

DU`a '6Um'7fck bYX'5a Yf]WU/ , \$' - /g'Hcd  
7]hm'Zcf': ]fgh!H]a Y'<ca YVi mYfg°

8]gWcj Yf'k \m'DU`a '6Umž: @ž'hcdg'K U`Yh<i V/ , \$' - /g'`]gh'Zcf  
Z]fgh!h]a Y'\ca YVi mYfg' ]b'&\$&) ž'UbX'YI d'cfY'h\Y'VYgh'I "G"  
W]hYg'Zcf'bYk '\ca Yck bYfg"



Gi bf]gYž: @ž'I G5'!'&b'Ub']bhYfYgh]b[ 'hi fb'cZ'Yj Ybhgž'DU`a '6Umž  
: 'cf]XUž'\Ug'VYYb'fYWc[ b]nYX'Ug'h\Y'VYgh'W]hm'Zcf'Z]fgh!h]a Y  
\ca YVi mYfg'UW'cgg'h\Y'I b]hYX'GhUhYgž'UW'cfX]b[ 'hc'K U`Yh<i V g  
'UhYgh'fUb\_]b[ g"FY'YUgYX'cb'ž`m%) ž'&\$&) ž'h\Y'ghi Xm'ZcW'gYX'cb  
Y'Ya Ybhg`']\_Y'UZZcfXUV]'hmž'fYU`YghUhY'a Uf\_Yhgž'UbX'ei U']hmicZ  
']ZY`a U\_]b[ ']h'U'Wc'a dY'\Ybg]j Y'[ i ]XY'Zcf'h\cgY'ghYdd]b[ ']bh  
\ca Yck bYfg\]d'Zcf'h\Y'Z]fgh'h]a Y"'K \]'Y'UZZcfXUV]'hm'fYa U]bg'U  
WcbW'fbž'h\Y'Gi bg\]bY'GhUhY g'fYU`YghUhY'cddcfhi b]hYg'UfY  
g\]b]b[ 'Vf][ '\hm"

DU`a '6Um'ghUbX'g'ci h'k ]h\`][ '\a Uf\_g'Zcf']hg'gW'cc`gmghYa ž  
ei U']hmicZ']ZYž'UbX'U'fYU`YghUhY'a Uf\_Yh'h\Uhž'k \]'Y'Wc'a dYh]hj Yž  
cZYfg'Ua d'Y`']gh]b[ g'UbX'Vi ]X]b[ 'dYfa ]hg""BchUV'mž'DU`a '6Um

VcUghg'h\Y'Z]Zh\!\)[ \Ygh'a ]`Ybb]U`'\ca Yck bYfg\]d'fUHY']b'h\Y  
Wci bhfmUbX'U'fYa Uf\_UV`Y'\ca Y'UddfYW]Uh]cb'fUHY""H\Y'W]hmg  
\ca Yg'\Uj Y'UddfYW]UhYX'Vm'U'ghU[ [ Yf]b[ '%\$, i 'Zfca '&\$%+'hc  
&\$&' "'H\]g'hfYbX'Wci `X'g[ bU`U'gc`X']bj Ygha Ybh'Zcf'Z]fgh]h)a Y  
Vi mYfg`cc\_]b[ 'hc'gYW fY'h\Y]f'Z]bUbW]U`'Zi hi fY"

H\Y': `cf]XU': UW`hc f

G]l 'cZ'h\Y'hcd'hYb'W]h]Yg'Zcf'Vi XX]b[ '\ca Yck bYfg'UfY'Zci bX'f][ \h  
\YfY']b': `cf]XUž'U'hYghUa Ybh'hc'h\Y'ghUHY g'UddYU']b[ '\ci g]b[  
a Uf\_Yh""5a cb[ ``Uf[ Yf'W]h]Ygž'HUa dU'UbX'C'f'UbXc'W]bW`h\Y  
gYW`bX'UbX'Zci fh\ 'gdc hž'fYgdYWh]j Y`m"HUa dUž']b'dUfh]W`Ufž'\Ug  
[ UfbYfYX'U'fYdi hU]cb'Zcf']hg'[ fck ]b[ 'bi a VYf'cZ'bYk 'Vi ]'X]b[  
dYfa ]hg'UbX'UWh]j Y`']gh]b[ gž'a U\_]b[ ']'h'U'\chgdch'Zcf'h\cgY'fYUXm  
hc'd'Ubh'h\Y]f'f'cchg"<YfY g'U'gbUdg\ch'cZ'h\Y'hcd'hYb'W]h]Yg  
UW`cfX]b[ 'hc'K U`Yh<i V.

