

@UbXgVYf[`Y\fh`GWXi `Yb.` , VYf`%"* \$\$ ` ZØf`8 Yi hgWXY`GdcfhUVnY]WXYb`

5a `&%"\$+`&\$&) `Y\fhY`@UbXgVYf[`Ua `@YWX`GWXi `Yb`ZØf`XUg 8 Yi hgWXY`GdcfhUVnY]WXYb`"GhY`j ` "@UbXfÄh]b`ØVYf[UV`DfY]gYž i bhYfghØhnhj`cb`XYf`GdUf_UggY"



@UbXgVYf[`Ua `@YWX`ž8 Yi hgWXY`UbX`!`5a `&%"`đ `j`&\$&) `k Uf`Yg YbX`]WXY`gc`k`Y]h`ä `JYfUbghU`hi`b[ggUU`ØVYf`XYf`@UbXgVYf[Yf @YWX`gdcfh`U`Y`k`i`fXYb`X]Y`GWXi `Yb`XYg`@UbX`_fY]gYg`ZØf`]\fY VYa`Yf`_Ybgk`YfhYb`@Y]ghi`b[Yb`VY]a` `8 Yi hgWXYb`GdcfhUVnY]WXYb]a` `Ŧ\`f`&\$&(`Ui`g[YnY]WXYb`Yh`"GhY`j`YfhfYhYbXY`@UbXfÄh]b`A`Uf[]h <cfbYf!Gd]bX`Yf`ØVYfVfUWX`hY`X]Y` ; `ØW_k`ØbgWXY`]a` `BUa`Yb`j`cb @UbXfU`h`H\`ca`Ug`9]WXY]b[Yf`i`bX`a`UWX`hY`XUa`]h`XYb`5i`ZhU`hini Y]bYa`ZY]Yf`]WXYb`5b`Uggž`XYf`b]WXYh`bi`f`gdcfh`]WXY`9fZc`[Y k`ØfX][`hYž`gcbXYfb`Ui`WX`X]Y` ;`Ya`Y]bgWXYU`Zhi`bX`XYb`HYUa` [Y]gh i`bhYf`XYb`GWXY`ØYf]bbYb`i`bX`GWXY`ØYfb`ghÄf`_hY"

8]Y`9\fi`b[`UhhY`XUb`_`XYf`[fc»`nØ[] [Yb`I`bhYfghØhni`b[`XYf` GdUf_UggY`@UbXgVYf[!8]Y»`Yb`Y]bYb`VYgcbXYfYb` ; `Ubn"

⊕g[YgUa h'k i fXYb "%* \$\$'9i fc'Ui g[YgW∅hYhž'k cVY]'%"\$\$\$'9i fc
i bhYf'XYb'Ui g[YnY]W∅bYhYb'GW∅i`Yb'j YfhY]'h'k i fXYb"'8ca Yb]W
F]YXY'VUi W∅ž'ghY`j YfhfYhYbXYg'J c fghUbXga]h[`]YX'XYf'GdUf_UggYž
∅VYffY]W∅hY'X]Y'; Y`XgW∅YW_g'Ub'X]Y'ghc`nYb'GW∅∅'Yf]bbYb'i bX
GW∅∅'Yf"'BYVYb'XYb'9\fi b[Yb'gcf[hYb'8UfV]Yhi b[Ybž'k]Y
5_fcVUh]_i bX'Y]b'i bhYf\U`hgUa Yf': i » VU`!F Udž'Z∅f'Y]bY
Ui g[Y`UggYbY'Gh]a a i b["

8]Y`VYghYb'GW∅i`Yb

8]Y'5i gnY]W∅bi b[Yb'k i fXYb'b]W∅h'c\`bY'; fi bX'∅VYffY]W∅h"'5b
YfghYf'GhY`Y`_cbbhY'g]W∅'X]Y'; fi bXgW∅i`Y`9[`]b['U"X"'DUUf
VY\Ui dhYbž'X]Y'a]h+\$'UV[Y'Y[hYb'GdcfhUVnY]W∅Yb'VY]'%%
GW∅∅'Yfb'X]Y'a Y]ghYb'YfZc`[fY]W∅'UVgc`j]YfhYb"'5i W∅'X]Y'UbXYfYb
Ui g[YnY]W∅bYhYb'GW∅i`Yb'nY][hYb'VYY]bXfi W_YbXY'9f[YVb]ggY.

