VXMH   GRNïDGQ\REUD]ZLG]LDQ\  SRGPLNURVNRSHP  ]b]D]QDF]HQLHPZLGRF]Q\FK  HOHPHQWöZNRPöUNL |
| .RPöUNDURĂOLQQD  ,QQHURG]DMH  NRPöUHN | * QDSRGVWDZLHREVHUZDFML SUHSDUDWöZLOXVWUDFML   LbVFKHPDWöZZQLRVNXMH  RbNRPöUNRZHMEXGRZLH  RUJDQL]PöZ   * Z\PLHQLDHOHPHQW\   EXGRZ\NRPöUNLURĂOLQQHM  ]ZLHU]ÚFHMEDNWHU\MQHM Lb*JU]\ERZHM*   * REVHUZXMHSRG   PLNURVNRSHPSUHSDUDW  PRF]DUNLNDQDG\MVNLHM  SU]\JRWRZDQ\SU]H]  QDXF]\FLHOD   * SRGRSLHNÈQDXF]\FLHOD U\VXMHREUD]RELHNWX   REVHUZRZDQHJRSRG  PLNURVNRSHP | * SRGDMHSU]\NïDG\NRPöUNL EH]MÈGURZHMLbMÈGURZHM * Z\PLHQLDIXQNFMH   HOHPHQWöZNRPöUNL  URĂOLQQHM]ZLHU]ÚFHM  EDNWHU\MQHMLb*JU]\ERZHM*   * ]bSRPRFÈQDXF]\FLHOD   Z\NRQXMHSUHSDUDWPRF]DUNL NDQDG\MVNLHM   * REVHUZXMHSRG   PLNURVNRSHPRUJDQHOOH  ZVND]DQHSU]H]QDXF]\FLHOD | * Z\MDĂQLDF]\PVÈNRPöUNL   MÈGURZHLbEH]MÈGURZHRUD]  SRGDMHLFKSU]\NïDG\   * VDPRG]LHOQLHZ\NRQXMH   SUHSDUDWPRF]DUNL  NDQDG\MVNLHM   * RGUöĝQLDSRGPLNURVNRSHP HOHPHQW\EXGRZ\NRPöUNL * Z\MDĂQLDUROÚ   SRV]F]HJöOQ\FKHOHPHQWöZ  NRPöUNL   * ]bQLHZLHONÈSRPRFÈ QDXF]\FLHODU\VXMHREUD]   RELHNWXREVHUZRZDQHJR  SRGPLNURVNRSHP | * RPDZLDHOHPHQW\LbIXQNFMH EXGRZ\NRPöUNL * QDSRGVWDZLHLOXVWUDFML DQDOL]XMHUöĝQLFHPLÚG]\   SRV]F]HJöOQ\PLW\SDPL  NRPöUHNZVND]XMHFHFK\  XPRĝOLZLDMÈFHUR]UöĝQLHQLH  NRPöUHN   * VDPRG]LHOQLHZ\NRQXMH   SUHSDUDWPRF]DUNL  NDQDG\MVNLHMUR]SR]QDMH  HOHPHQW\EXGRZ\NRPöUNL  URĂOLQQHMLbU\VXMHMHMREUD]  PLNURVNRSRZ\ | * DQDOL]XMHUöĝQLFHPLÚG]\ SRV]F]HJöOQ\PLW\SDPL   NRPöUHNLZ\ND]XMHLFK  ]ZLÈ]HN]bSHïQLRQ\PL IXQNFMDPL   * VSUDZQLHSRVïXJXMHVLÚ   PLNURVNRSHPVDPRG]LHOQLH  Z\NRQXMHSUHSDUDWQDEïRQND  LbU\VXMHGRNïDGQ\REUD]  ZLG]LDQ\SRGPLNURVNRSHP |

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| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
| **,,%XGRZDLbF]\QQRĂFLĝ\FLRZHRUJDQL]PöZ** | 6DPRĝ\ZQRĂÊ | * Z\MDĂQLDF]\PMHVW RGĝ\ZLDQLHVLÚ * Z\MDĂQLDF]\PMHVW VDPRĝ\ZQRĂÊ * SRGDMHSU]\NïDG\   RUJDQL]PöZVDPRĝ\ZQ\FK | * ZVND]XMHIRWRV\QWH]ÚMDNR VSRVöERGĝ\ZLDQLDVLÚ * ZVND]XMHVXEVWDQFMHELRUÈFH   XG]LDïZbIRWRV\QWH]LH  LbZ\PLHQLDSURGXNW\  IRWRV\QWH]\   * ]bSRPRFÈQDXF]\FLHOD   SU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ZSï\ZGZXWOHQNXZÚJOD  QDLQWHQV\ZQRĂÊSU]HELHJX  IRWRV\QWH]\ | * Z\PLHQLDF]\QQLNLQLH]EÚGQH   GRSU]HSURZDG]DQLD  IRWRV\QWH]\   * ZVND]XMHVXEVWUDW\   