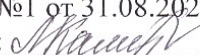


**МИНИСТЕРСТВО ПРОСВЕЩЕНИЯ РОССИЙСКОЙ ФЕДЕРАЦИИ
ФЕДЕРАЛЬНОЕ ГОСУДАРСТВЕННОЕ БЮДЖЕТНОЕ
ПРОФЕССИОНАЛЬНОЕ ОБРАЗОВАТЕЛЬНОЕ УЧРЕЖДЕНИЕ
«РАИФСКОЕ СПЕЦИАЛЬНОЕ УЧЕБНО-ВОСПИТАТЕЛЬНОЕ
УЧРЕЖДЕНИЕ ЗАКРЫТОГО ТИПА»**

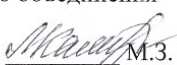
ПРИНЯТА
На заседании
педагогического совета
Протокол №1 от 31.08.2023 г.
Секретарь: 

УТВЕРЖДАЮ
Директор
ФГБПОУ «Раифское СУВУ»
документ № _____ Н.П. Кисиль



**РАБОЧАЯ ПРОГРАММА
по курсу внеурочной деятельности
«Билет в будущее»
для 8 класса**

составила: Садикова А.И.
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Рассмотрено
на заседании методического объединения
Протокол №1 от 18.08.2023
Руководитель МО учителей  М.З. Калиева

2023 г.
п. Местечко Раифа

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-1/0*<9%\47 P2TT 5+*44-; \$* -4\$-;e *8p-1%p-;*\$G\ &*3ep%*+;-; Q4ep-44%H45-.- 8p-
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-p.*\$%:*W%% -1e48e0%;*e3)-43%`e\$%e 8pe)&e3\$G\ [&e3*8pe)&e3\$G\ % +%0\$-43\$G\
pe:/+,3*3-; :* 40e3 %48-+;:-;*\$%7 8-3e\$W%*+* p*:-1p*:%7 (-p& -1p*:-;*3e+,\$-H
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;*p%*\$3-; pe*+:%*W%% 8p-(p%e\$3*W%-\$\$-H p*1-3G ; -19e-1p*:-;*3e+,\$-H -p.*\$%:*W%%
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Oep-8p%73%7 8p-p*&&G 8-43p-e\$G \$* -4\$-;e 4%43e&\$-H &-)e+% 4-)eH43;%7
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4-0e3*\$%% &-3%;*W%-\$\$-2*53%;%:%p/<9e.-[%\$(-p&*W%-\$\$-2-1/0*<9e.-[8p*53%5-2
-p%e\$3%p-;*\$\$.- %)%*.\$-43%5-25-\$4/+3*3%;\$-.- 8-)\-); 5 (-p&%p-;*\$%<
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^U_E -1/0*<9%\47 PdTT 5+*44-; -19e-1p*:-;*3e+,\$G\ -p.*\$%:*W%H.

;D@DUFe

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-1/0*<9%\47 -19e-1p*:-;*3e+,\$G\ -p.*\$%:*W%H[-4\$-;\$\$-H \$* 4-0e3*\$%%
&-3%;*W%-\$\$-2*53%;%:%p/<9e.-[%\$(-p&*W%-\$\$-2-1/0*<9e.-[8p*53%5-2
-p%e\$3%p-;*\$\$.- %)%*.\$-43%5-25-\$4/+3*W%-\$\$-.- 8-)\-); 5 (-p&%p-;*\$%<
^U_ % ;-;+e0e\$%< ;4e\ /0*43%5-; -1p*:-;*3e+,\$-.- 8p-We44*f

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+%0\$-43\$-HE % ;\$e#\$eH =:\$*\$%e;-H ; ;%)e 5*p,ep\$-H .p*&-3\$-43%E 43-p-\$
.3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< / -1/0*<9%\47 % /p-;\$7
.3-;\$-43%[5-3-pGH 8p-)e&-\$43p%p/e3 -1/0*<9%H47 8-4+e /0*43%7 ;
8p-(p%e\$3*W%-\$\$-H 8p-p*&&ef

- (-p&%p-;*\$%e %\$)%;/+,\$G\ pe5-&e\$)*W%H)+7 -1/0*<9%\47 8- 8-43p-e\$%<
-1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%% ; :*;%4%&-43% -3 /p-;\$7
-4-:\$*\$\$.-43%[%\$3epe4-;[48-4-1\$-43eH[)-43/8\$G\ %& ;-&-`\$-43eHf

- %\$(-p&%p-;*\$%e -1/0*<9%\47 - 48eW%(5e pG\$5* 3p/)* % 4%43e&e
8p-(e44%-\$*+,\$-.- 1p*:-;*%7 =;5+<0*7 :\$*5-&43;- 4 8ep48e53%;\$G&%
%

;+43pe1-;*\$G&% ; 1+%`H#e& 1/)/9e& 8p-(e44%7&% % -3p*4+7&% c5-\$-&%5%
V]E 8-4pe)43;-& p*:+%0\$G\ &ep-8p%73%H[; 3.0. 8p-(e44%-\$*+,\$G\ 8p-1f

- (-p&%p-;*\$%e / -1/0*<9%\47 \$*;G5-; % /&e\$%H 5*p,ep\$-H .p*&-3\$-43% %)p/.\

5-&8e3e\$W%H[\$e-1\~)%&G\)+7 -4/9e43;+e\$%7 ;4e\ c3*8-; 5*p,ep\$-H

4*&-\$*;%.*W%%[8p%-1pe3e\$%7 % -4&G4+e\$%7 8p-(-p%e\$3*W%-\$\$- :\$*0%&-.- -8G3*[
53%;\$.- -4;-e\$%7 pe4/p4-; 3epp%3-p%+,\$-H 4pe)G 8p-(e44%-\$*+,\$-.- 4*&--
8pe)e+e\$%7[4*&--We\$5% /48e#\$-43% 8p-\`)\e\$%7 8p-(e44%-\$*+,\$G\ 8p-1[
-4-:\$*\$\$.-- 5-\$43p/%p-;*\$%7 %\$)%;)/)*+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H
3p*e53-p%% % ee *)*83*W%% 4 /0e3-& %&e<9%\47 5-&8e3e\$W%H % ;:-&-\`43eH
4pe)Gf

- (-p&%p-;*\$%e We\$\$-43\$.- -3\$-#e\$%7 5 3p)/ 5*5 -4\$-;\$-&/ 48-4-1/)-43%`e\$%7
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%7 % -9/9e\$%7 /;epe\$\$-43% ; :*;3p*#e&)\$e.

Q _3p*3e.%% p*.;%3%7 ; -48%3*\$%7 ; V-44%H45-H]e)ep*W%% \$* 8ep%-))- >@>Y .-)*
-)\$%& %: \$*8p*+e\$%H 40%3*e347 3p/)-;-e ; -48%3*\$%e % 8p-(e44%-\$*+,\$-e
4*&--8pe)e+e\$%e[5-3-p-e pe*+%;/e347 8-4pe)43;-& I;-48%3*\$%7 /)e3eH /;`e\$%7 5
3p/ / % +<)7& 3p/)*[3p/)-;G&)-43%`e\$%7&f 4-)eH43;%7 8p-(e44%-\$*+,\$-&/
4*&--8pe)e+e\$%<[8p%-19e\$%7)e3eH 5 4-W%*+,\$- :\$*0%&-H)e73e+,\$-43%)+7
-4&G4+e\$\$.-- ;G1-p* 8p-(e44%%K.¹

U-).-3-;5* -1/0*<9%\47 5 4*&-43-73e+,\$-&/[-4-:\$*\$\$.&/ ;G1-p/ 8p-(e44%%
7;+7e347 -17:*3e+,\$-H 0*43,< .*p&-\$%0\$.- p*.;%3%7 5*`)-H +%0\$-43% % \$e-3pG;\$-
p*44&*3p%;*e347 ; 4;7:5e 4 (%:%0e45%&[c&-W%-\$*+,\$G&[%\$3e++e53/*+,\$G&[3p/)-;G&[
c43e3%0e45%& ; -48%3*\$%e& #5-+,\$%5*[3.e. %\$3e.p%p-;*\$* ; /0e1\$-2;-48%3*3e+,\$GH
8p-We44[* [4+e)-;*3e+,\$-[8p-(-p%e\$3*W%-\$\$*7 p*1-3* ; #5-+*\ 7;+7e347 -)\$%& %:
;*`\$eH#\ 5-&8-\$e\$3-; ; p*.;%3%% 5*5 -3)e+,\$- ;:73.- 0e+;-;e5*[3*5 % -19e43;* ; We+
&. X0*43%e -1p*:-;*3e+,\$-H -p.*%*.W%% ; - Q4ep-44%H45-& 8p-e53e IJ%+e3 ;
1/)/9eeK 8-;+;%3 pe*+%;-;*3, 5+<0e;Ge :*)*0% 8p-(-p%e\$3*W%-\$\$-H)e73e+,\$-43% %
8-+/0%3, %\$(p&*W%-\$\$-2&e3-)%0e45-e 4-8p;-)`e\$%e 48eW%*+%43-;[-3;e343;e\$\$G\ :*
pe*+%;*W%< 8p-.p*&&G =8e)*.-.;2\$*;%.*3-p;E."

¹ _3p*3e.%7 p*.;%3%7 ; -48%3*\$%7 ; V-44%H45-H]e)ep*W%% \$* 8ep%-))- >@>Y .-)*
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99P2pE.

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8-))ep`5/ -1/0*<9%\47 ; 8p-We44e (-p&%p-;*\$%7 %)*+,\$eH#eH pe*+%;*W%% %\
%)\$)%;)/)*+,\$G\ -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$G\ 3p*e53-p%H. Q 5*0e43;e 8e)*.-.;2
\$*;%.*3-p-; &-./3 ;G43/8*3, 8e)*.-.%0e45%e p*1-3\$%5% -4\$-;\$.- % 4pe)\$e.- -19e.-
-1p*:-;*\$%7[)-8-+e\$%3e+,\$-.- -1p*:-;*\$%7.

+AHlo F BoJK NQBHD TEAQBoUEoV @AGIAJKEoHIF 7#FJAI T WQ@QXAA9 T QUAWEO R MJDEA oHEoTEoV oWXAoWBDLoTDIAJKEoV MBobBDRRS

Up-.p* &&* p*:p*1-3*\$* 4 /0e3-& 8pee&43;e\$\$-43% 8p-(-p%e\$3*W%-\$\$G\ .*)*0 8p% 8epe\-)e -1/0*<9%\47 P2TT 5+*44-; 4 -)\$-H 43/8e\$% -1/0e\$%7 \$*)p./.< =8p% 8epe\-)e %: 5+*44* ; 5+*44E.

Up-.p* &&* &-`e3 1G3, pe*+%;-*\$* ; p*1-3e 4- #5-+,\$%5*&% P29 5+*44-; -4\$-;\$-.- -19e.- -1p*:-;*\$%7 % T@2TT 5+*44-; 4pe)\$e.- -19e.- -1p*:-;*\$%7.

