

/ `h/c` / [h/
/ `h/` / [h/: 7 ? Ò`b`ghUfhYh`a]h`HYghgd]Y`
[Y[Yb`6Yf[]gW` ; `UXVUW`]b`X]Y
J cfVYfY]hi b[° / `h/#` / [h/
/ `h/#c` / [h/

8Yf`%": 7 ? Ò`b`ghUfhYh`Ua` `&"" ð `]`a]h`Y]bYa` `HYghgd]Y`
[Y[Yb`6Yf[]gW` ; `UXVUW`]b`X]Y` J cfVYfY]hi b[`Ui` ZX]Y`bYi` Y
GU]gcb`"



6Yf[]gW` ; `UXVUW` ž`8Yi` hgW` `UbX` !`8]Y` J cfZfYi` XY`VY]a` `%": 7
? Ò`b`k` ÅW`ghž`XYbb`XUg`HYUa` ` \Uh`_Øfn`W`X]Y`HYfa`]bY`ZØf`gY]bY
VYj`cfghY`YbXYb`HfU]b]b[gY]b`Y]hYb`i` bX`HYghgd]Y`Y`VY`_Ubbh
[Y[YVYb`"5a` `&"" ð `]`hfYhYb`X]Y`? Ò`bYf`[Y[Yb`XUg`HYUa` `j`cb
6Yf[]gW` ; `UXVUW`]b`XYf`69@?5K` `5fYbU`Ub`"8]YgY`6Y[Y[bi`b[
]gh`Y]bY`K`]YXYf`c`i` b[`XYg`Gd]Y`g`Ui`g`GYdhYa` VYf`&\$&'`ž`VY]`XYa
XYf` : 7`a`]h`Y]bYa` ` _UfYb`*`.\$`hf]`i`a`d` \]YfhY`"@`m`l`fVUW`ž`XYf
DfÅg]XYbhj`cb`6Yf[]gW` ; `UXVUW` ž`Ài` »YfhY`g]W` `cdh]a`]gh]gW` `ØVYf
XUg`A`UhW` `i`bX`g]Y`h`Yg`U`g` ; Y`Y[Yb`Y]hž`g]W` ` [Y[Yb`XYb

HfUX]h]cbgj YfY]b`ni`VYk Y]gYb`"8]Y`[YbUi Yb`H]W_Yhg`ZØf`XUg
HYghgd]Y`g]bX`YXcW`bcW`b]W`h`Yf\`À`h]W`ž`gcXUgg`X]Y` : Ubg
[YgdUbbh`Ui Zk Y]hYfY` ðZcfa Uh]cbYb`k UfhYb`a ØggYb`"

B UW`Y]bYf`Ybhh`Ài`gW`YbXYb`Y`hnhYb`GU]gcbž`X]Y`]b`XYf`9b`h`Uggi`b`
j`cb`GhY`ZYb`6Ui`a`[Ufh`i`bX`Y]bYa`[YgW`Y]hYfhYb`F`Yhi`b`[gj`Yfgi`W`
Xi`fW`gY]bYb`B`UW`Zc`[Yf`H]a`c`GW`i`h`n`[]dZY`hYž`VYhf]hh`bi`b`
; Yf\`UfX`Ghfi`VYf`X]Y`6Ø`bY`U`g`bYi`Yf`7`Y`ZhfU]bYf`"Hfchn`Y]bYf`
VYghY`YbXYb`HfUbgZYfgdYffYž`X]Y`bYi`Y`J`YfdZ]W`hi`b`[Yb`Ui`»`Yf`
@Y]\`ffØW`_Y`fYfb`k`]Y`æ`bUg`l`fV][`i`bhYfgU[hž`\`cZ`h`X`Yf`J`YfY]b`Ui`Z`
Y]bY`YfZc`[fY]W`Y`J`c`fVYfY]hi`b`["`9]b`5i`ZgW`k`i`b`[`_`Ø`bbhY`Xi`fW`
X]Y`B`Yi`ni`[Àb`[Y`k`]Y`gU`_`æ`\`U`bb`Y`ggcb`i`bX`F`U[bUf`5`W`Y`
YfZc`[Ybž`k`À`\`fYbX`X]Y`gdcfh]W`Y`@Y]hi`b`[`U`_h]j` `Ui`Z`XYf`Gi`W`Y`
bUW`k`Y]hYfYb`J`Yfgh`À`f`_i`b`[Yb`]gh`"