LbSURGXNW\IRWRV\QWH]\ *ľ RPDZLDVSRVRE\*  *Z\NRU]\VWDQLDSU]H]URĂOLQÚ*  *SURGXNWöZIRWRV\QWH]\*   * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODSU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ZSï\ZGZXWOHQNXZÚJOD  QDLQWHQV\ZQRĂÊIRWRV\QWH]\ | * Z\MDĂQLDQDF]\PSROHJD IRWRV\QWH]D * RPDZLD]DOHĝQRĂÊSU]HELHJX   IRWRV\QWH]\RGREHFQRĂFL  ZRG\GZXWOHQNXZÚJOD LbĂZLDWïD   * VFKHPDW\F]QLH]DSLVXMH   LbRPDZLDSU]HELHJ  IRWRV\QWH]\   * QDSRGVWDZLHRSLVX   SU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ZSï\ZGZXWOHQNXZÚJOD  QDLQWHQV\ZQRĂÊIRWRV\QWH]\ | * DQDOL]XMHSU]\VWRVRZDQLH   URĂOLQGRSU]HSURZDG]DQLD  IRWRV\QWH]\   * SODQXMHLbVDPRG]LHOQLH   SU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ZSï\ZGZXWOHQNXZÚJODQD  LQWHQV\ZQRĂÊIRWRV\QWH]\   * QDSRGVWDZLH]GRE\WHM   ZF]HĂQLHMZLHG]\ZVND]XMH  ZbUöĝQ\FKZDU]\ZDFK  LbRZRFDFKPDWHULDï\  ]DSDVRZHMDNRSURGXNW\  IRWRV\QWH]\ |
| &XG]Rĝ\ZQRĂÊ | * Z\MDĂQLDF]\PMHVW FXG]Rĝ\ZQRĂÊ * SRGDMHSU]\NïDG\   RUJDQL]PöZFXG]Rĝ\ZQ\FK   * Z\PLHQLDURG]DMH   FXG]Rĝ\ZQRĂFL | * NUöWNRRSLVXMHUöĝQH   VSRVRE\RGĝ\ZLDQLDVLÚ  ]ZLHU]ÈW   * Z\MDĂQLDZbMDNLVSRVöE ZVND]DQ\RUJDQL]P   FXG]Rĝ\ZQ\SRELHUD  SRNDUP | * RPDZLDZ\EUDQHVSRVRE\ FXG]Rĝ\ZQRĂFL * SRGDMHSU]\NïDG\   RUJDQL]PöZQDOHĝÈF\FK  GRUöĝQ\FKJUXS  RUJDQL]PöZFXG]Rĝ\ZQ\FK | * FKDUDNWHU\]XMHURG]DMH   FXG]Rĝ\ZQRĂFLZ\VWÚSXMÈFH  XbUöĝQ\FKJUXSRUJDQL]PöZ   * Z\ND]XMHSU]\VWRVRZDQLD GRSRELHUDQLDSRNDUPöZ   Z\VWÚSXMÈFHXbUöĝQ\FKJUXS  RUJDQL]PöZFXG]Rĝ\ZQ\FK | • Z\MDĂQLD]QDF]HQLH  RUJDQL]PöZRGĝ\ZLDMÈF\FK  VLÚPDUWZÈVXEVWDQFMÈ  RUJDQLF]QÈ *ľ Z\MDĂQLDQDF]\P*  *SROHJDFXG]Rĝ\ZQRĂÊ*  *URĂOLQSDVRĝ\WQLF]\FK*  *LbSöïSDVRĝ\WQLF]\FK* |
| 6SRVRE\RGG\FKDQLD RUJDQL]PöZ | * RNUHĂODF]\PMHVW RGG\FKDQLH * Z\PLHQLDVSRVRE\ RGG\FKDQLD * ZVND]XMHGURĝGĝH   MDNRRUJDQL]P\  SU]HSURZDG]DMÈFH  IHUPHQWDFMÚ | * Z\UöĝQLDRGG\FKDQLH   WOHQRZHLbIHUPHQWDFMÚ   * ZVND]XMHRUJDQL]P\   X]\VNXMÈFHHQHUJLÚ  ]bRGG\FKDQLDWOHQRZHJR LbIHUPHQWDFML   * Z\MDĂQLDĝHSURGXNWHP IHUPHQWDFMLGURĝGĝ\MHVW   GZXWOHQHNZÚJOD   * ZVND]XMHPLWRFKRQGULXP   MDNRPLHMVFHZbNWöU\P  ]DFKRG]LXWOHQLDQLH | * Z\MDĂQLD]QDF]HQLH   RGG\FKDQLDNRPöUNRZHJR   * ZVND]XMHUöĝQLFHZbPLHMVFX   SU]HELHJXXWOHQLDQLD  LbIHUPHQWDFMLZbNRPöUFH   * Z\PLHQLDQDU]ÈG\Z\PLDQ\   JD]RZHM]ZLHU]ÈWOÈGRZ\FK  LbZRGQ\FK   * RPDZLDGRĂZLDGF]HQLH   Z\ND]XMÈFHZ\G]LHODQLH  GZXWOHQNXZÚJODSU]H]  GURĝGĝH | * VFKHPDW\F]QLH]DSLVXMH SU]HELHJRGG\FKDQLD * RNUHĂODZDUXQNLSU]HELHJX RGG\FKDQLDLbIHUPHQWDFML * FKDUDNWHU\]XMHZ\PLDQÚ JD]RZÈXbURĂOLQLb]ZLHU]ÈW * ]bSRPRFÈQDXF]\FLHOD   SU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  Z\G]LHODQLHGZXWOHQNX  ZÚJODSU]H]GURĝGĝH | * SRUöZQXMH]DSLVSU]HELHJX   RGG\FKDQLDWOHQRZHJR  ]b]DSLVHPSU]HELHJX IHUPHQWDFML   * DQDOL]XMH]ZLÈ]HNEXGRZ\   QDU]ÈGöZZ\PLDQ\JD]RZHM  ]HĂURGRZLVNLHPĝ\FLD RUJDQL]PöZ   * VDPRG]LHOQLHSU]HSURZDG]D   GRĂZLDGF]HQLHZ\ND]XMÈFH  Z\G]LHODQLHGZXWOHQNX  ZÚJODSU]H]GURĝGĝH |

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| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
| **,,,:LUXV\EDNWHULHSURWLVW\LbJU]\E\** | . ODV\ğNDFMD  RUJDQL]PöZ | * Z\PLHQLDMHGQRVWNL NODV\ğNDFMLELRORJLF]QHM * Z\PLHQLDQD]Z\NUöOHVWZ RUJDQL]PöZ | * Z\MDĂQLDF]\P]DMPXMHVLÚ V\VWHPDW\ND * SRGDMHGHğQLFMÚJDWXQNX * Z\PLHQLDQD]Z\NUöOHVWZ LbSRGDMHSU]\NïDG\   RUJDQL]PöZQDOHĝÈF\FK  GRGDQHJRNUöOHVWZD | * Z\ND]XMHKLHUDUFKLF]QÈ VWUXNWXUÚMHGQRVWHN   NODV\ğNDFMLELRORJLF]QHM   * FKDUDNWHU\]XMHZVND]DQH NUöOHVWZR * QDSRGVWDZLHLOXVWUDFML   SU]\SRU]ÈGNRZXMHRUJDQL]P  GRNUöOHVWZD | * SRUöZQXMHZF]HĂQLHMV]H LbZVSöïF]HVQH]DVDG\   NODV\ğNDFMLRUJDQL]PöZ   * Z\MDĂQLD]DVDG\QDGDZDQLD QD]ZJDWXQNRP * SU]HGVWDZLDFHFK\   RUJDQL]PöZQDSRGVWDZLH  NWöU\FKPRĝQDMH  ]DNODV\ğNRZDÊGRGDQHJR  NUöOHVWZD | * X]DVDGQLDNRQLHF]QRĂÊ   NODV\ğNDFMLRUJDQL]PöZ   * SRUöZQXMHMHGQRVWNL   NODV\ğNDFML]ZLHU]ÈW  ]bMHGQRVWNDPLNODV\ğNDFML URĂOLQ   * ]bSRPRFÈQDXF]\FLHOD NRU]\VWD]bUöĝQ\FKNOXF]\ GRR]QDF]DQLDRUJDQL]PöZ ĝ\MÈF\FKZbQDMEOLĝV]HM   RNROLF\ |
| :LUXV\LbEDNWHULH | * NUöWNRZ\MDĂQLDGODF]HJR   ZLUXV\QLHVÈRUJDQL]PDPL   * Z\PLHQLDPLHMVFD   Z\VWÚSRZDQLDZLUXVöZ  LbEDNWHULL   * Z\PLHQLDIRUP\   PRUIRORJLF]QHEDNWHULL | * RPDZLDUöĝQRURGQRĂÊIRUP PRUIRORJLF]Q\FKEDNWHULL * RSLVXMHFHFK\EXGRZ\ ZLUXVöZLbEDNWHULL * Z\PLHQLDFHFK\NWöU\PL   ZLUXV\UöĝQLÈVLÚ  RGRUJDQL]PöZ   * SRGDMHSU]\NïDG\ZLUXVöZ   LbEDNWHULL | * Z\ND]XMHGODF]HJRZLUXV\ QLHVÈRUJDQL]PDPL * UR]SR]QDMHIRUP\ PRUIRORJLF]QHEDNWHULL   ZLGRF]QHZbSUHSDUDFLH PLNURVNRSRZ\P  OXEQDLOXVWUDFML   * RPDZLDZ\EUDQHF]\QQRĂFL ĝ\FLRZHEDNWHULL | * RPDZLDZSï\ZEDNWHULLQD RUJDQL]PF]ïRZLHND * ZVND]XMHGURJLZQLNDQLD   ZLUXVöZLbEDNWHULL  GRRUJDQL]PX   * SUH]HQWXMHZV]\VWNLH F]\QQRĂFLĝ\FLRZHEDNWHULL * RFHQLD]QDF]HQLHZLUXVöZ LbEDNWHULLZbSU]\URG]LHLGOD   F]ïRZLHND | * SU]HSURZDG]D   GRĂZLDGF]HQLH  ]bVDPRG]LHOQ\P  RWU]\P\ZDQLHPMRJXUWX   * RPDZLDFKRURE\ZLUXVRZH LbEDNWHU\MQHZVND]XMHGURJL   LFKSU]HQRV]HQLDRUD]]DVDG\  ]DSRELHJDQLDW\PFKRURERP |
