

Bchfi Z!5`Ufa `]b`C VYf\Uj Y`. `K Ug`G]Y`]a 9fbghZU```k]ggYb`a ØggYb`°

5_hi Y``Y`A Y`Xi b[Yb`Ui g`C VYf\Uj Y`. `I bZÄ``Yž
Bchfi Zbi a a Yfb`i bX`G]WXYf\Y]hga U» bU\`a Yb```bZcfa]YfYb
G]Y`g]W`ØVYf`c`_U`Y`9fY][b]ggY`i bX`<`]ZY`Y]ghi b[Yb`"



C VYf\Uj Y`ž`8Yi hgW`UbX`!`5a `\\Yi h][Yb`&%`đ `j`&\$&) `k]fX`]b
C VYf\Uj Y`ØVYf`U_hi Y``Y`I bZÄ``YžJ c``gdYffi b[Yb`i bX`9]bVfØWXY
VYf]W`hYh`8]Y`Dc`]nY`]gh`a]h`\\fYb`9]bgÅmYb`i bX`A Y`Xi b[Yb
dfÅgYbž`hf]Zh`A U» bU\`a Yb`i bX`]bZcfa]Yfh`X]Y`6Yj Ö`_Yfi b[`ØVYf
VYXYi hgUa Y`; YgWXY\`b]ggY``K]W`h][Y`Bchfi Zbi a a Yfbž`X]Y`]a
BchZU``gW`bY``YffY]W`h`k YfXYb`a ØggYbž`g]bX`X]Y`%`%\$`ZØf`X]Y
Dc`]nY`]i bX`X]Y`%`%&`ZØf`XYb`F Yhi b[gX]Ybghž`k]Y`a **Un!cb`]bY`"XY**
a]hhY`]h`"

6Y]Y]bYa `BchZU``gc``hY`a Ub`i a [Y\YbX`XYb`Bchfi Zk Ä`\\Yb`i bX
X]Y`G]hi Uh]cb`_`Uf`gW`]XYfb``9fghY`<`]ZY``Y]ghYhž`k Yf`XUni`]b`XYf
@U[Y`]ghž`V`Y]Vh`Ua `VYghYb`]cf`C fhž`Yg`gY`]XYbbž`X]Y`@U[Y`k]fX
[YZÄ`f`]W``9g]gh`k]W`h][žY]b][Y`[fi bX`Y[YbXY`bZcfa Uh]cbYb

gUa a Y`bX`XUVY]ni `UVYbžk]Y`X]Y`5bnU\`XYf`VYhfcZZYbYb
DYfgcbYb`i bX`[Y[YVYbYbZU`g`XYfYb`J Yf`Yhni b[Yb``5i W
5b[Y\`Öf][Y`gc`hYb`VYbUW`f]W`h][h`k YfXYbž`gcZYfb`X]Yg`i bhYf
g]W`YfYb`6YX]b[i b[Yb`a Ö[`]W`]gh``5bk Y]gi b[Yb`XYf
F Yhni b[g_f`ÄZhY`g]bX`i bVYX]b[h`ini `VYZc`[Ybž`k]Y`Ui W`
cfhgX]Ybgh`XY`Uba Yf_h`

K]W`h][Y`bZcfa Uh]cbYb`]a `B`chZU``

8]Y`nYbhfU`Y`F`c`Y`j`cb`B`chfi`Zbi`a`a`Yfb`_`Ubb`b]W`h`[`Ybi`[`VYhcbh
k`YfXYb`i`g]Y`g]bX`XUg`Hcf`ni`YVYbgfYhhYbXYf`<]`ZY``K`Yf`Y]bYb
B`chfi`Z`UVgYhnhž`gc`hY`VYfY]h`gY]bž`df`Än]gY`bZcfa`Uh]cbYb`ni
`]YZYfb.`K`c`]gh`Yg`dUgg]Yfh3`K`Y`W`Y`5fhj`cb`B`chZU``]Y[`hj`cf3`i`bX
k`]Y`j`]Y`Y`DYfgcbYb`g]bX`VYhfcZZYb3`8`Ug`g]bX`k`YgYbh]W`Y
5b[`UVYbž`i`a`X]Y`f]W`h][`Yb`9]bgUhn_f`ÄZhY`gW`bY`gha`Ö[`]W`ni
U`Ufa`]YfYbž`i`bX`X]Y`@Y]hghY`Yb`_`ÖbbYb`Ui`W`a`Y`fgdfUW`][`Y
5bfi`ZY`Ybh[`Y[`YbbY`a`Ybž`k`]Y`**cfhgX]Ybgh`XY`**]bni`ZÖ[`h`

b`8`Yi`hgW`U`bX`]gh`9fghY`<]`ZY`Y]b`Vf]gUbhYg`H`Y`a`U``9g`ghYfVYb
Xi`fW`gW`b]hh]W`UW`h`A`YbgW`Yb`dfc`HU[`VY]`GhfU»`Ybi`bZ`Ybž
i`bX`X]Y`NU`Yb`XYf`J`Yf`YhnhYb`g]bX`U`Ufa`]YfYbX`c`W`i`]a`j`f
&\$%-`[`UV`Yg`ØVYf``"\$\$\$`HchY``8]Yg`U`h`ni`f`i`c`[`Yž`XUgg`9fghY!<]`ZY!
A`U»`bU`a`Yb`ZÖf`X]Y`F`Yhni`b[`g`_`YhhY`i`bX`XYb`5i`g[`Ub[`Y]bYg
l`b[`ØW`g`Yb`hgW`Y]XYbX`g]bXž`k`]Y`X]Y`Ghi`X]Yb`j`cb`**ZYfbUfnh`W`a`
nY]**[`Yb``9]b`Y]ba`U`][`Yf`?`i`fg`]gh`c`Zh`b]W`h`Ui`gfY]W`YbXž`9l`dYfhYb
Ya`dZY`Ybž`XUg`;`fi`bXk`]ggYb`fY[`Y`a`Ä»][`U`Y`ZÖbZ`j`fY
Ui`Zni`Zf]gW`Yb``i`Øf`XYb`i`Ø`fYfgW`Y]b`Yfk`c`fVYbY`9fghY!<]`ZY!`?`i`fgY
g]bX`Y`XcW`YVYbg`Ub[`]`Ø`h][`"