F Ub_	7 ]hm	GW`c fY
%	DU`a '6Umž': @	* + "&(
&	6c]gYž`8	* ( " + '
'	HUa dUž': @	* ( "( %
(	Gi fdf]gYž'5N	* ( "' &
)	< i bhgj ]`Yž'5@	* ' " + -
*	; ]VYfhž'5N	* ' ") \$
+	7UdY'7cfUž': @	* ' "( '
,	C'f'UbXcž': @	* ' "\$ %
-	@U_Y'UbXž': @	* & ", )
\$\$	Gi bf]gYž': @	* "%, &

<ck Yj Yfž'k \]Y'h\Y'fUb\_]b[ g'UfY'cdh)a ]gh]W`W`U`Yb[ Yg'fYa U]b"  
H\Y'VfcUXYf'\ci g]b[ 'a Uf\_Yh'\Ug'VYW`ca Y']bW`fYUg]b[ `m  
i bUZZcfXUV`Y'Zcf'a Ubm]Z]fgh]h)a Y'Vi mYfgž'dUfh]W`Uf'm'h\cgY'Zfca  
mci b[ Yf'[ YbYfU]cbg`']\_Y'; Yb'N'UbX'a ]`Ybb]U`g""5W`cfX]b[ 'hc  
XUhu\][ \)][ \hYX'Vm: **c fhi bY**ž'h\YfY'\Ug'VYYb'U'ghYYd'XYW]bY']b  
Z]fgh]h)a Y'\ca YVi mYfg Zfca 'bYUf'm' "&a ]`]cb']b'&\$\$( 'hc'↑ gh  
%")%( 'a ]`]cb'Vm'&\$&("H\]g'XYW]bY'fU]gYg'h\Y'ei Ygh]cb. 'k \Uh'g'h\Y  
i bXYf'm]b[ 'WUi gY3

9l dYfhg'gi [ [ Ygh'f]g]b[ ' ]bhYfYgh'fUhYg'UbX'ghU[ bUb'h'k U[ Y'[ fck h\ UfY'g][ b]Z]WUbh'Wċbhf]Vi hcf'g"H\]g'gei YYnY'\Ug'YZh'a Ubmimci b[ Vi mYfg'cdh]b[ 'Zcf'cb[ !hYfa 'fYbh]b[ 'cf'fY'm]b[ 'cb'ZUa ]'m'gi ddcfh hč'bUj ][ UhY'h\Y'hfYUW\Yfci g'k UhYfg'cZ'\ca Yck bYfg\]d'"ċ'h\]g Wċb'hYI hž'h\Y'j ]VfUb'h'fYU'YghUhY'gW\Y'j]b'UfYUg'[\_Y'DU'a '6Um cZYfg'U[ ' ]a a Yf'cZ'\cdYžYgdYW]U'mZcf'h\cgY'dfYdUfYX'hč'hUW\_Y h\Y'W\U'Yb[ Yg'\YUX!cb"

GhfUhY [ ]Yg'Zcf'Gi W\gg

GčZ'\ck 'WU'bd'fcdYWh]j Y'Vi mYfg'a U\_Y'h\Y'a cgh'cZ'h\]g'a Uf\_Yh3 K ]h\ 'DU'a '6Um'fUb\_]b[ 'Ug'df]a Y'fYU'YghUhY'hYff]hčfmžZ]fgh!h]a Y Vi mYfg'UfY'YbWċi fU[ YX'hč'ghUfh'd'Ubb]b[ 'YUf'm"5ddfcUW\]b[ 'cWU' U[ Ybhg'UbX'YI d'cf]b[ 'Z]fgh!h]a Y'Vi mYf' fUbhg'Wċi 'X'dUj Y'h\Y'k Um Zcf'\ca Yck bYfg\]d'"5XX]h]cbU'mž'h\cgY'k ]'b[ 'hc'h][ \hYb'h\Y]f VY'hg gUj ]b[ 'cb'a YU'g'UbX'j UWUh]cbg a ][ \h't ghZ]bX'h\Y]f XfYUa '\ca Y'U' ]h'Y'WcgYf'h\Ub'h\Ym'h\]b\_"

5'[ fYUh'Yggcb'Zfca 'h\]g'g]hi Uh]cb' ]g'h\Uh'k \]Y'h\Y'UbXgWUdY' ]g hči [ \ž'k ]h\ 'd'Ubb]b[ 'UbX'U' ]h'Y'V]h'cZ'\UfX'k cf\_žXfYUa g'cZ \ca Yck bYfg\]d'WU'bh'gh]'Wċa Y'hfi Y"H\Y'j ]VfUb'h'Wċa a i b]h]Yg Zcfa ]b[ ' ]b'DU'a '6Um'UbX'ch\Yf': 'cf]XU'W]h]Yg'Wċi 'X'VY'YI UW'hm k \Uh'mci b[ 'ZUa ]'Yg'cf' ]bX]j ]Xi U'g'bYYX'hč'ZY'Y'Uh'\ca Y' ]b'h\]g W\U'Yb[ ]b[ '\ci g]b[ 'a Uf\_Yh"

ċ'h\Y'YbXž' ]h'gYYa g'h\Uh'h\YfY g'gca Yh\]b[ 'hc'VY'gU]X'Zcf : 'cf]XU'g'f]g]b[ 'fYU'YghUhY'ghUfg"K ]h\ 'W]h]Yg'[\_Y'DU'a '6Um ]'i a ]bUh]b[ 'h\Y'dUh\ 'Zcf'Z]fgh!h]a Y'Vi mYfgž'h\Y'XfYUa 'cZ'ck b]b[ U'\ca Y' ]g'gh]'j Yfm'a i W\ 'U' ]j Y'UbX'\_]W\_]b[ "

8YhU]`g	
Cfh	Gi bf]gYž: @ž' I G5
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "W]W_c f`UbXc"Wċa</li><li>• fcW_Yh"Wċa</li><li>• Zcfhi bY"Wċa</li></ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k ]Yb"bYh