Up-.p* &&* 5/p4* p*440%3*\$* \$* >N 0*4* =e`e.-)\$-E[; p*&5*\ 5-3-pG\ 8pe)/4&-3pe\$G 3*5%e (-p&G p*1-3G[5*5 1e4e)G[]%45/44%[% &*43ep25+*44G[c545/p4% % \$* 8p-%;:-)43;-[pe#e\$%7 5eH4-;[;43pe0% 4 8pe)43*;%3e+7&% p*:\$G\ 8p-(e44%H[8p-(e44%-\$*+,\$Ge 8p-1G[5-&&/\$%5*3%;\$Ge %)e+;Ge %.pG[5-\$4/+3*W%% 8e)*.-.* % 84%\-+-.*.

Up-.p* &&*)+7 5*`)-.- &-`e3 1G3, pe*+%;-*\$* ; 3e0e\$%e -)\$-.- /0e1\$-.- .-)* 4- #5-+,\$%5*&% a2TT 5+*44-;[e4+%;*\$73%7 8p-;-)7347 > p*:* ; \$e)e+<[4 /0e3-& -4\$-; \$G\ *53%;\$-43eH 8p-e53* ; 3e0e\$%e /0e1\$-.- .-)* ; 8ep%-)Ge 4e\$371p, d)e5*1p,[&*p3 d *8pe+.

2LDFRoHTGLK MBobBDRRS NQBHD TEAQBoUEoV @AGIAJKEoHIF 7#FJAI T WQ@QXAA9 H MBobBDRRoV ToHMFIDEFG

Up-.p* &&* 5/p4* ;\$e/p-0\$-H)e73e+,\$-43% p*:p*1-3*\$* 4 /0g3-& pe5-&e\$)*W%H Up %&ep\$-H 8p-.p* &&* G ; -48%3*\$%7. h3- 8-;-+7e3 \$* 8p*53%5e 4-e)%\$%3, -1/0*<9/< % ; -48%3*3e+,\$/<)e73e+,\$-43, 8e)*.-.* [-p%e\$3%p-; *3, eg \$e 3-+5- \$* %\$3e++e53/*+,\$-e[\$- % \$* \$p*;43;e\$\$-e[4-W%*+,\$-e p*:%3%e /0*9e.-47. h3- 8p-7;+7e347e

- ; 8p%-p%3e3e +%0\$-43\$G\ pe:/+3*3-; pe*+%;*W%% 8p-.p* &&* G ;\$e/p-0\$-H)e73e+,\$-43%[\$*#e)#%\ 4;-g -3p*`e\$%e % 5-\$5pe3%:*W%< ; Up%&ep\$-H 8p-.p* &&* e ; -48%3*\$%7f
- ; ;-&-`\$-43% ;5+<0e\$%7 #5-+,\$%5-; ;)e73e+,\$-43,[-p.*\$%:/e&/< -1p*:-; *3e+,\$-H -p.*\$%:*W%eH ; p*&5*\ 5/p4* ;\$e/p-0\$-H)e73e+,\$-43% IJ%+e3 ; 1/)/9eeK 8p-.p* &&* G ; -48%3*\$%7f
- ; ;-&-`\$-43% 8p-;e)e\$%7 e)%\$G\ % -19%\ 3e&*3%0e45%\ :*\$73%H ; p*:\$-;-p*43\$G\ .p/88*\ [-p.*\$%:-;*\$G\)+7 8p-(-p%e\$3*W%-\$\$-H)e73e+,\$-43% #5-+,\$%5-;[; -48%3*3e+,\$-e :\$*0e\$%e 5-3-pG\ -3&e0*e347 ; Up%&ep\$-H 8p-.p* &&* e ; -48%3*\$%7f

- ; %\$3ep*53%;\$G\ (-p&* \ :*\$73%H)+7 #5-+,\$%5-;[-1e48e0%;*<9%\ 1-+,#/< %\ ;-;+e0g\$\$-43, ; 4-;&e43\$/< 4 8e)*.-.& %)p/.%&%)e3,&%)e73e+,\$-43, % ;-&-\`\$-43, -1p*:-;*\$%7 \$* eg -4\$-;e)e345-2;:p-4+G\ -19\$-43eH[5+<0e;-e :*\$0e\$%e 5-3-pG\)+7 ;-48%3*\$%7 8-)0gp5%;*e347 Up%&ep\$-H 8p-p*&&-H ;-48%3*\$%7.

!HoWAEeHIF BDWoIS MA@DbobD Mo MBobBDRRA NQBHD TEAQBoUEoV @AGIAJKEoHIF

7#FJAI T WQ@QXAA9

b*)*0* 8e)*.-.* 4-43-%3 ; 3-&[03-1G 4-8p-;-`)*3, 8p-We44 8p-(e44%-\$*+,\$-H -p%e\$3*W%% #5-+,\$%5*[p*45pG;*7 8-3e\$W%*+ 5*)-.- 0epe: ;-;+e0e\$%e ; &\$-.-1p*:\$/<)e73e+,\$-43,[-p.*\$%:-;*\$\$/< ; p*:\$G\ (-p&* \ . Up% c3-& pe:/+,3*3-& p*1-3G 8e)*.-.* ; 8ep;/< -0epe), 7;+7e347 +%0\$-43\$-e p*:%3%e /0*9e.-47.

S%0\$-43\$G\ pe:/+,3*3-; 8e)*.-. &-`e3)-43%0,[/;+e5*7 /0*9e.-47 4-;&e43\$-H % %\$3epe4\$-H %& -1-%&)e73e+,\$-43,<[/43*\$*+%;*7 ;- ;pe&7 :*\$73%H)-1p-`e+*3e+,\$/<[8-))ep`%;*<9/< *3&-4(ep/[\$*4G9*7 :*\$73%7 4-)ep`*\$%e& We\$\$-43\$- :*\$0%&G&)+7 -1/0*<9e.-47.

Up%&ep\$GH *+.-p%3& 8p-;e)e\$%7 *)/03-p\$G\ :*\$73%H 8- 8p-p*&&e 5/p4* &-`e3 1G3, 3*5-He 8p%;e343;%e #5-+,\$%5-;f c&-W%-\$*+,\$*7 p*:p7)5* =5-p-35%e %.pG[&*+e\$,5*7 8p%30*[p*:&G#+e\$%7 /0*9%\47 - 8pe)+-`e\$\$-& ;G45*:G,*\$%% %+% W%3*3e % 3.8.Ef 8p-1+e&*3%:*W%7 3e&G 8pe)43-79e.- :*\$73%7f p*1-3* 8- 3e&e :*\$73%7f pe(+e54%7. Q*`\$-H -4-1e\$\$-43,< :*\$73%H[8-;G#<9eH %\ p*::%;*<9%H 8-3e\$W%*+[7;+7e347 %\ %\$3ep*53%;\$-43,.

»JDEFBQARSA BALQJKIDIS oHToAEFG NQBHD TEAQBoUEoV @AGIAJKEoHIF 7#FJAI T WQ@QXAA9

5FUEoHIESA BALQJKIDIS

Q 4(epe .p*)*\$45-.- ;-48%3*\$%7e

- .-3-;,\$-43, 5 ;G8-+\$e\$%< -17:*\$\$-43eH .p*)*\$%\$* % pe*+%;*W%% e.- 8p*:[/;`e\$%e 8p*:[4;-1-) % :*\$5-\$G\ %\$3epe4-;)p/.\ +<)eH[4 5-3-pG&% #5-+,\$%5*& 8pe)43-%3 ;:%&(-)eH43;-;*3, ; p*&5*\ pe*+%;*W%% 8p-p*&&G IJ%+e3 ; 1/)/9eeKf
- .-3-;,\$-43, 5 p*:\$-1p*:\$-H 4-;&e43\$-H)e73e+,\$-43%f
- ;G43p%:*\$%e)-1p-`e+*3e+,\$G\ -3\$-#e\$%H 4 /0*43%5*&% pe*+%;*W%% 8p-p*&&G \$* -4\$-;e ;:%&-8-\$%&*\$%7 % ;:%&-8-&-9%.

Q 4(epe 8*3p%-3%0e45-.- ;48%3*\$%7e

- -4-:*\$%\$e p-44%H45-H .p*)*\$45-H %)e\$3%0\$-43% ; 8-+0%5/+,3/p\$-& % &\$-.-5-\$ (e44%-\$*+,\$-& -19e43;e[8p-7;+e\$%e %\$3epe4* 5 8-:*\$%\$< %43-p%0%[5/+,3/pG V-44%H45-H]e)ep*W%0%[4;-e.- 5p*7[\$*p-)-; V-44%0%f
- We\$\$-43\$-e -3\$-#e\$%e 5)-43%'e\$%7& 4;-eH V-)%\$G Z V-44%0%[5 \$*/5e[%45/443;/[48-p3/[3e\\$-+-.%7&[1-e;G& 8-);%.*& % 3p/)-;G&)-43%'e\$%7& \$*p-)*[4 5-3-pG&% #5-+,\$%5% 1/)/3 :\$*5-&%3,47 ; \-e 8p-(p%e\$3*W%-\$\$G\ c545/p4%H \$* 8pe)8p%73%7\ 4;-e.- pe.%-\$*.

Q 4(epe)/\-; \$-2\$p*;43;e\$\$-.- ;48%3*\$%7e

- -p%e\$3*W%7 \$* &-p*+,\$Ge We\$\$-43% % \$-p&G ; 4%3/*W%7\ \$p*;43;e\$\$-.- ;G1-p*f
- .-3-;\$-43, -We\$%;*3, 4;-g 8-;e)e\$%e % 8-43/85%[8-;e)e\$%e % 8-43/85%)p/.%\ +<)eH 4 8-:%W%0% \$p*;43;e\$\$G\ % 8p*;-;G\ \$-p& 4 /0g3-& -4-:*\$%7 8-4+e)43;%H 8-43/85-;f
- -4-:*\$%\$e ;*\$-43% 4;-1-)G % \$e-1\)-)%&-43% 1p*3, \$* 4e17 -3;e343;e\$\$-43, ; 4%3/*W%0% 8-).-3-;5% 5 ;G1-p/ 1/)/9eH 8p-(e44%0%.

Q 4(epe c43e3%0e45-.- ;48%3*\$%7e

- -4-:*\$%\$e ;*\$-43% \)-`e43;e\$\$-H 5/+,3/pG 5*5 4pe)43;* 5-&&/%5*W%0% % 4*&-;Gp*`e\$%7)+7 8pe)43*;%3e+eH &\$-.\ 8p-(e44%Hf
- 43pe&+e\$%e 5 4*&-;Gp*`e\$%< ; p*:\$G\ ;%)*\ %45/443;*[; 3-& 0%4+e 8p%5+*)\$-.-f
- 43pe&+e\$%e 4-:)*;*3, ;-5p/. 4e17 c43e3%0e45% 8p%;+e5*3e+,\$/< 4pe)/ ;\$e :*;%4%&-43% -3 3-H 4(epG 8p-(e44%-\$*+,\$-H)e73e+,\$-43%[5-3-p-H #5-+,\$%5 8+*\$%p/e3 :*\$%&*3,47 ; 1/)/9e&.

