

: `i [nYi [UVghi fn'j cb'5]f'≠bX]U. 'HfU[ÒX]Y
a]h'ØVYf'&- \$ 'HcXYgcdZYfb °

5a '%&" ' † b] ' & \$ &) 'ghØfnhY'Y]b'5]f!≠bX]U!: `i [']b'5\ a YXUVUX
UVž'k Ug': fU[Yb'ni f'G]WXYf\Y]h'XYg'8fYUa `]bYfg'Ui Zk]fZh"



5 \ a YXUVUXž'≠bX]Yb'!'5a '%&" ' † b] ' & \$ &) 'YfY][bYhY'g]W\]b
5 \ a YXUVUXž'≠bX]Ybž'Y]b'j Yf\YYfYbXYf': `i [nYi [UVghi fnž'XYf'U'g
X]Y'gW`ja a ghY': `i [nYi [_UhUghfcd\Y'gY]h'Y]bYa '≠\fnY\bh[]h"
9]b'6cY]b['+, +!, '8fYUa `]bYf'XYf'5]f'≠bX]Už': `i ['5-%+ %ž'ghØfnhY
i fn'bUW`XYa 'GhUfh'F]W\hi b['@cbXcb!; Uhk]W UVž'k À\fybX
a Y\ f'U'g'&(\$ 'DYfgcbYb'Ub'6cfX'k UfYb/XUfi bhYf'a]bXYghYbg'&' \$
DUggU[]YfY'i bX'%&'6YgUhni b[ga]h[`]YXYf"'5i [YbnYi [Yb
VYf]W\hYhYb'j cb'XYb'VfYbbYbXYb'HfØa a Yfb'i bX'XYa 'X]W\hYb
gW\k UfnYb'FUi W`]b'XYf'BÀ\Y'XYg': `i [\UZYbgž'k Ug'X]Y'8fUa Uh]
XYg'i b[`ØW_g'VYY]bXfi W_YbX'i bhYfghf]W`"@Ui h'A Yf_i f'\Uh'XYf
5Vghi fn'b]W\h'bi f'XUg'J YfhfUi Yb']b'X]Y'G]WXYf\Y]h'XYg'6cY]b[
8fYUa `]bYfg'YfgW\ØhhYfhž'gcbXYfb'Ui W`gW\k Yfk]Y[YbXY': fU[Yb
ni f'@ ZhZU\fh]bXi ghf]Y`]b'≠bX]Yb'Ui Z[Yk cfZYb"

8Yb`V]g\Yf`VY_Ubbh[Yk cfXYbYb`bZcfa Uh]cbYb`ni Zc`[Yž`k i fXYb
Ui g`Y]bYa `bU\Y[Y`Y[YbYb` ; YVÄi XY`a]bXYghYbg` \$`HchY
[YVcf[Ybž`k Ä`fYbX`X]Y`5bnU\`XYf`J YfgfVYbYb`]a `: `i [nYi [`VY]
&(%`)]Y[hž`UV[YgY\Yb`j cb`Y]bYa ` , VYf`VYbXYbž`XYf`g]W\`Ui Z`G]hn
%%5`VYZUbX" `b`a]hYb`XYg`GW`fYW`Ybg`_Ua `XYf`B`chfi Z`bi f`nY\`b
GY`_i bXYb`bUW`XYa `5V\YVYbž`[YZc`[h`j cb`Y]bYa `XfUa Uh]gW`Yb
Ghi fn`j`b`Y]b`X]W`h`VYg]YXY`hYg`K c`b[YV]Yh`

I fgd fØb[`]W`X`Y`G]W`X`Y`f`\`Y]hgVYXYb`_`Yb`i`b`X
?`cbgYe`i`Y`bn`Y`b`

5]f`b`X]Už`X]Y`&\$&&`k]YXYf`d`f]j Uh]g]Yfh`k i fXY`i bX`bi b
a Y`f`\`Y]h`]W`]a `6Yg]hn`j cb`HUhU`G`cbg`]ghž`\`UhhY`[fc`»`Y`D`Ä`b`Y`ž`i`a
Y]b`Y`GW``Ø`ggY`f`c``Y`]a `]bhYfbUh]cbU`Yb` : fUW`h[YgW`Ä`Z`h`ni
ØVYfbY`a`Yb`"79C`7Ua`dVY`K`]`gcb`Ä`i`»`YfhY`c`d`h]a`]gh]gW`ž`X`Ugg
XYf`@`Z`h`f`UW`h`a`Uf`_`h`V]g`&\$`\$`Ui`Z`%`\$`A`]`]cbYb`H`cb`b`Y`b
Ubk`UW`g`Yb`_`Ø`b`b`hY`"8]YgY`5a`V]h]cbYb`ghY`Yb`bi`b`Ui`Z`XYf`?`]d`d`Y`ž
XU`X`Ug`J`Y`fh`f`Ui`Yb`XYf`DUggU[]YfY`Y]bY`nYb`hfU`Y`F`c``Y`ZØ`f`X]Y
Ni`_`i`b`Z`h`XYf`5]f`]b`Y`gd]Y`h`"GW`Ø`Y`f`i`b`X`@`Y`\`f`Y`f`]b`XYf`B`Ä`\`Y`XYf`
5Vghi`fnghY`Y`g]b`X`]b`[fc`»`Y`H`f`U`i`Y`f`j`Y`fg`Y`h`h`ž`k`]Y`HU[YggW`Ui
VYf]W`h`Y`h`

