

Gh" ' ¤ \ bg ' 7 ci b hm' H Y U a ' H f] i a d \ g ' U h ' H i f Z
F c X Y c ž ' G \ c k W U g] b [' H c d ' G _] ` g °

9 I d ` c f Y ' h \ Y ' U W X] Y j Y a Y b h g ' c Z ' G h " ' ¤ \ bg ' 7 ci b h m ' a U] b h Y b U b W X
k c f _ Y f g ' U h ' h \ Y ' & \$ &) ' H i f Z ' F c X Y c '] b ' 7 ` U m ' 7 ci b h m ž
 \] [\ '] [\ h] b [' g _] ` g ' U b X ' W c a a i b] h m ' Y b [U [Y a Y b h "



7 ` U m ' 7 ci b h m ž ' I G 5 ' ! ' ¢ ' U ' d f c i X ' a c a Y b h ' Z c f ' G h " ' ¤ \ bg ' 7 ci b h m ž
h \ Y ' 6 c U f X ' c Z ' 7 ci b h m ' 7 c a a] g g] c b Y f g ' f Y W X b h m ' \ c b c f Y X ' h \ Y
g \] b [' g h U f g ' c Z ' h \ Y ' D U f _ g ' U b X ' F Y W f Y U h] c b ' 8 Y d U f h a Y b h ' X i f] b [
h \ Y] f ' a Y Y h] b [' c b ' ¤ b Y ' % + " ' H \ Y ' A U] b h Y b U b W X ' 8] j] g] c b ' \ U g ' X c b Y ' U
g d ' Y b X] X ' ¢ V ž k] h \ ' h \ Y] f ' \ U f X ' k c f _ ' h f i ' m ' d U m] b [' c Z Z ' U h ' h \ Y : ' c f] X U
F Y W f Y U h] c b ' U b X ' D U f _ ' 5 g g c W U h] c b g ' & \$ &) ' H i f Z ' F c X Y c ž \ Y ' X ' c b
A U f W X ' & \$ '] b ' 7 ` U m ' 7 ci b h m " ' C i h ' c Z ' h \ Y ' g Y j Y b ' W c a d Y h] b [' h Y U a g
Z f c a ' D U f _ g ' U b X ' F Y W f Y U h] c b ' X Y d U f h a Y b h g ' U W f c g g ' B c f h \ : ' c f] X U ž ' G h "
 ¤ \ bg ' 7 ci b h m ' W U a Y ' c i h ' c b ' h c d ž ' g b U [[] b [' Z] f g h ' d ' U W X ' c j Y f U ` °

H \ Y ' H i f Z ' F c X Y c '] g b h ' † g h ' U b c h \ Y f ' Y j Y b h ' '] h g ' U ' \] [\ ! g h U _ Y g
W X U ` Y b [Y ' Z Y U h i f] b [' h Y b ' g d Y W U] n Y X ' h U g _ g ' h \ U h ' h Y g h ' h \ Y ' a Y h h Y ' c Z
a U] b h Y b U b W X ' k c f _ Y f g " : f c a ' a U g h Y f] b [' Y e i] d a Y b h ' c d Y f U h] c b ' h c

dFydd]b['Zcf'ghcfa mik YUh\Yfž'h\Y'X]j YfgY'W\U''Yb[Yg'di g\ 'h\Y
WŁa dYh]hc'fg'hc'h\Y]f''ja]hg''H\]g'mYUfž'h\Y'Gh''æ\bg'7ci bhm'hYUa
ci hdUW\X'h\Y]f'f]j U'gž'\][\'][\h]b['h\Y]f'WŁa a]ha Ybh'hc
YI W''YbW'j]b'a U]bhU]b]b['h\Y'fY[]cb g'WŁi bhYgg'dUf_g"

5 ; ']a dgY']bh'c'h\Y'5WŁa d`]g\ a Ybhg

Gh''æ\bg'7ci bhm'g'A U]bhYbUbW'8]j]g]cb'VcUghg'Ub'YI hYbg]j Y
fYgdcbg]V']]hmdcfhZc`]cž'a UbU[]b[.

- %\$('dUf_g
- ' ('d`Um[fci bXg
- %' ('Uh\`Yh]WZ]Y`Xg
- - + 'WŁi fhg
- %' 'VcUh'fUa dg
- , 'WŁa a i b]hm'W'bhYfg
- (&'a]Yg'cZVYUW\Yg

H\Y'j]WŁcfm'Uh'h\Y'Hi fZ'F cXYc`]g'U'hYghUa Ybh'hc'h\Y]f'XYX]WUh]cb
UbX'\UfX'k cf_""HYUa 'a Ya VYfg'X]Xb h'† gh'k]b'h\Y'c] YfU''Uk UfX/
h\Ym'U'gc'W'YVfUhYX']bX]j]Xi U'hf]i a d\g""7UXY'D\']]dg'UbX'6cVVm
K \]hmi'hc'c_'\ca Y'Z]fgh'd'UW'j]b'h\Y':]Y'X'@]b]b['F'Y'Umž'k \]Y
7\Uf'Yg'6U_Yf'YI W''YX']b'h\Y'GcW'f'6U''6`ck Yf'A UnY""Bch'hc'VY
ci hXcbYž'5i gh]b'8Y; fUbXY'UbX'HUbbYf'A WA]`Ub'`YX'h\Y'dUW_]b
h\Y'@Uk ba ck Yf'F UW""5XX]h]cbU'mž'h\Y'hYUa 'gYW fYX'gYWŁbX
d'UW'j]b'Zci f'Yj Ybhg'UbX'WU]a YX'h\]fX'j]b'Z]j Yž'fY]bZcfW]b['h\Y]f
ghUhi g'Ug'hcd!h]Yf'WŁa dYh]hc'fg"