Q 4(epe (%:%0e45-.- ;48%3*\$%7[(-p&%p-;*\$%7 5/+,3/pG :)-p-;7 % c&-W%-*\$+,\$-.- 1+*.-8-+/0%7e

- -4-:*\$%\$e \$e-1\)-)%&-43% 4-1+<)e\$%7 8p*;%+ 1e:-8*4\$-43% ; +<1-H 8p-(e44%0%[; 3-& 0%4+e \$*;G5-; 1e:-8*4\$-.- 8-;e)e\$%7 ; %\$3ep\$e324pe)ef
- -3;e343;e\$\$-e -3\$-#e\$%e 5 4;-e&/ :)-p-;,< % /43*\$-;5* \$* :)-p-;GH -1p*: `%:\$%of
- 48-4-1\$-43, *)*83%p-;*3,47 5 43pe44-;G& 4%3/*W%7&[;G-;*\$G& \$e-1\)-)%&-43,< 8p-(e44%-\$*+,\$-.- 4*&-8pe)e+e\$%7[-4&G4+77 4-143;e\$\$GH -8G3 % ;G43p*%;*7)+,\$eH#%e We+%[4;7:*\$GGe 4 1/)/9eH 8p-(e44%-\$*+,\$-H `%:\$,<f
- /&e\$%e 8p%0%&*3, 4e17 %)p/.%\ [\$e -4/`)*7f
- /&e\$%e -4-:*\$;*3, c&-W%-*\$+,\$-e 4-43-7\$%e 4e17 %)p/.%\ [/&e\$%e /8p*+;73, 4-143;e\$\$G& c&-W%-*\$+,\$G& 4-43-7\$%e&)+7 c5-\$-&%% ;\$3pe\$\$\ pe4/p4-;f

- 4(-p&%p-;*\$-43, \$*;G5* pe(+e54%%[8p%:\$*\$%e 4;-e.- 8p*;* \$* -#%15/ % 3*5-.-`e 8p*;*)p/..- 0e+-;e5*.

Q 4(epe 3p/)-;- - ;48%3*\$%7e

- /43*\$-;5* \$* *53%;\$-e /0*43%e ; pe#e\$%% 8p*53%0e45%\ :*)*0 =; p*&5*\ 4e&,%[-1p*:-;3e+,\$-H -p.*\$%:*W%[%[.-p-)*[5p*7E 3e\\$-+-.%0e45-H % 4-W%*+,\$-H \$*8p*+e\$-43%[48-4-1\$-43, %\$%W%0p-;*3,[8+*\$%p-;*3, % 4*&-43-73e+,\$-;G8-+\$73, 3*5-.- p-)*)e73e+,\$-43,f
- %\$3epe4 5 8p*53%0e45-&/ %:/0e\$%< 8p-(e44%H % 3p)* p*:+%0\$-.- p-)*[; 3-& 0%4+e \$* -4\$-;e :\$*\$%H[8-+/0e\$G\ ; \-)e %:/0e\$%7 8p-.p*&&G 8p-e53* IJ%+e3 ; 1)/9eeKf
- -4-:\$*\$%e ;*\$-43% -1/0e\$%7 \$* 8p-37`e\$%% ;4eH `%:\$%)+7 /48e#H 8p-(e44%-\$*+,\$-H)e73e+,\$-43% % p*:%3%e \$e-1\)%&G\ /&e\$%H)+7 c3--f
- .-3-;\$-43, *)*83%p-;*3,47 ; 8p-(e44%-\$*+,\$-H 4pe)ef
- /;*\$`e\$%e 5 3p/)/ % pe:/+3*3*& 3p/)-;H)e73e+,\$-43%f
- -4-:\$*\$GH ;G1-p % 8-43p-e\$%e %\$)%%;%)*+,\$-H -1p*:-;3e+,\$-H 3p*e53-p%% % `%:\$e\$G\ 8+*\$-; 4 /0g3-& +%0\$G\ % -19e43;e\$G\ %\$3epe4-; % 8-3pe1\$-43eH.

Q 4(epe c5+-.%0e45-.- ;48%3*\$%7e

- 8-;G#e\$%e /p-;\$7 c5+-.%0e45-H 5/+3/pG[-4-:\$*\$%e .+1*+,\$-.- *p*53ep* c5+-.%0e45%\ 8p-1+e& % 8/3eH %\ pe#e\$%7[; 3-& 0%4+e ; 8p-We44e -:\$*5-&+e\$%7 4 8p-(e44%7&% 4(epG I0e+-;e528p%p-)*Kf
- *53%;\$-e \$e8p%73%e)eH43;%H[8p%\$-479%\ ;pe) -5p/'*<9eH 4pe)e[; 3-& 0%4+e -4-:\$*\$%e 8-3e\$W%*+,\$-.- /9ep1* 8p%p-)e[5-3-pGH 4-8p-;-`)*e3 3/ %+% %\$/< 8p-(e44%-\$*+,\$/<)e73e+,\$-43,f
- -4-:\$*\$%e 4;-eH p-+% 5*5 .p*`)*\$*\$ % 8-3pe1%3e+7 ; /4+-;%7\ ;:;%&-4;7:% 8p%p-) \$-H[3e\\$-+-.%0e45-H % 4-W%*+,\$-H 4pe).

Q 4(epe 8-\$%&*\$%7 We\$-43% \$*/0\$-.- 8-:\$*\$%7e

- -p%e\$3*W%7 ;)e73e+,\$-43%[4;7:*\$-H 4 -4;-e\$%e& 8p-.p*&&G 8p-e53* IJ%+e3 ; 1)/9eeK[\$* 4-;pe&e\$\$/< 4%43e&/ \$*/0\$G\ 8pe)43*+e\$%H -1 -4\$-;\$G\ :*5-\$-&ep\$-437\ p*:%3%7 0e+-;e5*[8p%p-)G % -19e43;*[;:;%&-4;7:7\ 0e+-;e5* 4 8p%p-)\$-H % 4-W%*+,\$-H 4pe)-Hf
- -;+*)e\$%e 7:G5-;-H % 0%3*3e+,45-H 5/+3/p-H 5*5 4pe)43;-& 8-:\$*\$%7 &%p*[4pe)43;-& 4*&-4-;ep#e\$43;-;*\$%7 0e+-;e5*[; 3-& 0%4+e ; 8p-(e44%-\$*+,\$-H 4(epf
- -;+*)e\$%e -4\$-;\$G&% \$*;G5*&% %44+e)-;3e+,45-H)e73e+,\$-43% ; 8p-We44e %:/0e\$%7 &%p* 8p-(e44%H[/43*\$-;5* \$* -4&G4+e\$%e 4-143;e\$-.- -8G3*[

\$*1+<)e\$%H[8-43/85-; % 43pe&+e\$%e 4-;ep#e\$43;-;*3, 8/3%)-43%`e\$%7 We+%

Q 4(ep e *)*83*W%% 5 %:&e\$7<9%&47 /4+-;%7& 4-W%*+,\$-H % 8p%p-)\$-H 4pe)Ge

- -4;-e\$%e 4-W%*+,\$-.- -8G3*[-4\$-;\$G\ 4-W%*+,\$G\ p-+eH[4--3;e343;/<9%\ ;e)/9eH)e73e+,\$-43% ;:-p*43*[\$-p& % 8p*;%+ -19e43;e\$-\$- 8-;e)e\$%7[(-p& 4-W%*+,\$-H `%:\$% ; .p/88*\ % 4--19e43;*[;5+<0*7 4e&,<[.p/88G[4(-p&%p-;*\$Ge 8- 8p-(e44%-\$*+,\$-&/ 8p%:\$*5/f
- 48-4-1\$-43,)eH43;-;*3, ; /4+-;%7\ \$e-8pe)e+ë\$-\$43%[8-;G##*3, /p-;e\$, 4;-eH 5-&8e3e\$3\$-43% 0epe: 8p*53%0e45/<)e73e+,\$-43,[; 3-& 0%4+e /&e\$%e /0%3,47 /)p/.%\ +<)eH[-4-:\$*;*3, ; 4-;&e43\$-H)e73e+,\$-43% \$-;Ge :\$*\$%7[\$*;G5% % 5- &8e3e\$W%% %: -8G3*)p/.%\ [8p-\-)%3, 8p-(e44%-\$*+,\$Ge 8p-1G ; p*:\$G\ 4(ep*\)e73e+,\$-43%of
- \$*;G5 ;G7;+e\$%7 % 4;7;G;\$*%7 -1p*:-;[48-4-1\$-43, -4-:\$*;*3,)e(%W%3G 4-143;e\$G\ :\$*\$%H % 5-&8e3e\$3\$-43eH[8+*\$%p-;*3, 4;-ë p*:-;%3%e[; 3-& 0%4+e 8p-(e44%-\$*+,\$-ef
- /&e\$%e -8ep%p-;*3, 3ep&%\$&% % 8pe)43*;+e\$%7&% ; -1+*43% 5-\$We8W%% /43-H0%;-.- p*:-;%3%7f
- /&e\$%e *\$*+:%0p-;*3, % ;G7;+73, ;:;%&-4;7:% 8p%p-)G[-19e43;* % c5-\$-&%5%of
- /&e\$%e -We\$%;*3, 4;-%)eH43;%7 4 /0ë3-& ;+%7\$%7 \$* -5p/^* <9/< 4pe)/[)-43%`e\$%7 We+eH % 8pe-)+e\$%7 ;G:-;-[;:-&-`\$G\ .+1*+,\$G\ 8-4+e)43;%Hf
- 48-4-1\$-43, -4-:\$*;*3, 43pe44-;/< 4%3/*W%<[-We\$%;*3, 8p-%4\-)79%e %:&e\$e\$%7 % %\ 8-4+e)43;%7[(-p&/+%p-;*3, % -We\$%;*3, p%45% % 8-4+e)43;%7[(-p&%p-;*3, -8G3[/&e3, \$*\-)%3, 8-:%3%;\$-e ; 8p-%:-#e)H 4%3/*W%%.