| 5öĝQRURGQRĂÊ SURWLVWöZ | * Z\PLHQLDIRUP\SURWLVWöZ • ZVND]XMHPLHMVFD   Z\VWÚSRZDQLDSURWLVWöZ   * Z\PLHQLDJUXS\RUJDQL]PöZ QDOHĝÈF\FKGRSURWLVWöZ * ]SRPRFÈQDXF]\FLHOD   Z\V]XNXMHSURWLVW\  ZbSUHSDUDFLH  REVHUZRZDQ\PSRG  PLNURVNRSHP | * Z\ND]XMHUöĝQRURGQRĂÊ SURWLVWöZ * Z\PLHQLDSU]HGVWDZLFLHOL   SRV]F]HJöOQ\FKJUXS  SURWLVWöZ   * Z\PLHQLDF]\QQRĂFLĝ\FLRZH ZVND]DQ\FKJUXSSURWLVWöZ * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODZ\V]XNXMH SURWLVW\ZbSUHSDUDFLH  REVHUZRZDQ\PSRG  PLNURVNRSHP | * FKDUDNWHU\]XMHZVND]DQH JUXS\SURWLVWöZ * Z\ND]XMHFKRURERWZöUF]H   ]QDF]HQLHSURWLVWöZ   * RSLVXMHF]\QQRĂFLĝ\FLRZH   SURWLVWöZļRGG\FKDQLH  RGĝ\ZLDQLHUR]PQDĝDQLHVLÚ   * ]DNïDGDKRGRZOÚSURWLVWöZ * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODZ\V]XNXMH  SURWLVW\ZbSUHSDUDFLH  REVHUZRZDQ\Ppod  PLNURVNRSHP | * SRUöZQXMHF]\QQRĂFL ĝ\FLRZHSRV]F]HJöOQ\FK JUXSSURWLVWöZ * Z\PLHQLDFKRURE\   Z\ZRï\ZDQHSU]H]SURWLVW\   * ]DNïDGDKRGRZOÚSURWLVWöZ   UR]SR]QDMHSURWLVW\SRG  PLNURVNRSHPU\VXMH  Lb]bSRPRFÈQDXF]\FLHOD  RSLVXMHEXGRZÚSURWLVWöZ | * ZVND]XMH]DJURĝHQLD   HSLGHPLRORJLF]QHFKRUREDPL  Z\ZRï\ZDQ\PLSU]H]  SURWLVW\   * ZVND]XMHGURJL]DNDĝHQLD   FKRUREDPLZ\ZRï\ZDQ\PL  SU]H]SURWLVW\RUD]]DVDG\  ]DSRELHJDQLDW\PFKRURERP   * ]DNïDGDKRGRZOÚSURWLVWöZ Z\V]XNXMHSURWLVW\   ZbREUD]LHPLNURVNRSRZ\P  U\VXMHLbRSLVXMHEXGRZÚ  SURWLVWöZ |

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| **']LDï** | **7HPDW** | **3R]LRPZ\PDJDñ** | | | | |
| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
|  | %XGRZD LbUöĝQRURGQRĂÊ  JU]\EöZ3RURVW\ | * Z\PLHQLDĂURGRZLVNDĝ\FLD JU]\EöZLbSRURVWöZ * SRGDMHSU]\NïDG\JU]\EöZ LbSRURVWöZ * QDSRGVWDZLHRND]X QDWXUDOQHJROXELOXVWUDFML   RSLVXMHEXGRZÚJU]\EöZ *ľ Z\PLHQLDVSRVRE\*  *UR]PQDĝDQLDVLÚJU]\EöZ*   * UR]SR]QDMHSRURVW\ZĂUöG LQQ\FKRUJDQL]PöZ | * Z\PLHQLDFHFK\SR]ZDODMÈFH   ]DNODV\ğNRZDÊRUJDQL]P GRJU]\EöZ   * RPDZLDZVND]DQÈF]\QQRĂÊ ĝ\FLRZÈJU]\EöZ * SRGDMHSU]\NïDG\]QDF]HQLD   