J`c`f`X`Y`a`i`l`b`ZU`Y`f`fg`W`h`Y`b`]b`5`a`Y`X`U`V`U`X`\`c`\`Y`H`Y`a`d`Y`f`U`h`i`f`Y`b
i`b`X`A`cbgi`bgW`X`Ui`Y`f`k`i`f`X`Y`b`Y`fk`U`fh`Y`h`"9]b`Y`i`b`_`U`f`\`Y]h`Ø`V`Y`f`X]Y
Z]b`U`b`n]Y`Y`b`5`i`g`k`]f`_`i`b[Yb`XYg`5Vghi`fnYg`V`Y]Vh`VYghY`Yb`ž
k`Ä`\`f`Y`b`X`5]f`b`X]U`i`b`X`X]Y`]b`X]gW`Y`F`Y[]Yfi`b[`Y]b`Y`i`a`ZUggYb`X`Y
l`bhYf`gi`W`i`b[`XYf`l`b`ZU`i`fgUW`Y`b`j`c`f`U`b`h`f`Y]VYb`"b`g`VY`g`c`b`X`Y`f`Y
X]Y`H`f]Y`V`k`Y`f`_`g`Y]g`h`i`b[`i`b`X`X]Y`@`U`b`X`Y`_`U`d`d`Y`b`k`Y`f`X`Y`b`i`b`h`Y`f`X]Y
@`d`Y`[Yb`c`a`a`Yb`"9f`ghY`J`Y`f`a`i`h`i`b[Yb`Ø`V`Y`f`Y]b`Y`b`a`Ø[`]W`Y`b
J`c[Y`g`W`X`U[`]b`V`Y]X`Y`b`H`f]Y`V`k`Y`f`_`Y`b`\`U`V`Y`b`V`Y`f`Y]h`g`X]Y`F`i`b`X`Y
[Y`a`U`W`h`ž`i`b`X`5Y`f`c`h`Y`Y[f`U`d`\`[]V`h`U`b`ž`X`U`gg`X`Y`f`H`f`U[ZØ[Y`b]W`h
a`Y`f`\`c`W`[Yb`c`a`a`Yb`Y`<`Ø`\`Y`Ui`g`a`U`W`h`Y`"

Ni`g`U`a`a`Y`b`ZU`ggi`b[`X`Y`f`9`f`Y][`b]ggY`

- J`c`f`ZU`Y`5Vghi`fn`XYg`i`i`[Yg`5`%`+`%`j`cb`5]f`b`X]U`"
- 8Uhi`a`i`%`&`"`ž`b]`&\$`&`)"`

- C fh '5\ a YXUVUXg' ðhYfbUh]cbU`Yf': `i [\ UZYb"
- : `i [\ Ò\Y`VY]a `5Vghi fn. 'WU'" %- \$`A YhYfž[YZc`[hij cb`Y]bYa JYf`i gh`XYf`< Ò\Y`j cb`%() `A YhYfb`dfc`A]bi hY"
- ðgUggYb. `&(&`DYfgcbYb`f&' \$`DUggU[]YfYž`%& 6YgUhni b[ga]h[`]YXYfŁ"
- HchY. `A]bXYghYbg`&(%/XUj cb`a]bXYghYbg`' \$`Ua `6cXYb"
- , VYf`YVYbXYf. `9]b`DUggU[]Yfž`XYf`Ui Z`G]m`%5`gU» "
- : `i [nYi [.`6cY]b[`+, +!, `8fYUa `]bYfž`?YbbnY]WXYb. `J H! 5B 6ž`%`: ð\ fY`U`h"
- : `i [fci hY. `J cb`5\ a YXUVUX`bUW` `@cbXcb!; Uhk]W`"

8]Y`HfU[ÒX]Y`k]f_h]g]W`b]W`h`bi`f`Ui`Z`X]Y`VYhfcZZYbYb`:`Ua`]`Y]b
 Ui`gž`gcbXYfb`Ui`W`Ui`Z`X]Y`[`YgUa`hY`@`ZhZU`fhVfUbWXY`ðX]Ybg`A`]h
 XYf`Dfc[`bcgYž`XUgg`ðX]Yb`V]g`&\$&+`X]Y`Xf]h[`fÒ»`hY
 J`c`_gk`]fhgW`UZh`XYf`K`Y`h`k`]fXž`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]W`X]YgYf
 J`cfZU```Ui`Z`X]Y`Y`f[`Y]n][`Yb`K`UW`ghi`a`gn]Y`Y`XYf`]bX]gWXYb
 @`ZhZU`fh`Ui`gk`]f`_Yb`k`]fX"

8YhU]`g	
C fh	5\ a YXUVUXž` ðX]Yb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "hU[YggW Ui "XY • k k k "UYfc hY`Y[fUd\ "WŁa

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