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Q 4(ep e -;+*)e\$%7 /\$%;ep4*+,\$G&% /0e1\$G&% 8-:\$*;*3e+,\$G&%)eH43;%7&%e

- ;G7;+73,)e(%W%3 %\$(-p&*W%% - 3-H %+% %\$-H 8p-(e44%)[\$e-1\-)%&-H)+7 8-+-\$-3G 8pe)43*;+e\$%H - \$eH[% \$*\-)%3, 48-4-1G)+7 pe#e\$%7 ;-:%5#eH 8p-1+e&Gf
- %48-+;:-;*3, ;-8p-4G 5*5 %\$43p/&e\$3)+7 8-:\$*\$%7 1)/9eH 8p-(e44%)%f
- *p./&e\$3%p-;*3, 4;-< 8-:%W%<[&\$e\$%ef
- -We\$%;*3, \$* 8p%&e\$%&-43, %)-43-;ep\$-43, %\$(-p&*W%<[8-+/0e\$\$/< ; \-)e p*1-3G 4 %\$3ep\$e32%43-0\$5*&%f

- 4*&-43-73e+,\$- (-p&/+%p-;*3, -1-19e\$%7 % ;G;-)G 8- pe:/+,3*3*& 8p-;e)ë\$-\$- -14/`e\$%7 ; .p/88e %+% ; 8*pef
 - 8p-.\$-%p-;*3, ;-&-\$-e)*+,\$eH#ee p*::;%3%e 8p-We44-;[4-1G3%H % %\ 8-4+e)43;%7[4;7:*\$\$Ge 4 ;G1-p-& 1)/9eH 8p-(e44%%%f
 - ;G);%. *3, 8pe)8-+-`e\$%7 - ;-&-\$-& p-43e % 8*)e\$%% 48p-4* \$* 3/ %+% %\$/< 48eW%*+,\$-43, ; \$-;G\ /4+-;%7\ f
 - 8p%&e\$73, p*:+%0\$Ge &e3-)G[%\$43p/&e\$3G % :*8p-4G 8p% 8-%45e % -31-pe %\$(-p&*W%)[4;7:*\$\$-H 4 8p-(e44%-\$*+,\$-H)e73e+,\$-43,< %+%)*+,\$eH#%& -1/0e\$%e&f
 - ;G1%p*3,[*\$*+%:%p-;*3,[4%43e&*3:%p-;*3, % %\$3ep8pe3%p-;*3, %\$(-p&*W%< p*:+%0\$G\ ;%)-; % (-p& 8pe)43*:+e\$%7f
 - \$*\-)%3, 4\-\$Ge *p./&e\$3G =8-)3;ep`)*<9%e %+% -8p-;ep.*<9%e -)\$/ % 3/ `e %e<[;ep4%<E ; p*:+%0\$G\ %\$(-p&*W%-\$\$G\ %43-0\$%5*\ f
 - 4*&-43-73e+,\$- ;G1%p*3, -83%&*+,\$/< (-p&/ 8pe)43*:+e\$%7 %\$(-p&*W%)[8pe)\$*:\$*0e\$\$/<)+7 -43*+,\$G\ /0*43\$%5-; 8p-.p*&&G 8p-e53* IJ%+e3 ; 1)/9eeK.
- Q 4(ep e -;+*)e\$%7 /\$%;ep4*+,\$G&% /0e1\$G&% 5-&&/%5*3%;\$G&%)eH43;%7&%e
- ;-48p%\$%&*3, % (-p&/+%p-;*3, 4/`e\$%7 ; 4--3;e343;%% 4 We+7&% % /4+-;%7&% -19e\$%7 ; p*&5*\ :*\$73%H[;5+<0ë\$\$G\ ; 8p-.p*&&/ 8p-e53* IJ%+e3 ; 1)/9eeKf
 - ;Gp*`*3, 4;< 3-05/ :pe\$%7f p*48-:\$*;*3, \$e;ep1*+,\$Ge 4pe)43;* -19e\$%7[8-\$ %&*3, :*\$0e\$%e 4-W%*+,\$G\ :*\$5-;[:*\$3, % p*48-:\$*;*3, 8pe)8-4G+5% 5-\$(+%53\$G\ 4%3/*W%H % 43*p*3,47 4&7.0*3, 5-\$(+%53Gf
 - 8-\$%&*3, \$*&epe\$%7)p/.%\ /0*43\$%5-; :*\$73%H 8- 8p-.p*&&e 8p-e53* IJ%+e3 ; 1)/9eeK[8p-7;+73, /;*`%3e+,\$-e -3\$-#e\$%e 5 \$%& % 5 ;:p-4+G&[/0*43; /<9%& ; :*\$73%7[; 5-pp e53\$-H (-p&e (-p&/+%p-;*3, 4;-% ;-:p*`e\$%7f
 - ; \-e)%*+-. * % =%+%E)%45/44%% :*)*;*3, ;-8p-4G 8- 4/9e43;/ -14/`)*e&-H 3e&G % ;G45*:G;*3, %e)[\$*We+e\$\$Ge \$* pe#e\$%e :*)*0% % 8-))ep`*\$%e 1+*.-`e+*3e+,\$-43% -19e\$%7)p/. 4)p/.-&f
 - 4-8-43*+;73, 4;-% 4/`e\$%7 4 4/`e\$%7&%)p/.%\ /0*43\$%5-;)%*+-.*[-1\$*p/`%;*3, p*:+%0%e % 4\-)43;- 8-:%W%Hf
 - 8/1+%0\$- 8pe)43*+;73, pe:/+,3*3G p*1-3G[8p-)e+*\$-\$-H ; p*&5*\ ;G8-+\$e\$%7 :*)*\$%H[4;7:*\$\$G\ 4 3e&*3%5-H 5/p4* 8- 8p-(-p%e\$3*W%)[
 - 8-\$%&*3, % %48-+;,:;*3, 8pe%&/9e43;* 5-&*\$)\$-H % %\$)%%;%)*+,\$-H p*1-3G 8p% pe#e\$%e 5-\$5pe3\$-H 8p-1+e&G[8p%\$%&*3, We+, 4-;&e43\$-H)e73e+,\$-43%[

5-++e53%;\$- 8+*\$%p-;*3,)eH43;%7 8- eë)-43%`e\$%<e p*48pe)e+73, p-+%[)-.-;*p%;*3,47[-14/`)*3, 8p-We44 % pe:/+,3*3 4-;&e43\$-H p*1-3Gf

- /&e3, -1-19*3, &\$e\$%7 \$e45-+,5%\ /0*43\$%5-; 8p-.p*&&G 8p-e53* IJ%+e3 ; 1/)/9eeK[8p-7;+73, .-3-;\$-43, p/5-;-)%3,[;G8-+\$73, 8-p/0e\$%7[8-)0%\$73,47f
- /0*43;-;*3, ; .p/88-;G\ (-p&* p*1-3G =-14/`e\$%7[-1&e\$ &\$e\$%7&%[&-.-;Ge #3/p&G %)p.Ef
- ;G8-+\$73, 4;-< 0*43, p*1-3G[)-43%.*3, 5*0e43;e\$-\$- pe:/+,3*3* 8- 4;-e&/ \$*8p*+e\$%< % 5--p)%\$%p-;*3, 4;-%)eH43;%7 4)eH43;%7&%)p/.%\ /0*43\$%5-; 8p-e53* IJ%+e3 ; 1/)/9eeK.

Q 4(epe -;+*)e\$%7 /\$%;ep4*+,\$G&% /0e1\$G&% pe./+73%;\$G&%)eH43;%7&%e

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- -p%e\$3%p-;*3,47 ; p*:+%0\$G\ 8-)\-)*\ 8p%\$73%7 pe#e\$%H =%\$)%;)/*+,\$-e[8p%\$73%e pe#e\$%7 ; .p/88e[8p%\$73%e pe#e\$%H .p/88-HEf
-)e+*3, ;G1-p % 1p*3, \$* 4e17 -3;e343;e\$-\$43, :* pe#e\$%7[8p%\$%&*e&Ge ; 8p-We44e 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7f
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- /&e3, 43*;%3, 4e17 \$* &e43-)p/.-.- 0e+-;e5*[8-\$%&*3, &-3%;G % \$*&epe\$%7 /0*43\$%5-; 5/p4*[-4-:\$*\$-\$- -3\$-4%3,47 5 \$%&.

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- -;+*)e\$%e :\$*\$%7&% % /&e\$%7&% 8pe)/8pe`)e\$%7 -8*4\$G\ % 0pe;;G0*H\$G\ 4%3/*W%H ; - ;pe&7 8pe1G;*\$%7 ; p*:+%0\$G\ 4pe)*\ =; 8-&e9e\$%[\$* /+%We[\$* 8p%p-e[; -19e43;e\$G\ &e43*\ % \$* &*44-;G\ &ep-8p%73%7[8p% 5-&&/\$%5*W%[8p% ; -:)eH43;% p%45-; 5/+,3/p\$-H 4pe)GE.

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 (e44%-\$*+,\$G\ \$*8p*+;e\$%7\ U-&-9, ; ;G1-pe /;+e0e\$%7[; 5-3-p-& -1/0*<9%H47 &-
 `e3 pe*+%;-; *3, 4;- % %\$3epe4G[p*:%;*3, ;:-&`-\$43% % 8-&-.*3, -5p/'<9%&. U-%45
)-8-+\$%3e+,\$G\ :*\$73%H % /;+e0e\$%H.

" * \$%&'() ; -4\$-;e /p-5* +e%3 -14/`e\$%e -17:*3e+,\$-.- \$*1-p* #5-+,\$G\
 8pe)&e3-; C 5+*44-; -19e-1p*:-; *3e+,\$G\ /0pe`)e\$%H[3*5%\ 5*5 p/445%H 7:G5[
 +%3ep*3/p* [*+.e1p* [.e-&e3p%7[%\$-43p*\$GH 7:G5[%43-p%7[-19e43;-:\$%e[(%:%5*[1%-
 +-.%7[%\$(-p&*3%5* % ijk [.e.-p*(%7 %)p/.%e.

i\$(-p&%p-;*\$%e -1/0*<9%\47 - ;:*%&-4;7:% #5-+,\$G\ 8pe)&e3-; % 3e& 4 p*:\$--1p*:
 %e& 4-;pe&e\$G\ 8p-(e44%H % \$e-1\-%&G\ 5-&8e3e\$W%H =(-p&%p-;*\$%e 4%43e&\$-.-
 8pe)43*;+e\$%7 - &%pe 8p-(e44%H[\$*8p%&ep[5*5 :\$*%7 % \$*;G5%[
 8p%-1pe3*e&Ge :* #5-+,\$-H 8*p3-H[&-./3 8-2p*:\$- &/ ;-8+-9*3,47 ; p*:\$G\
 8p-(e44%7E. U-;G#e\$%e 8-:\$*; *3e+,\$-.- %\$3epe4* 5 #5-+,\$G& 8pe)&e3*&[* 3*5`e
 8-;G#e\$%e We\$\$-43% :\$*%H[\$*;G5-; % /&e\$%H[5-3-pGe 8p%-1pe3*<347 \$* c3%\
 8pe)&e3*\ .]-p&%p-;*\$%e 8pe)43*;+e\$%H - 4-;pe&e\$G\ 5-&8e3e\$W%7[5-3-pGe 4e-)\$7
 8pe)67;+7<347 5 48eW%*+%43*& %: p*:+%0\$G\ -3p*4+eH.

¹ R4\$-;*\$- \$* %)e7\ p-44%H45%\ 8p-(-p%e\$3-+-.-; p.F. j+%&-;*[q._. Up7`\$%5-;*[
 q.].V-)%0e;*

B + \$z&cc() /p-5 :\$*5-&%3 -1/0*<9%\47 4 p*:\$-1p*:%e& \$*8p*+e\$%H
8p-(e44%-\$*+,\$-.- p*:%3%7[;-&`-\$437&% 8p-.\$-%p-;\$%7 pe:/+,3*3-;
8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7. q* /p-5e p*45pG*;<347 4/9e43;/<9%e
8p-(e44%-\$*+,\$Ge \$*8p*+e\$%7[;*p%*\$3G 8-+/0e\$%7 8p-(e44%-\$*+,\$-.- -1p*:-;\$%7
=/p-;\$% -1p*:-;\$%7E.