JU]\EöZZbSU]\URG]LH  LbGODF]ïRZLHND | * Z\ND]XMH]QDF]HQLHJU]\EöZ ZbSU]\URG]LHLbGODF]ïRZLHND * DQDOL]XMHUöĝQRURGQRĂÊ EXGRZ\JU]\EöZ * Z\MDĂQLDVSRVRE\RGG\FKDQLD LbRGĝ\ZLDQLDVLÚJU]\EöZ * Z\ND]XMHĝHSRURVW\VÈ   ]EXGRZDQH]bJU]\EQLLbJORQX | * RNUHĂOD]QDF]HQLH   SRV]F]HJöOQ\FK  NRPSRQHQWöZZbEXGRZLH  SOHFK\SRURVWX   * UR]SR]QDMHUöĝQHIRUP\   PRUIRORJLF]QHSRURVWöZ  LbSRGDMHLFKQD]Z\   * RSLVXMHF]\QQRĂFLĝ\FLRZH   JU]\EöZļRGĝ\ZLDQLH  RGG\FKDQLHLb*UR]PQDĝDQLHVLÚ* | * DQDOL]XMH]QDF]HQLHJU]\EöZ ZbSU]\URG]LHLbGODF]ïRZLHND * SURSRQXMHVSRVöEEDGDQLD F]\VWRĂFLSRZLHWU]D   QDSRGVWDZLHLQIRUPDFML  RbZUDĝOLZRĂFLSRURVWöZ  QD]DQLHF]\V]F]HQLD   * Z\MDĂQLDGODF]HJRSRURVW\   RNUHĂODVLÚPLDQHP  RUJDQL]PöZSLRQLHUVNLFK |
| **,97NDQNLLRUJDQ\URĂOLQQH** | 7NDQNLURĂOLQQH | * Z\MDĂQLDF]\PMHVWWNDQND * Z\PLHQLDSRGVWDZRZH URG]DMHWNDQHNURĂOLQQ\FK * ]SRPRFÈQDXF]\FLHOD UR]SR]QDMHQDLOXVWUDFML   WNDQNLURĂOLQQH | * RNUHĂODQDMZDĝQLHMV]H   IXQNFMHZVND]DQ\FKWNDQHN URĂOLQQ\FK   * RSLVXMHUR]PLHV]F]HQLH ZVND]DQ\FKWNDQHN   ZbRUJDQL]PLHURĂOLQQ\P   * UR]SR]QDMHQDLOXVWUDFML   URG]DMHWNDQHNURĂOLQQ\FK | * ZVND]XMHFHFK\DGDSWDF\MQH WNDQHNURĂOLQQ\FKGR   SHïQLHQLDRNUHĂORQ\FKIXQNFML   * QDSRGVWDZLHRSLVX   UR]SR]QDMHZVND]DQHWNDQNL URĂOLQQH   * ]SRPRFÈQDXF]\FLHOD   UR]SR]QDMHURG]DMHWNDQHN  URĂOLQQ\FKREVHUZRZDQ\FK  SRGPLNURVNRSHP | * UR]SR]QDMHURG]DMHWNDQHN   URĂOLQQ\FKREVHUZRZDQ\FK  SRGPLNURVNRSHP   * SU]\SRU]ÈGNRZXMHWNDQNL GRRUJDQöZLbZVND]XMH   QDKLHUDUFKLF]QÈEXGRZÚ  RUJDQL]PXURĂOLQQHJR | • DQDOL]XMH]ZLÈ]HNPLÚG]\  EXGRZÈDbIXQNFMÈ  SRV]F]HJöOQ\FKWNDQHN  URĂOLQQ\FKZ\ND]XMH  SU]\VWRVRZDQLDWNDQHN  GRSHïQLRQ\FKIXQNFML |
| .RU]HñļRUJDQ  SRG]LHPQ\URĂOLQ\ | • Z\PLHQLDSRGVWDZRZH  IXQNFMHNRU]HQLD *ľ UR]SR]QDMHV\VWHP\*  *NRU]HQLRZH* | * UR]SR]QDMHQDLOXVWUDFMDFK PRG\ğNDFMHNRU]HQL * RPDZLDEXGRZÚ]HZQÚWU]QÈ   NRU]HQLDLbMHJRSRG]LDï  QDSRV]F]HJöOQHVWUHI\ | * Z\ND]XMH]ZLÈ]HN   PRG\ğNDFMLNRU]HQLD  ]bDGDSWDFMÈGRĂURGRZLVND  ]DMPRZDQHJRSU]H]URĂOLQÚ   * RSLVXMHSU]\URVWNRU]HQLD QDbGïXJRĂÊ | * Z\NRU]\VWXMHZLHG]Ú   RbWNDQNDFKGRZ\MDĂQLHQLD  VSRVREXSRELHUDQLDZRG\  SU]H]URĂOLQÚ   * QDSRGVWDZLHLOXVWUDFML OXEPDWHULDïXURĂOLQQHJR   NODV\ğNXMHSU]HNV]WDïFRQH  NRU]HQLH | • SURMHNWXMHGRĂZLDGF]HQLH  ĂZLDGF]ÈFHRbSU]HZRG]HQLX  ZRG\]bNRU]HQLDZbJöUÚ  URĂOLQ\ |