- ; fi bXgW∅i`Y'?Ui ZYf]b[. '%*) 'j cb'' (- 'GdcfhUVnY]W∅Yb
- FYU`gW∅i`Y'?Ui ZYf]b[. '&%, 'j cb') '\$' 'GdcfhUVnY]W∅Yb
- ; fi bXgW∅i`Y'9fdZh]b[. '(, 'j cb'%- ('GdcfhUVnY]W∅Yb
- A]hhY`gW∅i`Y'K Y]'. '%&'j cb'(%%'GdcfhUVnY]W∅Yb

8 Ug' 8 Yi hgW∅Y'GdcfhUVnY]W∅Yb`k]fX'j ca`8 Yi hgW∅Yb
C`ma d]gW∅Yb'GdcfhVi bX'fBC G6Ł'j Yf`Y\Yb'i bX'ghY\`h'Z∅f
∅VYfXi fW∅gW∅b]hh]W∅Y`_∅fdYf`W∅Y`@]ghi b[gZÅ\][_Y]h]b'XYb
6YfY]W∅Yb'5i gXUi Yfž'?fUZhž'GW∅bY`][_Y]h'i bX'?ccfX]bUh]cb"'8]Y
5bZcfXYfi b[Yb'g]bX`_Uf.'I a`XUg'5VnY]W∅Yb'ni`Yf\U`hYbž'a ∅ggYb
j YfgW∅]YXYbY'8]gn]d`]bYb'YfZc`[fY]W∅'UVgc`j]Yfh'k YfXYb"'I bX'XUg
6YghY.'K Yf'a]ha UW∅Yb'a ∅W∅hYž`_Ubb'XUg'GdcfhUVnY]W∅Yb
_cghYbZfY]UV`Y[Yb"'8 Ug'HfU]b]b[`Z]bXYh'YXYb'A cbhU['i a`%, . \$\$
I \f'fMY]'gW∅∅bYa`K YhhYfŁ]a`GdcfhYbhf]a`@UbXgVYf['Ua`@YW
ghUhh"

9]b'6`]W_`]b'X]Y'Ni`_i bZh

5i ZXYf'K YVgY]hY'XYf'GdcfhUVnY]W∅Yb'6UmYfb'[]VhYg
nU\`fY]W∅Y`⊕Zcfa Uh]cbYb'i bX'BYi][_Y]hYb'Z∅f'GW∅i`Yb"'8]Y
5ba Y`Xi b[Yb'Z∅f'XUg'GdcfhUVnY]W∅Yb!⊕\f'&\$&)'g]bX'VYfY]hg
cZYbž'i bX`@Y\`f`ĀZhYž'X]Y'XUg'GdcfhUVnY]W∅Yb'UbV]YhYb'cXYf

UVbY\ a Yb'k c`Ybž'gc`hYb'g]W\`fYW\hnY]h[`i a `Y]bYb
 DfØZYfUi gk Y]g' GW\i `gdcfh`_Øa a Yfb"9g']gh'k]W\h[ž'XUgg'U`Y
 6YhY'] [hYb' [i h']bZcfa]Yfh'g]bXž'XYbb'XUg'GdcfhUVnY]W\Yb'gc`
 Ui W\`b'Ni _i bZh'Y]bY'ZYghY'; fØ»Y`]a `GW\i `gdcfh`V`Y]VYb"

Ni gUa a Yb[YZUggh'nY][h'X]Y'9\fi b[ž'k]Y'k]W\h[`Gdcfh'i bX
 6Yk Y[i b[`ZØf'i bgYfY'ž [YbX`]W\Yb'g]bX"8UVY]`_ca a Yb'b]W\h
 bi f'X]Y`_ØfdYf`]W\Yb': Å\ [_Y]hYb'ni f'; Y`hi b[ž'gcbXYfb'Ui W\
 HYUa [Y]gh'i bX': U]fbYgg'k YfXYb' [YZØfXYfh"9]b' [fc»Yg
 8Ub_YgW\Øb'Ub'U`Y'6YhY'] [hYb'ZØf'\fY'5bghfYb[i b[Yb'i bX`\f
 9b[U[Ya Ybž'XUg'X]YgY'J YfUbghU`hi b[`ni `Y]bYa `YW\hYb'9fZc` [
 [Ya UW\h`Uh`

8YhU]`g	
C fh	@UbXgVYf[`Ua `@YW\ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`UbX_fY]g!`UbXgVYf["XY • k k k "gdcfhUVnY]W\Yb!VUmYfb"XY • k k k "V`gj "XY

6Ygi W\Yb'G]Y`i bg'Ui Z.`bU[!VUmYfb"XY