F53/*+%:*W%7 8p-We44-; 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7. i\$(-p&%p-;\$%e
#5-+,\$%5-; - ;%)*\ 8p-(e44%-\$*+,\$-.- -1p*:-;\$%7 =;G4#ee -1p*:-;\$%e D 4pe)\$ee 8p-
(e44%-\$*+,\$-e -1p*:-;\$%eE. U-&-9, #5-+,\$%5*& ; 4--3\$-#e\$%% +%0\$G\ 5*0e43; %
%\$3epe4-; 4 \$*8p*+e\$%7&% 8p-(e44%-\$*+,\$-H)e73e+,\$-43%.

B , \$z&cc() (-p&%p-;\$%e 8pe)43*+e\$%H - 8pe%&/9e43*;\ -1/0e\$%7 5*5 ;
-p.*\$%:*W%7\ ;G4#e.- -1p*:-;\$%7 =QR[;/:GE[3*5 % ; -p.*\$%:*W%7\ 4pe)\$e.-
8p-(e44%-\$*+,\$-.- -1p*:-;\$%7 =_URE. F53/*+%:*W%7 8pe)43*+e\$%H - ;-&`\$G\
8p-(e44%-\$*+,\$G\ \$*8p*+e\$%7\)+7 /0*9%\47. U-;G#e\$%e 8-:\$*;*3e+,\$-.- %\$3epe4* 5
(%+-4-(% % ;G1-p* % 8-43p-e\$%< 4;-eH 8ep4-\$*+,\$-H 5*p,ep\$-H 3p*e53-p%% p*:%3%7.

B 10 \$z&cc() ; \-)e /p-5* -1/0*<9%e47 8-+/0*<3 %\$(-p&*W%< 8- 4+e)/<9%&
\$*8p*+e\$%7& 8p-(e44%-\$*+,\$-H)e73e+,\$-43%e

- e43e43;e\$\$-2\$/0\$-e \$*8p*+e\$%ef
- %\$`eSep\$-23e\%0e45-e \$*8p*+e\$%ef
- %\$(-p&*W%-\$\$-23e\%-+. %0e45-e \$*8p*+e\$%ef
- -1-p-\$\$-248-p3%;\$-e \$*8p*+e\$%ef
- 8p-%:;-)43;e\$\$-23e\%-+. %0e45-e \$*8p*+e\$%ef
- 4-W%*+,\$-2./&*%3*p\$-e \$*8p*+e\$%ef
- (%*\$4-;-2c5-\$-&%0e45-e \$*8p*+e\$%ef
- 3;-p0e45-e \$*8p*+e\$%e.

i\$(-p&%p-;\$%e -1/0*<9%\47 -1 -4-1e\$\$-437\ pG\$5* 3p/)*. IUp-%.pG*;\$%eK
;*p%*\$3-; ;G1-p* =+;3ep\$*3%;E 8p-(e44%\$.]-p&%p-;\$%e 8pe)43*+e\$%7 - 5-&8e3e\$3\$-
43\$-& 8p-(%+e 48eW%*+%43-; %: p*:\$G\ \$*8p*+e\$%H. b\$*5-&43;- 4
%\$43p/&e\$3*&% % &ep-8p%73%7&% 8p-(e44%-\$*+,\$-.- ;G1-p*.

B 11 \$z&cc() /p-5 \$*8p*+e\$ 8-&-0, ;G8/45\$%5*& ;:+7\$/3, \$* p*:+%0\$Ge
`%:\$e\$\$Ge 4We\$*p%% % 8p-(e44%-\$*+,\$Ge 8/3%[5-3-pGe `)/3 %\ 8-4+e -5-\$0*\$%7
#5-+G. lepe: 8p%:&/ p*:\$-1p*:%7 ;*p%*\$3-; p*:%3%7 4-1G3%H 1/e3 p*45pG3* % 3e&*
p*:\$-1p*:%7 ;G1-p* 8p-(e44%H ; p*:+%0\$G\ 8p-(e44%-\$*+,\$G\ \$*8p*+e\$%7\
]-p&%p-;\$%e 8pe)43*+e\$%7 - ;G1-pe[p*:%3%% % ;-&`\$G\ %:&e\$e\$%7\ ; 8-43p-e\$%%
8ep4-\$*+,\$-.- 5*p,ep\$-.- 8/3%.]-p&%p-;\$%e 8-:%3%;\$-.- -3\$-#e\$%7 % ;-+e0e\$\$-43%

-1/0*<9%\47 ; ;-8p-4G 4*&--8pe)e+e\$%7. R;+*)e\$%e 8p%e&*%&% 8-43p-e\$%7 5*p,ep\$G\
3p*e53-p%H p*.;%3%7. F53/*+:%*W%7 :\$%\$%H 8- ;G1-p/ -1p*.-;*3e+,\$-H -p.*\$%:*W%
-p.*\$%:*W% ;G4#e.- -1p*.-;*%7 =QR[;/GE %+% -p.*\$%:*W% 4pe)\$e.-
8p-(e44%-\$*+,\$-.- -1p*.-;*%7 =_URE 5*5 8ep;-.- #*.* (-p&%p-;*%7 8ep4-\$*+,\$-.-
5*p,ep\$-.- 8/3%.

**SDL@AJ =0)BoZoBFAEID[FoEEDG oEJDVEa@FDbEoHIFNDO)ABTDG UDHIK
7)oEFRD_HAWG9 :P UDHD<O**

Up(-p%e\$3*W%-\$\$*7)%*.\$-43%5* -1/0*<9%\47 \$* %\$3ep\$e328+*3(-p&e
rsstueDDvwviyz{.}D =)+7 :*pe.%43p%p-;*\$G\ /0*43%5-; 8p-e53*E 8-;.-+7e3 -8pe)e+%3,
3pe1/e&GH -16e& 8p(-p%e\$3*W%-\$\$-H 8-&-9% % 4(-p&%p-;*3,)*+,\$eH#/#<
%\$)%%;%)/*+,\$/< 3p*e53-p%</0*43%7 ; 8p-p.*&&e 8p(-p%e\$3*W%-\$\$-H p*1-3G.

OEJDVEa@FDbEoHIFND h 34#ũ "&D#*)#*+e77uu< 4-43-%3 %:);\ 0*43eHe

- &e3-)%5* -\$+*H\$2)%*.\$-43%5% /0*9%\47 /012 3141561c478)+7 P2TT 5+*44-;. Q a2TT
5+*44\ &e3-)%5* \$*8p*+;e\$* \$* -We\$5/ We\$\$-43\$G\ -p%e\$3%p-; ; 4(epe
4*&--8pe)e+e\$%7 -1/0*<9%\47 % /p-;\$7 .-3-;\$-43% 5 ;G1-p/ 8p-(e44%%. Qep4%7
P2 C 5+*44-; ;5+<0*e3 3-+;5-)%*.\$-43%5/ .-3-;\$-
43% 5 8p-(e44%-\$*+,\$-&/
4*&--8pe)e+e\$%< % \$e ;5+<0*e3)%*.\$-43%5/ We\$\$-43\$G\ -p%e\$3%p-;.
- &e3-)%5* -\$+*H\$2)%*.\$-43%5% \$* -8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ 45+-\$-43eH %
\$*8p*+;e\$\$-43% -1/0*<9%\47 =/O19 5:;1<8E. Oe3-)%5* 8pe)/4&*3p%;*e3 L ;ep4%% d
)+7 P2C[a29 % T@2TT 5+*44-;.

**OEJDVEa@FDbEoHIFND hh 34#u m/B/%m&< ;5+<0*e3 5-&8+e54\$/< &e3-)%5/
-\$+*H\$2)%*.\$-43%5% \$* -8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ %\$3epe4-; % 4%+,\$G\ 43-p-\$
-1/0*<9%\47 4 ;G)e+e\$%e& I-\$ 8-3e\$W%*+*K =3*+*\$3-;E)+7)*+,\$eH#e.- p*.;%3%7.
Oe3-)%5* 8pe)/4&*3p%;*e3 ;ep4%%)+7 P2C[a29 % T@2TT 5+*44-;.**

**/oEHQJKID[FF Mo BALQJKIDIR oEJDVEa@FDbEoHIFNFO _-8p-;`)e\$%e
-1/0*<9%\47 8- %3-.*&)%*.\$-43%5% =; %\$)%%;%)/*+,\$-& %+% .p/88-;-& (-p&*3eE.
Q-:&-`\$- 8p-;e)\$%e 5-\$4/+;3*W%% 4 8-&-9,< ;%)e-:*8%4% .-3-;-H 5-\$4/+;3*W%%
=)-43/8\$-H /0*43%5*& 8p-e53* IJ%+e3 ; 1/)/9eeK \$* %\$3ep\$e328+*3(-p&e
rsstueDDvwviyz{.}DE.**

SDL@AJ P0)BoZoBFAEID[FoEEDG TSHIDTND 75DWoBDIoBFG WQ@QXAbO OLED_ BSEoN9 :e UDHD<O

E#7eFe%ue 91BGmu9e\$uü%#ü "&7m/"2u 3H/D#/m#*u5 DI\$IFe:#< = 48eW%*+,\$-p.*\$%:-,*\$\$*7 8-43-7\$\$-)eH43;/<9*7 c548-:W%7 \$* 1*:e %43-p%0e45%\ 8*p5-; IV-44%7 d O-7 %43-p%7K =-0\$- ; >N 4/16e53*\ V][; -\$+*H\$2(-p&*3e)-43/8\$- \$* %\$3ep\$e32 8+*3(-p&e rstueDDvwviyz{.})DE. b\$*5-&43;- 4 pG\$5-& 3p/)*[9 5+<0e;G&% -3p*4+7&% =*\$8p*+;e\$%7&%E c5-\$-&%0e45-. p*:%3%7[8p-(e44%7&%e i\$)/43p%*+,\$*7 4pe)*f b)-p-*7 4pe)*f X&\$*7 4pe)*f oe+-*7 4pe)*f _-W%*+,\$*7 4pe)*f Je:-8*4\$*7 4pe)*f j-&(-p3\$*7 4pe)*f jpe*3%;\$*7 4pe)*f F.p*p\$*7 4pe)*.*

b*)*0% ;G43*;5%e

- :\$*5-&43;- -1/0*<9%\47 4 pG\$5-& 3p/)*[4 p*:+%0\$G&% -3p*4+7&% % 8p-(e44%7& %[4 &\$-.-1p*:%e& ;*p%*\$3-; 8p-(e44%-*\$+,\$-.- ;G1-p*f
- ;+;+e0e\$%e[p-43 &-3%,*W%% 5 4-;ep#e\$%< 8p-(e44%-*\$+,\$-.- ;G1-p*f
- 8-&-9, #5+,\$%5*& ; 8-\$%&*\$% %[; 5*5-& \$*8p*+;e\$%% -\$% \-373 p*:%;*3,47)*+,#e.