| 3ÚG%XGRZD LbIXQNFMHïRG\JL | * Z\PLHQLDQD]Z\HOHPHQWöZ EXGRZ\]HZQÚWU]QHMSÚGX * Z\PLHQLDIXQNFMHïRG\JL | * Z\MDĂQLDUöĝQLFÚPLÚG]\ SÚGHPDbïRG\JÈ * ZVND]XMHF]ÚĂFLïRG\JLURĂOLQ ]LHOQ\FK | * RPDZLDIXQNFMH   SRV]F]HJöOQ\FKHOHPHQWöZ SÚGX   * QDRND]LHURĂOLQQ\POXE LOXVWUDFMLZVND]XMHLbRPDZLD   F]ÚĂFLïRG\JL | • QDSRGVWDZLHRND]X  URĂOLQQHJRĝ\ZHJR  ]LHOQLNRZHJROXELOXVWUDFML  Z\ND]XMHPRG\ğNDFMHïRG\JL  ]HZ]JOÚGXQDĂURGRZLVNR  ZNWöU\Pĝ\MHURĂOLQD | • Z\NRU]\VWXMHZLHG]Ú RbWNDQNDFKGRZ\MDĂQLDQLD  EXGRZ\LbIXQNFMLïRG\JL |
| /LĂÊļZ\WZöUQLD  SRNDUPX | * Z\PLHQLDIXQNFMHOLĂFL * UR]SR]QDMHHOHPHQW\ EXGRZ\OLĂFLD * UR]SR]QDMHOLĂFLHSRMHG\QF]H LbOLĂFLH]ïRĝRQH | • QDPDWHULDOH]LHOQLNRZ\P  OXELOXVWUDFMLZ\ND]XMH  ]ZLÈ]HNEXGRZ\OLĂFLD  ]bSHïQLRQ\PLSU]H]QLHJR  IXQNFMDPL | * QDSRGVWDZLHPDWHULDïX   ]LHOQLNRZHJROXELOXVWUDFML  UR]SR]QDMHUöĝQH  PRG\ğNDFMHOLĂFL   * UR]UöĝQLDW\S\XOLVWQLHQLD ïRG\JL | • DQDOL]XMHPRG\ğNDFMHOLĂFL  ]HZ]JOÚGXQDĂURGRZLVNR  ]DMPRZDQHSU]H]URĂOLQÚ | • Z\NRU]\VWXMHZLHG]Ú RbWNDQNDFKGRZ\MDĂQLDQLD  EXGRZ\LbIXQNFMLOLĂFL |

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| **']LDï** | **7HPDW** | **3R]LRPZ\PDJDñ** | | | | |
| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
| **9**  **5öĝQRURGQRĂÊURĂOLQ** | 0FK\ | * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZUR]SR]QDMH PFK\ZĂUöGLQQ\FKURĂOLQ * Z\PLHQLDPLHMVFD   Z\VWÚSRZDQLDPFKöZ | * SRGDMHQD]Z\HOHPHQWöZ EXGRZ\bPFKöZ * ]SRPRFÈQDXF]\FLHOD   SU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ]GROQRĂÊZFKïDQLDQLDZRG\  SU]H]PFK\ | * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZUR]SR]QDMH   HOHPHQW\EXGRZ\PFKöZ  LbZ\MDĂQLDLFKIXQNFMH *ľ DQDOL]XMHF\NOUR]ZRMRZ\*  *PFKöZ*   * RPDZLD]QDF]HQLHPFKöZ ZbSU]\URG]LHLbGODF]ïRZLHND * ]QLHZLHONÈSRPRFÈ   QDXF]\FLHODSU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ]GROQRĂÊZFKïDQLDQLDZRG\  SU]H]PFK\ | * Z\MDĂQLDGODF]HJRPFK\   XZDĝDQHVÈ]DQDMSURVWV]H  URĂOLQ\OÈGRZH   * ZHGïXJRSLVXSU]HSURZDG]D GRĂZLDGF]HQLHZ\ND]XMÈFH   ]GROQRĂÊZFKïDQLDQLDZRG\  SU]H]PFK\ | * VDPRG]LHOQLHSODQXMH   LbSU]HSURZDG]D  GRĂZLDGF]HQLHZ\ND]XMÈFH  ]GROQRĂÊZFKïDQLDQLDZRG\ SU]H]PFK\   * QDSRGVWDZLHLQIRUPDFML   RbEXGRZLHPFKöZZ\ND]XMH  LFKUROÚZbSU]\URG]LH |