Dc`nY]]bgdY_h]cbYb`i`bX`F`Yj`]YfY`]b
C`VYf`Uj`Y`

K`Yf`bcW`a`Y`f`bZcfa`Uh]cbYb`VYbÖh][`hž`gc`hY`g]W`X]fY`_`h`Ub`X]Y
`c`_`U`Yb`Dc`nY]]bgdY_h]cbYb`]b`C`VYf`Uj`Y`k`YbXYb``<]Yf`Y]bY
,`VYfg]W`h`XYf`j`YfgW`]YXYbYb`F`Yj`]YfY.

Dc`nY]]bgdY_h]cb	5XfYggY	HY`YZcb
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Dc`nY]]bgdY_h]cb C VYf\Uj Y`	; Yfa YbXcfZYf'5`YY %+ž%*) %) C VYf\Uj Y`	Ž (- ' ' \$%,) `%\$
Dc`nY]fYj]Yf ; fUbgYY	C fUb]YbVi f[Yf GhfU»Y` %Už%* ++) ; fUbgYY	Ž (- ' ' \$*`&\$' , !\$
F Yj]Yfdc`nY] ; fUbgYY	C fUb]YbVi f[Yf GhfU»Y` %Už%* ++) ; fUbgYY	Ž (- ' ' \$*`&\$' , !%\$(\$#%\$(%#%\$(&
F Yj]Yfdc`nY] : ØfghYbVYf[#<Uj Y`	A Uf_h) ž%* +- , : ØfghYbVYf[#<Uj Y`	Ž (- ' ' \$*`&\$' , !%\$()
F Yj]Yfdc`nY] @Øk YbVYf[Yf`@UbX	5`hY`GWxi`ghfU»Y`) ž %* ++) `@Øk YbVYf[Yf @UbX`C H`@Øk YbVYf[Ž (- ' ' \$*`&\$' , !%\$(')
F Yj]Yfdc`nY] NY\XYb]W_	5a `A Uf_h`ž%* +- & NY\XYb]W_	Ž (- ' ' \$*`&\$' , !%\$((
Dc`nY]fYj]Yf <Ybb][gXcfZ	6Yf`]bYf`GhfU»Y))!) * ž%* +% <Ybb][gXcfZ	Ž (- ' ' \$& , \$' \$
F Yj]Yfdc`nY] ; `]Yb]W_Y#BcfXVU\b	<Ui dhghfU»Y`+ž %*) * +`A Ø`YbVYW_ %*) * +`A Ø`YbVYW_ C H`A Ø`YbVYW_	Ž (- ' ' \$& , \$' !%\$) ' #%) +
F Yj]Yfdc`nY]`<c\Yb BYi YbXcfZ	K U`XghfU»Y` (ž %*) (\$`<c\Yb BYi YbXcfZ	Ž (- ' ' \$& , \$' !%\$(+ #%\$(, #%) &#%\$(*
F Yj]Yfdc`nY] A Ø`YbVYW_Yf`@UbX	<Ui dhghfU»Y`+ž %*) * + A Ø`YbVYW_Yf`@UbX C H`A Ø`YbVYW_	Ž (- ' ' \$& , \$' !%\$) *
F Yj]Yfdc`nY]]JY`hYb	<Yfa Ubb!5i fY! N]Y[Yf!GhfU»Y`%(Už %* +&+`JY`hYb	Ž (- ' ' \$& , \$' !%\$(- #%) %
Dc`nY]fYj]Yf C fUb]YbVi f[; Yfa YbXcfZYf'5`YY %+ž%*) %) C fUb]YbVi f[Ž (- ' ' \$%,) `%\$
F Yj]Yfdc`nY] ?fYa a Yb	Fi dd]bYf`GhfU»Y`) +ž %* +*`?fYa a Yb	Ž (- ' ' \$%,) % !%\$(%#%\$()
F Yj]Yfdc`nY] @YY[YVfi WX	9]WX Yb\cZ`ž%* +% + @YY[YVfi WX	Ž (- ' ' \$%,) %!%\$) %

F Yj]Yfdc`nY] @]YVYbk U`XY	A Uf_hd`Uhn' - ž%*)) - @]YVYbk U`XY	Ž (- ' ' \$% ,) % % \$: ((
F Yj]Yfdc`nY] C VYf_fÅa Yf	5a '9]W Ybf]b[' & - ž %* + & + 'C VYf_fÅa Yf C H'9]W ghÅXh	Ž (- ' ' \$% ,) % !%\$) * # % \$) \$

⊕ `C VYf\ Uj Y`]gh`Yg`U`gc`k]W h][žj cfVYfY]hYh`ni `gY]b`i bX`X]Y
f]W h][Yb`A U» bU\`a Yb`ni ` _YbbYb" `9g`]Y[h`i]b`i bgYfYf` < UbXž`X]Y
G]W Yf\ Y]h]b`i bgYfYf` ; Ya Y]bgW UZh`U_h]j `ni `ZÖfXYfb"

8 YhU]`g	
C fh	C VYf\ Uj Y`ž`8 Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "cfhgX]Ybgh"XY • k k k "ZYfbUfnh"Wċa

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