SDL@AJ e0)BoZAHHFoEDJKESA MBoWS 7)BoWQ_0)oJQUD_ oMSI9 :] UDHoT0

E#+e77u#%/BG%&e)#D&I U-\$73%e I8p-(e44%-*\$+,\$*7 8p-1*K. Up-(e44%-*\$+,\$*7 8p-1* 5*5 4pe)43;- *53/*+%:*W%% 8p-(e44%-*\$+,\$-.- 4*&--8pe)e+e\$%7 -1/0*<9%\47. V*:\$-1p*:%e ;%)-;[(-p&*3-; 8p-(e44%-*\$+,\$G\ 8p-1. _-)ep`*\$%e 8p-(e44%-*\$+,\$G\ 8p-1. V*4#%pe\$%e .p*\$%W 8-\$%&*\$%7 8p-(e44%-*\$+,\$G\ (/5W%H % 8p%-1pe3e\$%e -1/0*<9%&%47 48eW%(%0e45-. -8G3* 8p-(e44%-*\$+,\$-H)e73e+,\$-43%. Up-;e)\$%e 8p-(e44%-*\$+,\$G\ 8p-1 ; 8p-e53e ;-:&-`\$- ; 4+e)/<9%\ (-p&*3*le -0\$-&[-\$+*H\$[8p-1* \$* 8+*3(-p&e 8p-e53* =8p-;-)%347 ; -1p*:-;*3e+,\$-H -p.*\$%:*W%*E.*

- Up% -0\$-& (-p&*3e -p.*\$%:/e347 ;Ge)\$*7 8+-9*)5* ; -p.*\$%:*W%7\ 8p-(e44%-*\$+,\$-.- %)-8-+\$%3e+,\$-.- -1p*:-;*\$%7[We\$3p*\ -8epe`*<9eH 8p-(e44%-*\$+,\$-H 8-).-3-;5% % 3.8. R0\$GH (-p&*3 8-)p*:/&e;*e3 \$e8-4pe)43;e\$\$-e 8-43-7\$\$-e 8p%4/343;%e \$*43*,\$%5* 8+-9*)5% ; &e43e 8p-;e)\$%7 &ep-8p%73%7.
- R\$+*H\$28p-1G 8pe)8-+*.*<3 8-43-7\$\$-e /)*+e\$\$-e 8p%4/343;%e \$*43*,\$%5*[5-3-pGH ;*%&-)eH43;/e3 4 /0*43\$%5*&%e %\$43p/53%p/e3[)e&-43p%p/e3 ;G8-+\$e\$%e p*1-0%\ -8ep*W%H[5-\$3p-+%p/e3 8p-We44 ;G8-+\$e\$%7 % ; pe`%&e pe*+,\$-.- ;pe&e\$% 5-\$4/+3%p/e3[-We\$%,*e3 pe:/+3*3[)e3 -1p*3\$/< 4;7:, % -p.*\$%:/e3 4 /0*43\$%5*&% pe(+e54%< 8- %3-.*& 8p-1G.

- Up-1* \$* 8+*3(-p&e 8p-;-)%347 \$* 1*:e -1p*:-;*3e+,\$-H -p.*\$%:*W%% 4 %48-+;:-*\$%e&)%43*\$W%-\$G\ 3e\\$-+-.%H \$* %3ep\$e328+*3(-p&e 8p-e53* IJ%+e3 ; 1/)/9eeKe rsstueDDvwwiyz{.}D.

SDL@AJ i0)BoZoBFAEID[FoEEDG oEJDVEa@FDbEoHIFNDO 2IoBDG UDHIK 7OHoLED_9
:P UDHD<

:P UDHDd FL EF`g = UDHD DQ@FIoBEoV BDWoISd \ UDH TEADQ@FIoBEoV
:HDRoHloGIAJKEoV< BDWoIS<

><15?(6@/(541<19 A&c4@ B<1C1<@(64&D@16619 ?@&361c4@\$@E F&B<&5z/6& 6& G41A6(6@/(<\$1H(6?&D@@ B1 B1c4<1(6@I 1;<&J15&4(z761=B<1C(cc@16&z7619 4<&(\$41<@@ c GA(41H <(Cz(\$c@@ 1B:4&K BlzGA(66131 6& B<(?:?GL@MN4&B&ME

OEJDVEa@FDbEoHIFND h 34#ü "&D#*)#*+e77uu< 4-43-%3 %:);\ 0*43eHe

- &e3-)%5* -\$+*H\$2)%*.\$-43%5% /0*9%\47 /012 3141561c478)+7 P2TT 5+*44-;. Q a2TT 5+*44*\ &e3-)%5* \$*8p*+e\$* \$* -We\$5/ We\$\$-43\$G\ -p%e\$3%p-; ; 4(epe 4*&--8pe)e+e\$%7 -1/0*<9%\47 % /p-;\$7 .-3-;\$-43% 5 ;G1-p/ 8p-(e44%%. Qep4%7 P2 C 5+*44-; ;5+<0*e3 3-+,5-)%*.\$-43%5/ .-3-;\$- 43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< % \$e ;5+<0*e3)%*.\$-43%5/ We\$\$-43\$G\ -p%e\$3%p-;.

- &e3-)%5* -\$+*H\$2)%*.\$-43%5% \$* -8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ 45+-\$\$-43eH % \$*8p*+e\$\$-43% -1/0*<9%\47 =/O19 5.; I<8E. Oe3-)%5* 8pe)/4&*3p%;*e3 L ;ep4%% d)+7 P2C[a29 % T@2TT 5+*44-;.

OEJDVEa@FDbEoHIFND hh 34#u m/B/%m&< TNJ_UDAI 5-&8+e54\$/< &e3-)%5/
-\$+*H\$2)%*.\$-43%5% \$* -8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ %\$3epe4-; % 4%+,\$G\ 43-p-\$ -1/0*<9%\47 4 ;G)e+e\$%e& I:-\$ 8-3e\$W%*+*K =3*+*\$3-;E)+7)*+,\$eH#e.- p*:*%3%7. Oe3-)%5* 8pe)/4&*3p%;*e3 ;ep4%%)+7 P2C[a29 % T@2TT 5+*44-;.

SDLTABEQIDG NoEHQJKID[FG Mo BALQJKIDDR MoTloBEoV oEJDVEa@FDbEoHIFNFO
_-8p-;-`e\$%e -1/0*<9%\47 8- %3-.*&)%*.\$-43%5% =; %\$)%%;%)/*+,\$-& %+% .p/88-;-& (-p&*3eE. Q-:;&-`\$- 8p-;e)e\$%e 5-\$4/+,3*W%% 4 8-&-9,< ;%)e-:*8%4% .-3-;-H 5-\$4/+,3*W%% =)-43/8\$-H /0*43\$%5*& 8p-e53* IJ%+e3 ; 1/)/9eeK \$* %3ep\$e328+*3(-p&e rsstueDDvwwiyz{.}DE.

SDL@AJ |0)BoZoBFAEID[FoEESV BAZJANHFTESV QBoN 7)JDEFBQ_9 :e UDHD<

:e UDHDd FL EF`g = UDHD DQ@FIoBEoV BDWoISd = UDHD TEADQ@FIoBEoV
:HDRoHloGIAJKEoV< BDWoIS<

E*#+#*ue%m/0u#%&ũ *e+Be27u"%ũ 1*#2 =)*#"#Sum75 " 2#%0e 21*7/J)# um#:/9)*"#e\$e%u5 "7eK)*#+#*ue%m/0u#%&K 9e#*)*u5muũ@C p*:1-p % -14/`e\$%e 8ep4-\$*+, \$G\ pe5-&e\$)*W%H =8- ;:p*43*&E. V*:1-p % -14/`e\$%e 8-+/0e\$\$-.- 8G3* 8- %3-.*& 8p-(e44%-\$*+, \$G\ 8p-1 % &ep-8p%73%H. U-43*\$-;5* -1p*:-;*3e+, \$G\ % 5*p,ep\$G\ We+eH =43p*3e.%0e45%\ % 3*53%0e45%\E.]-p&%p-;*\$%e 8+*\$-; -1p*:-;*3e+, \$G\ #*.-; % (-p&/+%p-;*\$%e 3p*e53-p%% p*::%3%7 =8-4+e)-;*3e+,\$-43, pe*+:%*W%% We+eHE.

4ARDIFUAHN0A MJDEFBoTDEFA

J	4ARDd BDL@AJ NQBHD	OHEoTEoA Ho@ABCDEFA	OHEoTESA TF@S @AGIAJKEoHIF oWQUD_XF`HG
\0)BoZoBFAEID[FoEESA QBoNF 70TJAND_HK9 :e UDHD<	Up-;e)e\$%e 8p-(-p%e\$3*W%-\$G\ /p-5-; d ;;-)\$-.- % 3e&*3%0e45-.- =8- 5+*44*&E. !"#\$%&ũ)*#+#*ue%m/0u#%&ũ 1*#2 34#5 6#77u5 8 9#u :#*u;#%m< =#m2*&"/em)*#*:*/991 21*7/J > ?/7/ŕg p*45pG;*e3 ;-:&-`\$-43% /0*9%\47 ; ;G1-pe 8ep4-\$*+,\$-.- 8p-(e44%-\$*+,\$-.- 8/3%. QG1-p 8p-(e44%-\$*+,\$-.- 8/3% d -)\$- %: ;*`\$eH#%\ pe#e\$%H[5-3-p-e 8pe)43-%3 8p%\$73, #5-+,\$%5*&. VG\$-5 3p/)* ; \$e-8pe)e+e\$\$-43% ;4e.)* 8/.*e3 % ;G:G;*e3 &\$-.- ;-8p-4-;e 5/)* 8-H3%	F53/*+:%*W%7 8p-We44-; 8p-(e44%-\$*+,\$-.- 4*&-8pe)e+e\$%7 \$* -4\$-;e :\$*5-&43;* 4 8-:\$*;*3e+,\$G&% (*53*&% -)-43%`e\$%7\ %: p*:+%0\$G\ -3p*4+eH c5-\$-&%0e45-.- p*::%3%7 43p*\$G.]-p&%p-;*\$%e 8pe)43*+e\$%H - 4-;pe&e\$G\ /\$%;ep4*+, \$G\ 5-&8e3e\$W%7[8pe)67;+7e&G\ 5 48eW%*+%43*& %: p*:+%0\$G\ -3p*4+eH. U-;G#e\$%e 8-:\$*;*3e+,\$-.- %\$3epe4* % 5-&8e3e\$3\$-43% -1/0*<9%\47 ; 8-43p-e\$%% 4;-eH 5*p,ep\$-H 3p*e53-p%% p*::%3%7 =T 0*4E. Up-4&-3p ;%)e-p+%5-;[)%45/44%%[-14/`e\$%7[%.pG % 8p*53%0e45%e :*)*\$%7 \$* /p-5e.