H\Y'DUf_g'UbX'FYWfYUh]cb'8YdUfha Ybh'WŁbh]bi Yg'hc'ZcghYf'U
W'`hi fY'cZ[fck h\`UbX'hfU]b]b[ž'Ug'U''dUfh]W]dUbhg'fYW']j YX
W'fh]Z]WUhYg'Zcf'hk c'\ci fg'cZ'j U'i UV'Y'hfU]b]b['Xi f]b['h\Y'Yj Ybhž
Ybgi f]b['h\Uh'h\Y]f'g_]`g'fYa U]b'g\Ufd'UbX'i d!hc!XUhY"

5 '7ca a i b]hm': cW gYX'cb'≠bWi g]j]hm

GdYU_]b['cZ'WŁa a i b]hmž'hg']a dcfhUbh'hc'gdch'][\h'h\Y'fc'Y'cZ
j Ybi Yg`_]Y'5VYfXYyb'DUf_ž'k \]W\ZYUhi fYg'h\Y']bgd]f]b[:]Y'X'cZ
8fYUa g''H\]g'UfYU'Ya d\Ug]nYg'gca Y'WŁfY'j U'i Yg.']bWi g]cbž'čmž

UbX`hc[Yh\YfbYgg"5WŁfX]b[`hc`h\Y`Gh" `x\bg`7ci bhmDUf_g
: ci bXUh]cbž`h\Y`dUf_]g`Ug`a i WŁ`UVci h`h\Y`dYcd`Y`]bj`c`j YX`Ug`]h
]g`UVci h`h\Y`d\mg]WŁ`gdUWŁ`]hgY`Z`K]h\`WŁ!Zci bXYf`UbX`\YUX
i a d]fY`; Ycf[Y`J UbWŁfY`YUX]b[`h\Y`WŁUf[Yž`h\Y`YU[i Y`Uh`h\Y
dUf_]g`k Y`WŁa]b[`UbX`]bWi`g]] Y`Zcf`d`UmYfg`cZ`U``UV`]h]Yg"<YfYž
Yj Yfmc`bY`WŁb`\Uj Y`U`[ccX`\UbX`UhYb`cm]b[`fYWfYUh]cbU`
UWhj]h]Ygž`fY[UfX`Ygg`cZ`h\Y]f`VUW_[fci bXg"

Gi WŁ`ZUW`]h]Yg`d`Um`U`Wf]h]WŁ`fc`Y`]b`Yb`\UbW]b[`WŁa a i b]hm
Yb[U[Ya`Ybhž`Ug`\][`\][`hYX`Vm`h\Y`B Uh]cbU`F YWfYUh]cb`UbX`DUf_
5ggcW]Uh]cb`H\Y]f`fYgci fWŁ`[i]XY`Ya`d\Ug]nYg`h\Uh`cWŁ`dUf_`UbX
fYWfYUh]cb`U[YbW]Yg`bYYX`hc`Ybgi fY`UWŁŁgg]V`]hmUbX`]bWi`g]]hm
]b`dUf_gž`dfc[fUa`gž`UbX`ZUW`]h]Yg`K]h\`ghfUhY[]Yg`Zcf`Vch\
]bhYfbU`UggYgga Ybh`UbX`Vi`]X]b[`hfi`gh`Ua`cb[`WŁa a i b]h]Ygž
h\YgY`[i]XY`bYg`\Y`d`hU]`cf`UddfcUWŁYg`hc`Z]h`h\Y`i`b]ei Y`bYYXg
cZ`X]ZZYfYbh`WŁa a i b]h]Yg"

6m]a`d`Ya`Ybh]b[`Yei`]hUV`Y`WŁa a i b]hmYb[U[Ya`Ybh`ghfUhY[]Ygž
U[YbW]Yg`WŁb`]a`dfcj Y`h\Y`ei`U`]hm`cZ`dUf_g`UbX`Ybgi fY`h\Uh`h\Ym
gYfj Y`X]j YfgY`dcdi`Uh]cbg`YZZYWhj Y`m`A`U_]b[`dUf_g`UWŁŁgg]V`Y`hc
Yj Yfmc`bY`]g`bc`ga`U``ZYUhž`UbX`]h`XYa`UbXg`cb[`c]b[`WŁ``UVcfUh]cb
UbX`hfUbgdUfYbWm`Zfca`cWŁ``YUXYfg"

5g`k Y`WŁ`YVfUhY`h\Y`hf]i a`d`g`cZ`h\Y`Gh" `x\bg`7ci bhm
A`U]bhYbUbWŁ`8]j]g]cb`UbX`h\Y`j]VfUbh`WŁa a i b]hmgd]f]h`]b`ci`f
dUf_gž`k Y`UfY`fYa`]bXYX`h\Uh`h\YfY`g`gca`Yh\]b[`hc`VY`gU]X`Zcf`h\Y
fYgc`j Y`UbX`XYX]WŁh]cb`cZ`h\cgY`k`c`a`U]bhU]b`h\YgY`gdUWŁg"
H\Ym`hfi`mia`U`Y`U`X]ZZYfYbWŁ`]b`ci`f`Yj YfmXUm``j Yg"

8YhU]`g	
Cfh	7`Um`7ci bhmž`l G5
E i Y``Yb	<ul style="list-style-type: none">• dcbhYj YXfUfYWŁfXYf"WŁa• k k k "g`WdZ"cf[• k k k "bfdU"cf[

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