

œUW]a ' ? fUi h\ 'YfcVYfh' =dZ!F]Yg!
< U`Va UfUh\cb. ', &) '@Ài ZYf`VY[Y]ghYfh°

5a ') "'A U] &\$&) 'ZUbX`XYf`%*" ' =dZ!F]Yg!< U`Va UfUh\cb`a]h
, &) 'HY]'bY\`a Yfb`ghUhh" 'œUW]a ' ? fUi h\ 'g]Y[hY]'b`6cdZ]b[Yb"



B ÒfX`]b[Ybž`8Yi hgW\`UbX`!`5a ') "'A U] &\$&) 'ZUbX`XYf`%*" ' =dZ!
F]Yg!< U`Va UfUh\cb`ghUhhž`XYf`a]h`Y]bYf`F Y`_cfXUbnU\`'j cb', &)
HY]'bY\`a YbXYb`Ui žk UfhYhY" `8Yf`@Ui ž`XYf`gck c\`'9]bnY`!`U`g`Ui W
GhUZZY`VYk YfVY`i a ZUgghYž`nc['gck c\`'Ui ZghfYVYbXY`U`g`Ui W
YfZU\`fYbY`@Ài ZYf`Ub" `8]Y`GhfYW`_Y`XYg`< U`Va UfUh\cbg`ZØ\`fhY`ØVYf
&%ž%?']ca YhYf`j cb`6cdZ]b[Yb`bUW `B ÒfX`]b[Ybž`k cVY]']b`X]YgYa
š\`f`X]Y`@Ui ž]W`hi b[]a `J Yf[`Y]W`ni a `J cf\`f`[YÀbXYfh`k i fXYž
i bX`XUg`N]Y`Ui ZXYa `6cdZ]b[Yf`A Uf`_hd`Uhm`U["'8Yf`Ub\`U`hYbXY
HfYbX`ni `@Ui ž] YfUbghU`hi b[Yb`]'b`8Yi hgW\`UbX`gd]Y[Y`h`g]W`Ui W
]b`X]YgYf`\`c\`Yb`HY]'bY\`a YfnU\`k]XYf`/`Ui h`Y]bYf
J YfÒZZYbh`]W`i b[]j cb`GhU]ghU`\`UVYb`X]Y`HY]'bU\`a Yb`Ub
@Ui ž] YfUbghU`hi b[Yb`]'b`XYb`Y`hnhYb`š\`fYb`_cb]bi]Yf`W
ni [Ybca`a`Yb`i`bX`nY][Yb`XUg`[YghY][YfhY`ž`hYfYggY`Ub`gc`W`Yb

9j Ybhg"

6cdZ]b[Ybg'6Øf[Yfa Y]ghYf'8f"; i bhYf'6Ø\`Yf'[UV`XYb
gma Vc`]gWXYb`GhUfhgW\i gg'ZØf`X]Y`J YfUbgH`hi b[ž`X]Y`j cb`XYb
`c_U`Yb`J YfY]bYb`HJ`6cdZ]b[Yb`i bX`HGJ`B`ØfX`]b[Yb`cf[Ub]g]Yfh
k i fXY`"8]YgY`≠]h]Uhj`Y`]gh`HY`]`XYg`C ghU`V!@Ui Z`7i dgž`XYf`XUfUi Z
UVn]Y`hž`A YbgWXYb`ni f`HY`]bU`a Y`Ub`@Ui ž`YfUbgH`hi b[Yb`ni
a ch]j]YfYb`"Ni`Yhnh`_Ua Yb`Yhk U`%) \$`B UW`a Y`Xi b[Yb`_i fn`j cf
XYa`GhUfh`\]bni ž`Y]b`k Y]hYfYf'6Yk Y]g'ZØf`XUg`[fc»Y`≠hYfYggY`Ub
X]YgYa`9j Ybh"

9f[YVb]ggY`i bX`<] [\ `] [\ hg

≠`XYf`< YffYbk Yfhi b[`_cbbhY`æUW]a`? fUi h`j cb`?G?
C ghU`V#@G; `5U`Yb`a]h`Y]bYf`NY]hj cb`%.%) - `Ghi bXYb`XYb`YfghYb
D`Uhn`VY`Y[Yb`"5i Z`XYb`nk Y]hYb`F Ub[``]YZ`gY]b`J YfY]bg`c``Y[Y
F cV]b`@]bhYbž`XYf`a]h`%.%&.) - `Ghi bXYb`]bg`N]Y``_Ua`"8f]hhYf
k i fXY`H]a c`GW`a]hn`j ca`Hf]HJ`@Ui]b[Yb`]b`%.%) . \$&`Ghi bXYb`"6Y]
XYb` : fUi Yb`g]WYfhY`g]W`@]bXU`; fUi`j ca`GdUfXU!HYUa
F YW`VYf[\Ui gYb`XYb`G]Y[`]b`%.&+. &\$`Ghi bXYbž`j cf`?f]gh]bU
GW`a]Xž`X]Y`a]h`Y]bYf`NY]hj cb`%.' ' . () `Ghi bXYb`Ui Z`XYb`nk Y]hYb
D`Uhn``]YZ`i bX`G]a cbY`GW`ÅZYfž`X]Y`a]h`%.' (. \$&`Ghi bXYb`XYb
Xf]hhYb`D`Uhn`VY`Y[hY"