		<p>/0%3,47[03-1G :*;3p* \$e -43*3,47 le: p*1-3Gm q*H)ë347 +%)+7 &e\$7 &e43- \$* c3-& pG\$5e 3p/)*m le&/ \$/^-\$ /0%3,47 /`e 4e.)\$7[03-1G :*;3p* 1G3, ;-43pe1-;*\$G&m Xp-5 \$*8p*+;e\$ \$* 3-[03-1G ; %\$3ep*53%;\$-H %.p-;-H (-p&e 8-:\$*5-&%3, /0e\$%5-; 4 3e&[5*5%e -3p*4+% % 8p-(e44%% ; -43pe1-;*\$G ; V-44%% 4e.)\$7[5*5%e -35pG;*<347 8ep48e53%;G p*.;%3%7[5*5%e \$*;G5% 8-3pe1/<347)+7 c((e53%;\$-H pe*+%.W%% 4e17 ; 8p-(e44%-\$*+,\$-H 4(epe[03- ;*`\$- 4eH0*4 % 1/)e3 \$/^-\$-[5-.)* pe173* -5*`/347 \$* pG\$5e 3p/)*. _e.)\$7 V-44%7)-1%;*e347 1-+,#%\ /48e\;- % pe5-p)\$G\ :\$*0e\$%H ;- &\$-.%\ -3p*4+7\ c5-\$-&%5%. _*&G&*`\$G& ;- ;4e\ c3%\ W%(p*\ 7;+7e&47 &G d `%3e+% 43p*\$G. V-44%7 d c3- 1-+ee TNY &%++%-\$-; `%3e+eH[% ;-&`-\$-43%[5-3-pGe 8epe) \$*&%</p>	<p>Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E *\$*+%; 8-+/0e\$\$-.- -8G3*[p*1-3* 4 8*&735*&% % &*3ep%*+*&% /p-5-;[:\$*5-&43;- 4 -\$+*H\$2 %\$43p/&e\$3-& IUp%&ep-0\$*7 8p-(e44%HK[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%% \$* %\$3ep\$e328+*3(-p&e 8p-e53* rsstueDDvwwiyz{.} D. O*3ep%*+G)+7 8p-;e)e\$%7 /p-5* 8pe)43*+;e\$G \$* %\$3ep\$e328+*3(-p&e rsstueDDvwwiyz{.} D =)+7 :*pe.%43p%p-;*\$G\ 8e)*.-.-;2\$*;%.*3-p-; 8p-e53*E.</p>
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		<p>-35pG;*<347. h3%)*\$GGe -0e\$, 3e4\$- 4;7:*\$G 4 p*:+ %0\$G&% -3p*4+7&% c5-\$-& %5%</p> <p>%</p> <p>8p-(e44%-\$*+,\$-H)e73e+,\$-43,<[* :\$*0%3[% 4 ;-&-\$-43,< 4e17 pe*+%;-;*3,.</p>	
	<p><i>Ae9/миче72uй</i>)<i>*#+#*ue%m/0u#%&й</i> 1*#2 => <i>u/7/00</i></p>	<p><i>\$B5 L 2B/77/</i> ke&*3%0e45-e 4-)ep`*\$%e /p-5* 8-43p-e\$- \$* 3pe\ 1*:-;G\ 5-&8-\$e\$3*\[5-3-pGe \$e-1\)%&- /0%3G;*3, 8p% ;G1-pee • 7nRlXK Z ;*#% %\$3epe4Gf • IOR^XK Z ;*#% 48-4-1\$-43%f • IJXoXK Z ;-43pe1-;*\$-\$-43, -1/0*<9e.-47 \$* pG\$5e 3p/)* ; 1/)/9e&. i\$(-p&%p-;*\$%e -1/0*<9%\47 - 8p-(e44%7\ 4 8-43e8e\$\$G& p*4#%pe\$%e& 8pe)43*+e\$%H - &%pe 8p-(e44%-\$*+,\$-.- 3p/)* ;--19e =(-p&%p-;*\$%e 4%43e&\$-.- 8pe)43*+e\$%7 - &%pe 8p-(e44%H[</p>	<p>j*`)-&/ 5-&8-\$e\$3/ 8-4;79e\$ -3)e+,\$GH 1+-5 /p-5*[; p*&5*\ 5-3-p-.- -1/0*<9%e47)%45/3%p/<3[4&-3p73 ;%)e-p+%5%[;G8-+\$7<3 8p*53%0e45%e :*)*\$%7 =T 0*4E. Q 5-\$We 5*`)-.- 1+-5* -1/0*<9%&47 8pe)+*.*e347 p*:)3-0\$GH &*3ep%*+ =0e52 +%43E 4 pe5-&e\$)*W%7&% =e.- &-\$- %48-+;:-;*3, ; 5*0e43;e :*)*\$%7 \$* 4*&-43-73e+,\$/< p*1-3/E. Q-8p-4G[5-3-pGe 43*;7347 8epe) -1/0*<9%&47e • j*5 p*48-:\$*3, 4;-% %\$3epe4Gm • j*5%e 48-4-1\$-43% &-./3 8p%.-)%3,47 8p% -4;-e\$%% 8p-(e44%[% % 5*5 %\ p*::;%*3,m • j*5%e 1G;*<3 +%0\$-43\$Ge 5*0e43;*[% 8-0e&/ -\$% ;*\$G</p>

		$\$*8p\%&ep[5*5 p*:+\%0\Ge $5*0e43;* \%+\% \$*;G5\%$	$)+7 ;G1-p* 5*p,ep\$-.- 8/3\%m$ <ul style="list-style-type: none"> • $j*5 43*3, ; 1/)/9e&$
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		<p>&-./3 8-2p*:\$-&/ ;-8+-9*3,47 ; p*:\$G\ 8p-(e44%7\ E. U-&-9, ; ;G1-pe /;+e0e\$%7[; 5-3-p-& -1/0*<9%H47 &-`e3 pe*+%;-;*3, 4;- % %\$3epe4G % p*:%;*3, ;:-&`-\$-43%. U-%45)-8+\$\$%3e+,\$G\ :*\$73%H % /;+e0e\$%H.</p>	<p>; -43pe1-;*\$G& 48eW%*+%43-&m Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E :*8-+\$e\$%e 0e52+%43*[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%%[:*\$5-&43;- 4 -\$+*H\$2%\$43p/&e\$3-& IUp%&ep-0\$*7 8p-(e44%HK \$* %\$3ep\$e328+*3(-p&e 8p-e53* rsstueDDvwviyz{.} }D. O*3ep%*+G)+7 8p-;e)e\$%7 /p-5* 8pe)43*+e\$G \$* %\$3ep\$e328+*3(-p&e rsstueDDvwviyz{.} }D =)+7 :*pe.%43p%p-;*\$G\ 8e)*.-.-;2\$*;%.*3-p-; 8p-e53*E.</p>
		<p>\$B5 M 2B/77/ Q -4\$-;e /p-5* +e`%3 -14/`)e\$%e -17:*3e+,\$-.- \$*1-p* #5-+,\$G\ 8pe)&e3-; C 5+*44-; -19e-1p*:-;*3e+,\$G\ /0pe`)e\$%H[3*5%\ 5*5 p/445%H 7:G5[+%3ep*3/p* *+.e1p*[.e-&e3p%7[%\$-43p*\$G\$H 7:G5[%43-p%7[-19e43;-:\$*\$%e[(%: %5*[1%-+-.%7[%\$(-p&*3%5* % ijk[.e-p*(%7 %)p/.%e. i\$(-p&%p-;*\$%e -1/0*<9%\47 -</p>	<p>Q /p-5e %48-+,:/<347)e&-\$43p*W%-\$G\$e p-+%5%[%\$3ep*53%;\$Ge (-p&*3G ;:%&-)eH43;%7[]%45/44%% % -14/`)e\$%7[pe(+e54%;\$Ge /8p*`\$e\$%7 % :*)*\$%7)+7 4*&-43-73e+,\$-H p*1-3G =T 0*4E. Q 5-\$We /p-5* -1/0*<9%e47 1/)/3 8-\$%&*3,e • :\$*\$%e 5*5%\ 8pe)&e3-; \$e-1\-%&- ; 3e\ %+% %\$G\ 4-;pe&e\$G\ 8p-(e44%7\ % -3p*4+7f • 5*5%e 8p-(e44%% ;-43pe1-;*\$G 4e.-)\$7 % 43*\$/3 ; -43pe1-;*\$G ;</p>

		<p> ;:*%&-4;7:% #5-+,\$G\ 8pe)&e3-; % 3e& 4 p*:\$--1p*:%e& 4-;pe&e\$\$G\ 8p-(e44%H % \$e-1\~)%&G\ 5-&8e3e\$W%H =(-p&%p-;*\$%e 4%43e&\$-.- 8pe)43*;+e\$%7 - &%pe 8p-(e44%H[\$*8p%&ep[5*5 :\$*\$%7 % \$*;G5%[8p%-1pe3*e&Ge :* #5-+,\$-H 8*p3-H[&-./3 8-2p*:\$-&/ ;-8+-9*3,47 ; p*:\$G\ 8p-(e44%7\E. U-;G#e\$%e 8-:\$*;*3e+,\$-.- %\$3epe4* 5 #5-+,\$G& 8pe)&e3*&[* 3*5`e 8-;G#e\$%e We\$\$-43% :\$*\$%H[\$*;G5-; % /&e\$%H[5-3-pGe 8p%-1pe3*<347 \$* c3%\ 8pe)&e3*\ .]-p&%p-;*\$%e 8pe)43*;+e\$%H - 4-;pe&e\$\$G\ 5-&8e3e\$W%7[5-3-pGe 4e.-)\$7 8pe)67;+7<347 5 48eW%*+%43*& %: p*:+%0\$G\ -3p*4+eH. </p>	<p> 1/)/9e&f • :*0e& #5-+*)*ë3 #%p-5%H 5p/. :\$*\$%H[% 5*5 %\ &-`\$- 8p%&e\$%3, ;- ;;p-4+-H 8p-(e44%-\$*+,\$-H `:%:\$%f • 5*5%e #*:%)+7 ;G1-p* 8p-(e44%-\$*+,\$-.- 8/3% &-`\$-)e+*3, /0*9%&47 /`e 4eH0*4. Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E :*8-+\$e\$%e Ij*p3G 8pe)&e3-;K[:\$*5-&43;- 4 -\$+*H\$2 %\$43p/&e\$3-& IUp%&ep-0\$*7 8p-(e44%HK[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%% \$* %\$3ep\$e328+*3(-p&e 8p-e53* rsstueDDvwviyz{.} D. O*3ep%*+G)+7 8p-;e)e\$%7 /p-5* 8pe)43*;+e\$G \$* %\$3ep\$e328+*3(-p&e rsstueDDvwviyz{.} D =)+7 :*pe.%43p%p-;*\$G\ 8e)*.-.-;2\$*;%.*3-p-; 8p-e53*E. </p>
		<p> \$B5 N 2B/77/ Xp-5 :\$*5-&%3 -1/0*<9%\47 4 p*:\$--1p*:%e& \$*8p*;+e\$%H 8p-(e44%-\$*+,\$-.- </p>	<p> j*`)-&/ 5-&8-\$e\$3/ 8-4;79e\$ -3)e+,\$GH 1+-5 /p-5*[; p*&5*\ 5-3-p-.- -1/0*<9%e47 -1&e\$%;*<347 &\$e\$%7&% =)%45/44%[-14/`e)\$%7E[4&-3p73 </p>