J`c`f`V`Y`f`Y]hi`b`[`gd`U`b`i`b`X`H`f`U]b]b`[`g`U`[`Y`f`

8]Y`Gca`a`YfdUi`gY`YbXYh`ZØf`XYb`%"`: 7`?`Ò`b`Ua` `&%"`ž`b]ž`[`Y`Zc`[`h`
j`cb`@Y]ghi`b`[`gX]U[`bcgh]_i`bX`a`YX]n]b]gW`Yb`l`bhYfgi`W`i`b`[`Yb`
VYj`c`f`X]Y`YfghY`HfU]b]b`[`gY]b`Y]h`Ua` `&(``"ž`b]`ghUhhZ]bXYh`"8]Y`
HfU]bYf`i`bX`Gd]Y`Yf`k`YfXYb`X`Ub`UW`i]b`X`Ug`HfU]b]b`[`g`U`[`Yf`b`UW`
6UX`K`U`hYfgXcfZž`2`ghYffY]W`ž`fY]gYbž`k`Y`W`Y`g`j`ca``%`-`"V]g`&*"`ž` ` `]
Ub`[`Y`g`Y`h`h]`gh`";`Y`g`W`À`Z`hg`ZØ`f`Y`f`7`\`f]gh]Ub`?`Y`Y`f`V`Y`n`Y]W`b`Y`h`X]Y`
6YX]b`[`i`b`[`Yb`i]a`Gd`U`F`Y`gc`fh`G`hmf]U`U`g`]X`Y`U`ZØf`Y]bY`]bhYbg]j`Y`
J`c`f`V`Y`f`Y]hi`b`[`"

- 9fghYf`HYgh`%&"`ž` `][`Y`[`Yb`6Yf[`]gW`i` `UXVUW`
- K`Y]hYfY`HYghgd]Y`Y`
 - &-`"ž`b][`Y`[`Yb`J`Z@F`\Y]b`[`c`X`i]b`?`Ò`b!Dc```
 -)`"ž` `][`Y`[`Yb`GdcfhZfYi`bXY`G]Y`[`Yb`i]b`G]Y`[`Yb`
 - %\$`"ž` `][`Y`[`Yb`i`b]cb`BYhhYhU`i]b`BYhhYhU`
 - %`"ž` `][`Y`[`Yb`?`]W`Yfg`C`ZYbVUW`fC`fh`bcW`c`ZYb`ł`
 - %-`"ž` `][`Y`[`Yb`J`J`Gh`Hfi`]XYb`i]b`9i`g_]fW`Yb`
 - &\$`"ž` `][`Y`[`Yb`J`_]hc`f]U`?`Ò`b`i]b`?`Ò`b`
 - &(`"ž` `][`Y`[`Yb`Gk`UbgYU`7]hm]b`6UX`K`U`hYfgXcfZ`
 - &`,`"ž` `][`k`Y]hYfYf`HYgh[`Y`[`bYf`bcW`c`ZYb`

8Yf`8`: 6!Dc`_U`ghUfhYh`ZØf`XYb`%"`: 7`?`Ò`b`nk`]gW`Yb`XYa` `%)`"i`b`X`

%, "5i [i ghž[YZc`[hj cb`XYf`6i bXYg][Už`X]Y`Y]bY`K cWXY`gdÀhYf
 VY[]bbh"8]YgY`k]Wkh[Yb`HYfa]bY`ghY`Yb`]a`NY]WXYb`Y]bYg
 5i g[`Y]Wg`i bX`XYf`<cZZbi b[`Ui Z`VYggYfY`NY]hYb"8]Y`A UbbgWUZh
 VYZ]bXYh`g]W`]b`XYf`?UXYfd`Ubi b[`i bX`ghfYVh`Ubž`X]Y
 9bhÀi gWxi b[`XYf`YhnhYb`GU]gcb`\]bhYf`g]W`ni` `UggYb"8 Ug
 VYj cfghY`YbXY`Gca a YfZYgh`Ua` "+"`GYdhYa VYf`_ÖbbhY`Y]bY
 k]`_ca a YbY`; Y`Y[Yb`Y]h`gY]bž`g]W`U`g`HYUa`i bX`a`]h`XYb` : Ubg
 ni`dfÀgYbh]YfYb"

: Øf`X]Y`Gd]Y`Yf`i bhYf`XYf`bYi Yb` : Ø\fi b[`j`cb`; Yf`UfX`Ghfi VYf
 k]fX`Yg`gdUbbYbXž`cV`g]Y`XYb`bYi` [YgWUZZYbYb`; Y]ghi bX`X]Y
 A ch]j Uh]cbž`X]Y`k À`fYbX`XYf`J cfVYfY]hi b[`[Y`YVh`k YfXYb`gc`Ybž
 Ui ZXYb`D`Uhn`Vf]b[Yb`_ÖbbYb"

8YhU]`g	
C fh	6Yf[]gW` ; `UXVUW`ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • W`a`Y`!`cb`!`ZW`W`a` • k`k`k`"-`\$`a`]b`"XY • ZWXY

6Ygi WXYb`G]Y`i bg`Ui Z.`a`Y]b!`_cY`b`bYh