- A ÅbbYf.
- %" `æUW]a`? fUi h` f%.%) - Ł
- &"`F cV]b`@]bhYb`f%.%&.) - Ł
- ' "'H]a c`GW`a]hn`f%.%) . \$&Ł
- : fUi Yb.
- %" `@]bXU`; fUi`f%.&+. &\$Ł
- &"`?f]gh]bU`GW`a]X`f%..' ' . () Ł
- ' "'G]a cbY`GW`ÅZYf`f%..' (. \$&Ł

6YgcbXYfg`j Yfa Y`XYb`gk Yfh`g]bX`X]Y`GhUZZY`bž`X]Y`YVYbZU``g`Y]bYb
gdUbbYbXYb`K Yhh`_Ua`dZ`VchYb`"8]Y`gW`bY``ghY`A ÅbbYf!GhUZZY`
k Uf`X]Y`C 5; 9dUfXYbž`VYghY`YbX`Ui g`8Uj]X`<]bnYž` : UV]Ub`C`hh
i bX`7`f]gh]Ub`; Yb`hbYfž`a]h`Y]bYf`; YgUa`hnY]hj cb`%.' \$.%

Ghi bXYb"6Y]XYb': fUi Yb'g]Y[hY'XUg'HYUa ' Hf]d'Y'A 'a]h'7Uf'U
 : Øfghž'A Uf]cb'; f]a a Y]gYb'i bX'A Uf]Y': Øfgh'i'b'%. ()) ' 'Ghi bXYb"
 8]Y'A]l YX!GhUZZY'' ↗X!k Yb'² hh]b[Yb 'a]h'?Uh\Uf]bU'?Ui Za Ubbž
 DYhfU'Df]Y» b]hn'i bX'D\']]dd'8]b_Y'a Y]Yf'gYhnhY'g]Wk'a]h'Y]bYf'NY]h
 j cb'%. ' +.(, 'Ghi bXYb'Xi fW"

K Yhh_Ua dZVYX]b[i b[Yb'i bX'C f[Ub]gUh]cb

8]Y'J YfUbghU`hi b['Yf\]Y'h'Y]b'dcg]hj] Yg': YYXVUW_\]bg]Wk'h]Wk
 C f[Ub]gUh]cb'i bX'5V'Ui Z'8YbbcWk'\UhYb'Y]b][Y'@Ai ZYf'Ui Z[fi bX
 XYf'k Ufa Yb'HYa dYfUhi fYb'a]h'?fY]g'Ui Z'i bX'A i g_Y'dfcV`Ya Yb
 ni '_Äa dZyb"8]Y'ZUWkYž'[fØ» hYbhY]'g'Ugd\U'h]YfhY'GhfYW_Y'Xi fWk
 X]Y'a U'Yf]gWkY' l a [YVi b['XYg'B ØfX`]b[Yf'F]Ygž'Y]bYa 'Yhk U'%(
 A]`]cbYb' ↗\fY'U'hYb'9]bgWk`U[_fUhYfž'k i fXY'U'g'UhhfU_h]j Y
 ?i `]ggY' [Y'cVh"8]Y'F ci hYb'ZØ\fhYb'Xi fWk'a Y\fyfy'_Y]bYfy'c fhY
 nk]gWkYb'B ØfX`]b[Yb'i bX'6cdZ]b[Ybž'k Ug'Ui Wk'X]Y`c_U`Y
 6Yj Ò`_Yfi b['Ubnc['i bX'a mghYf]ØgY'<]ghcf]Y'a]h'XYf'<Y'XYbUh
 XYg' ↗W_Y'j cb'?fUi h\Ui gYbž'XYf'j cf'ØVYf") \$ ↗\fYb'B ØfX`]b[Yb
 fyhhYhYž'j Yf_bØdZhY"

8Yf' dZF]Yg!<U`Va UfUh\cb'\Uh'g]Wk'b]Wk'h'bi f'U'g'ZYghY'; fØ» Y']a
 Gdcfh_U`YbXYf'XYf'F Y[]cb'YhUV`Y]fhž'gcbXYfb'nY][h'Ui Wkž'k]Y
 VY'YVh'@Ui ž] YfUbghU`hi b[Yb']b'8Yi hgWk`UbX'g]bX"8]Y'VY[Y]ghYfhY
 HY]'bU\`a Y'i bX'X]Y'dcg]hj] Y'F YgcbUbn'XYf'@Ai ZYf' [YVYb'5b`Ugg
 ni f'<cZbi b['Ui Z'k Y]hYfy'9fZc`[Y']b'XYb'_ca a YbXYb' ↗\fYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	B ØfX`]b[Ybž'8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gWk k UYV]gWk Y!d c g h"XY • k k k "a UfUh\cb"XY • XY"ghUh]ghU"Wk a

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