| 3DSURWQLNL | * Z\PLHQLDPLHMVFD   Z\VWÚSRZDQLDSDSURWQLNöZ   * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZUR]SR]QDMH   SDSURWQLNLZĂUöGLQQ\FK  URĂOLQ | * SRGDMHQD]Z\RUJDQöZ SDSURFL * Z\MDĂQLDUROÚ   SRV]F]HJöOQ\FKRUJDQöZ  SDSURWQLNöZ   * UR]SR]QDMHNRU]\VWDMÈF   ]bDWODVöZURĂOLQWU]\JDWXQNL  URG]LP\FKSDSURWQLNöZ | * Z\MDĂQLD]QDF]HQLH   SDSURWQLNöZZbSU]\URG]LH  LbGODF]ïRZLHND   * UR]SR]QDMHNRU]\VWDMÈF   ]bDWODVöZURĂOLQSLÚÊ  JDWXQNöZURG]LP\FK  SDSURWQLNöZ *ľ DQDOL]XMHF\NOUR]ZRMRZ\*  *SDSURWQLNöZ* | * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZZ\ND]XMH UöĝQRURGQRĂÊRUJDQL]PöZ   ]DOLF]DQ\FKGRSDSURWQLNöZ   * UR]SR]QDMHNRU]\VWDMÈF   ]bDWODVöZURĂOLQRVLHP  JDWXQNöZURG]LP\FK  SDSURWQLNöZ | * SRUöZQXMHEXGRZÚ   SRV]F]HJöOQ\FKRUJDQöZ  XbSDSURWQLNöZ   * Z\NRQXMHSRUWIROLR   GRW\F]ÈFHUöĝQRURGQRĂFL  SDSURWQLNöZ |
| 1DJRQDVLHQQH | * Z\PLHQLDPLHMVFD   Z\VWÚSRZDQLDURĂOLQ  QDJRQDVLHQQ\FK   * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZUR]SR]QDMH   URĂOLQ\QDJRQDVLHQQHZĂUöG  LQQ\FKURĂOLQ | * Z\MDĂQLDIXQNFMHNZLDWöZ LbQDVLRQ * RPDZLDEXGRZÚURĂOLQ\ QDJRQDVLHQQHMQDSU]\NïDG]LH   VRVQ\ | *ľ DQDOL]XMHF\NOUR]ZRMRZ\VRVQ\*  • Z\PLHQLDSU]\VWRVRZDQLD  URĂOLQQDJRQDVLHQQ\FK  GRZDUXQNöZĝ\FLD | * Z\ND]XMHSU]\VWRVRZDQLD   URĂOLQQDJRQDVLHQQ\FK  GRĂURGRZLVND   * RPDZLD]QDF]HQLH   URĂOLQQDJRQDVLHQQ\FK  ZbSU]\URG]LHLbGODF]ïRZLHND | * UR]SR]QDMHURG]LPHJDWXQNL URĂOLQQDJRQDVLHQQ\FK * RNUHĂOD]bMDNLHJRJDWXQNX GU]HZDOXENU]HZX   SRFKRG]LZVND]DQDV]\V]ND |
| 2NU\WRQDVLHQQH | * Z\PLHQLDPLHMVFD   Z\VWÚSRZDQLDURĂOLQ  RNU\WRQDVLHQQ\FK   * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZUR]SR]QDMH   URĂOLQ\RNU\WRQDVLHQQH  ZĂUöGLQQ\FKURĂOLQ   * QDLOXVWUDFMLOXEĝ\Z\P   RND]LHUR]SR]QDMHRUJDQ\ URĂOLQQHLbZ\PLHQLDLFK  IXQNFMH | * QDSRGVWDZLHLOXVWUDFML ĝ\ZHJROXE]LHOQLNRZHJR RND]XURĂOLQQHJRZ\ND]XMH   UöĝQRURGQRĂÊIRUPURĂOLQ RNU\WRQDVLHQQ\FK   * SRGDMHQD]Z\HOHPHQWöZ EXGRZ\NZLDWX * RGUöĝQLDNZLDW   RGNZLDWRVWDQX | * RPDZLDIXQNFMH   SRV]F]HJöOQ\FKHOHPHQWöZ NZLDWX   * UR]SR]QDMHIRUP\URĂOLQ RNU\WRQDVLHQQ\FK * Z\PLHQLDVSRVRE\]DS\ODQLD NZLDWöZ | * RPDZLDF\NOUR]ZRMRZ\ URĂOLQRNU\WRQDVLHQQ\FK * Z\MDĂQLDGODF]HJR NZLDWRVWDQ\XïDWZLDMÈ   ]DS\ODQLH | • Z\ND]XMH]ZLÈ]HNEXGRZ\  NZLDWX]HVSRVREHP  ]DS\ODQLD |
| **']LDï** | **7HPDW** |  |  | **3R]LRPZ\PDJDñ** |  |  |
| **RFHQDGRSXV]F]DMÈFD** | **RFHQDGRVWDWHF]QD** | **RFHQDGREUD** | **RFHQDEDUG]RGREUD** | **RFHQDFHOXMÈFD** |
| **9**  **5öĝQRURGQRĂÊURĂOLQ** | 5R]SU]HVWU]HQLDQLH VLÚURĂOLQ  RNU\WRQDVLHQQ\FK | * Z\PLHQLDURG]DMHRZRFöZ * SU]HGVWDZLDVSRVRE\ UR]SU]HVWU]HQLDQLDVLÚ   RZRFöZ   * Z\PLHQLDHOHPHQW\ïRG\J   VïXĝÈFHGRUR]PQDĝDQLD  ZHJHWDW\ZQHJR | * QDSRGVWDZLHLOXVWUDFMLOXE ĝ\Z\FKRND]öZRPDZLD EXGRZÚRZRFöZ * Z\PLHQLDURG]DMHRZRFöZ * Z\PLHQLDHWDS\NLHïNRZDQLD QDVLRQ * UR]SR]QDMHIUDJPHQW\   SÚGöZVïXĝÈFH  GRUR]PQDĝDQLD  ZHJHWDW\ZQHJR | * Z\ND]XMH]PLDQ\   ]DFKRG]ÈFHZbNZLHFLH SR]DS\OHQLX   * RNUHĂODUROÚRZRFQL   ZbNODV\ğNDFMLRZRFöZ   * Z\MDĂQLDIXQNFMH   SRV]F]HJöOQ\FKHOHPHQWöZ QDVLHQLD   * UR]SR]QDMHQDSÚG]LH   IUDJPHQW\NWöUHPRJÈ  SRVïXĝ\ÊGRUR]PQDĝDQLD  ZHJHWDW\ZQHJR | * Z\ND]XMHDGDSWDFMHEXGRZ\   RZRFöZGRVSRVREöZLFK  UR]SU]HVWU]HQLDQLDVLÚ   * QDSRGVWDZLHLOXVWUDFML OXERND]XQDWXUDOQHJR   RPDZLDEXGRZÚQDVLRQ   * ]DNïDGDKRGRZOÚURĂOLQ   ]DSRPRFÈUR]PQDĝDQLD  ZHJHWDW\ZQHJR | * Z\MDĂQLDZSï\ZUöĝQ\FK   F]\QQLNöZQDNLHïNRZDQLH QDVLRQ   * SODQXMHLbSU]HSURZDG]D   GRĂZLDGF]HQLHZ\ND]XMÈFH  ZSï\ZZRG\QDNLHïNRZDQLH QDVLRQ   * ]DNïDGDKRGRZOÚURĂOLQ   ]DSRPRFÈUR]PQDĝDQLD  ZHJHWDW\ZQHJR  LbREVHUZXMHMÈ |
| = QDF]HQLH LSU]HJOÈGURĂOLQ  RNU\WRQDVLHQQ\FK | * Z\PLHQLD]QDF]HQLH URĂOLQRNU\WRQDVLHQQ\FK   ZbSU]\URG]LH   * ]bSRPRFÈQDXF]\FLHOD   NRU]\VWD]bNOXF]D  GRR]QDF]DQLDRUJDQL]PöZ ĝ\MÈF\FKZbQDMEOLĝV]HM  RNROLF\ | * SRGDMHSU]\NïDG\]QDF]HQLD   URĂOLQRNU\WRQDVLHQQ\FK  GODF]ïRZLHND   * ]bQLHZLHONÈSRPRFÈ   QDXF]\FLHODNRU]\VWD]bNOXF]D GRR]QDF]DQLDRUJDQL]PöZ ĝ\MÈF\FKZbQDMEOLĝV]HM  RNROLF\ | * RFHQLD]QDF]HQLHURĂOLQ   RNU\WRQDVLHQQ\FK  ZbSU]\URG]LH   * UR]SR]QDMHQDLOXVWUDFML   SLÚÊJDWXQNöZURĂOLQ  RNU\WRQDVLHQQ\FK  Z\VWÚSXMÈF\FKZb3ROVFH   * NRU]\VWD]bSURVWHJRNOXF]D GRR]QDF]DQLDRUJDQL]PöZ ĝ\MÈF\FKZbQDMEOLĝV]HM   RNROLF\ | * RFHQLD]QDF]HQLHURĂOLQ   RNU\WRQDVLHQQ\FK  GODF]ïRZLHND   * UR]SR]QDMHQDLOXVWUDFML   G]LHVLÚÊJDWXQNöZ  URĂOLQRNU\WRQDVLHQQ\FK  Z\VWÚSXMÈF\FKZb3ROVFH   * VSUDZQLHNRU]\VWD   ]bSURVWHJRNOXF]DGR R]QDF]DQLDRUJDQL]PöZ ĝ\MÈF\FKZbQDMEOLĝV]HM  RNROLF\ | * UR]SR]QDMHQDLOXVWUDFMDFK   GZDQDĂFLHJDWXQNöZ  URĂOLQRNU\WRQDVLHQQ\FK  Z\VWÚSXMÈF\FKZb3ROVFH   * QDGRZROQ\FKSU]\NïDGDFK Z\ND]XMHUöĝQRURGQRĂÊ   URĂOLQRNU\WRQDVLHQQ\FKLbLFK  ]QDF]HQLHĝ\ZHJRRND]X |

# =DJDGQLHQLDVSR]DSRGVWDZ\SURJUDPRZHMR]QDF]RQRNXUV\ZÈ