		<p>p*::%3%7[;-&-\\$-437&% 8p-.\$-:%p-;*\$%7 pe:/+,3*3-; 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7. q* /p-5e p*45pG;*<347 4/9e43;/<9%e 8p-(e44%-\$*+,\$Ge *\$8p*+;e\$%7[;*p%*\$3G 8-+/0e\$%7 8p-(e44%-\$*+,\$-.- -1p*:-,*\$%7 =/p-;\$% -1p*:-,*\$%7E. F53/*+:%*W%7 8p-We44-; 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7. i\$(-p&%p-;*\$%e #5-+,\$%5-; - ;%)*\ 8p-(e44%-\$*+,\$-.- -1p*:-,*\$%7 =;G4#ee -1p*:-,*\$%e D 4pe)\$ee 8p-(e44%-\$*+,\$-e -1p*:-,*\$%eE. U-&-9, #5-+,\$%5*& ; 4--3\$-#e\$%% +%0\$G\ 5*0e43; % %\$3epe4-; 4 *\$8p*+;e\$%7&% 8p-(e44%-\$*+,\$-H)e73e+,\$-43%.</p>	<p>;%)e-p-+%5%[;G8-+\$7<3 8p*53%0e45%e :*)*\$%7[:*8-+\$7<3 *\$5e3G28-)45*:5%[8p%\$%&*<3 /0*43%e ; %p*\ % /8p*\ \$e\$%7\ [; p*&5*\ 5-3-pG\ -3;e0*<3 \$* ; -8p-4G =T 0*4Ee • 13- 3*5-e 8p-(e44%7m • q*45-+,5- p*:\$--1p*:e\$ &%p 8p-(e44%Hm • j*5%e 4/9e43;/<3 8p-(e44%-\$*+,\$Ge *\$8p*+;e\$%7m • j*5 ;G1p*3, 4--3;e343;/<9%H 8p-(e44%-\$*+,\$G& :*8p-4*& /p-;e\$, -1p*:-,*\$%7m Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E :*8-+\$e\$%e 3*1+%WG 8- ;%)*& -1p*:-,*\$%7[:*\$5-&43;- 4 -\$+*H\$2%\$43p/&e\$3-& IU p%&ep-0*\$7 8p-(e44%HK[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%% \$* %\$3ep\$e32 8+*3(-p&e 8p-e53* rsstueDDvwwiyz{.}D. O*3ep%*+G)+7 8p-;e)e\$%7 /p-5* 8pe)43*+;e\$G \$* %\$3ep\$e328+*3(-p&e rsstueDDvwwiyz{.}D =)+7 :*pe.%43p%p-;*\$G\ 8e)*.-.;2\$*;%.*3-p-; 8p-e53*E.</p>
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		<p>\$B5 O 2B/77/</p> <p>]p&%p-;*\$%e 8pe)43*;+e\$%H - 8pe%&/9e43;* \ -1/0e\$%7 5*5 ; -p.*\$%:*W%7\ ;G4#e.- -1p*:-;*\$%7 =QR[;/:GE[3*5 % ; -p.*\$%:*W%7\ 4pe)\$e.- 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 =_URE. F53/*+%;*W%7 8pe)43*;+e\$%H - ;:-&-`\$G\ 8p-(e44%-\$*+,\$G\ *\$8p*;+e\$%7\)+7 /0*9%\47. U-;G#e\$%e 8-:\$*;*3e+,\$-.- %\$3epe4* 5 (%+-4-(%% % ;G1-p* % 8-43p-e\$%< 4;-eH 8ep4-\$*+,\$-H 5*p,ep\$-H 3p*e53-p%% p*::;%3%7.</p>	<p>Up-4&-3p ;%)e-p-+%5-; - ;%)*\ -1p*:-;*\$%7[8p-(e44%7\ %)p. X0*43%e ;)%45/44%7\ % -14/^\e\$%7\ b*8-+\$e\$%e % *\$*+%; *\$5e32 8-)45*:-5. X0*43%e ; %;p*\ % /8p*`\$e\$%7\ q* /p-5e /0*9%e47 4&-./3 /:\$*3, \$* pe*+,\$G\ 8p%&ep*\ =T 0*4Ee • 5*5 43*3, 48eW%*+%43-& 3-.- %+% %\$-.- \$*8p*;+e\$%7f • 5*5 p*1-3*e3 4%/43e&* 8-+/0e\$%7 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7f • - 1*:-;-& \$*1-pe 5*0e43; % \$*;G5-;[\$e-1\)-)%&G\ ; 3-H %+% %\$-H -1p*:-;*\$e+,\$-H 3p*e53-p%%%f • 5*5%e 8ep48e53%;G -35pG;*e3 +<1-e \$*8p*;+e\$%e 8-4+e 8-+/0e\$%7 8p-(e44%-\$*+,\$-.- %+% ;G4#e.- -1p*:-;*\$%7. Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E p*1-3* 4 *\$5e3*&%28-)45*:*&%[:\$*5-&43;- 4 -+\$*H\$2 %\$43p/&e\$3-& IUp%&ep-0\$*7 8p-(e44%HK[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%% \$* %\$3ep\$e328+*3(-p&e 8p-e53* rsstueDDvwwiyz{.} }D. O*3ep%*+G)+7 8p-;e)e\$%7</p>
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			<p>/p-5* 8pe)43*;*e\$G \$*</p> <p>;%\$3ep\$e328+*3(-p&e</p> <p>rsstueDDvwviyz{.}D =)+7</p> <p>:*pe.%43p%p-;*\$G\</p> <p>8e)*.-.;2\$*;%.*3-p-;</p> <p>8p-e53*E.</p>
	<p>\$B5 PQ 2B/77/</p> <p>Q \-)e /p-5*</p> <p>-1/0*<9%e47 8-+/0*<3</p> <p>8-)p-1\$/< %\$(-p&*W%<</p> <p>4- 4+e)/<9%&%</p> <p>\$*8p*;*e\$%7&%</p> <p>8p-(e44%-\$*+,\$-H</p> <p>)e73e+,\$-43%e</p> <ul style="list-style-type: none"> • e43e43;e\$\$-2\$/0\$-e • \$*8p*;*e\$%ef • %\$`e\$ep\$-23e\\$/%0e45-e • \$*8p*;*e\$%ef • %\$(-p&*W%-\$-2 3e\\$/+-.%0e45-e • \$*8p*;*e\$%ef • -1-p-\$\$-248-p3%;\$-e • \$*8p*;*e\$%ef • 8p-%;:-)43;e\$\$-2 3e\\$/+-.%0e45-e • \$*8p*;*e\$%ef • 4-W%*+,\$-2 ./&*%\$3*p\$-e • \$*8p*;*e\$%ef • (%\$*\$4-;-2 c5-\$-&%0e45-e • \$*8p*;*e\$%ef • 3;-p0e45-e • \$*8p*;*e\$%e. 	<p>b\$*5-&43;- 4 \$*8p*;*e\$%7&%</p> <p>-4/9e43;+7e347 ; (-p&*3e</p> <p>;%)e-2-1:-p-; % %\$3ep;,< 4</p> <p>4-43-7;#%&%47</p> <p>8pe)43*;%3e+7&% 5*')-H %:</p> <p>8pe)43*;*e\$G\ 4(ep</p> <p>=8p-(e44%-\$*+; ; -1+*43%E[</p> <p>5-3-pGe 8-)e+7347</p> <p>*53/*+,\$-H %\$(-p&*W%eH -1</p> <p>-3p*4+7\ % 8-5*'/3[5*5</p> <p>&-\$-)-1%3,47 /48e*. Q</p> <p>p*&5*\ /p-5* /0e\$%5*& 1/)/3</p> <p>8pe)+`e\$G :*)*\$%7 %</p> <p>/8p*`\$e\$%7[8-;:-+7<9%e</p> <p>+/0#e 8-\$73, %\$3epe4/<9%e</p> <p>%\ 4(epG =T 0*4E. Xp-5</p> <p>:*;ep#*e347 :*)*\$%e& \$*</p> <p>4*&-43-73e+,\$/< p*1-3/.</p> <p>Q p*&5*\ 4*&-43-73e+,\$-H</p> <p>p*1-3G =T 0*4E p*1-3* 4</p> <p>1+*\$5-& Iope;- 8p-(e44%%K[</p> <p>:\$*5-&43;- 4 -\$+*H\$2</p> <p>%\$43p/&e\$3-& IUp%&ep-0\$*7</p> <p>8p-(e44%HK[:*8-+\$e\$%e</p> <p>*\$5e3G 4*&-pe(+e54%% \$*</p> <p>;%\$3ep\$e328+*3(-p&e 8p-e53*</p> <p>rsstueDDvwviyz{.}D.</p> <p>O*3ep%*+G)+7 8p-;e)\$%7</p>	

	<p>i\$(-p&%p-;*\$%e -1/0*<9%\47 -1 -4-1e\$\$-437\ pG\$5* 3p/)*. IUp-%.pG;*\$%eK ; *p%*\$3-; ;G1-p* =*,3ep\$*3%;E 8p-(e44%%.]-p&%p-;*\$%e 8pe)43*;+e\$%H - 5-&8e3e\$3\$-43\$-& 8p-(%+e 48eW%*+%43-; %: p*:\$G\ \$*8p*;+e\$%H. b\$*5-&43;- 4 %\$43p/&e\$3*&% % &ep-8p%73%7&% 8p-(e44%-\$*+,\$-.- ;G1-p*.</p>	<p>/p-5* 8pe)43*;+e\$G \$* %\$3ep\$e328+*3(-p&e rsstueDDvwviyz{.}D =)+7 :*pe.%43p%p-;*\$G\ 8e)*.-.-;2\$*;%.*3-p-; 8p-e53*E.</p>
	<p>BB5 PP 2B/77/ Xp-5 \$*8p*;+e\$ 8-&-0, ;G8/45\$%5*& ;.+.7\$/3, \$* p*:+%0\$Ge `%:\$e\$\$Ge 4We\$p% 8p-(e44%-\$*+,\$Ge 8/3%[5-3-pGe `)/3 %\ 8-4+e -5-\$0*\$%7 #5-+G. lepe: 8p%:&/ p*:\$--1p*:%7 ; *p%*\$3-; p*:%3%7 4-1G3%H 1/e3 p*45pG3* % 3e&* p*:\$--1p*:%7 ;G1-p* 8p-(e44%H ; p*:+%0\$G\ 8p-(e44%-\$*+,\$G\ \$*8p*;+e\$%7\]-p&%p-;*\$%e 8pe)43*;+e\$%7 - ;G1-pe[p*:%3%% % ;-&`\$G\ </p>	<p>Q p*&5*\ /p-5* -1/0*<9%e47 4&-3p73 ;%)e-p-+%5%[8p%\$%&*<3 /0*43%e ; %p*\ % /8p`\$e\$%7[)%45/44%7\ % -14^e\$%7\ =T 0*4E. Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E p*1-3* 4 1+*\$5-& Ile&-)*\$DJ*.*` :\$*\$%HK[:\$*5-&43;- 4 -\$+*H\$2%\$43p/&e\$3-& IUp%&ep-0\$*7 8p-(e44%HK[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%% \$* %\$3ep\$e32 8+*3(-p&e 8p-e53* rsstueDDvwviyz{.}D. O*3ep%*+G)+7 8p-;e)\$%7 /p-5* 8pe)43*;+e\$G \$* %\$3ep\$e328+*3(-p&e</p>

		<p>%:&e\$e\$%7\ ; 8-43p-e\$%7 8ep4-\$*+,\$-.- 5*p,ep\$-.- 8/3%.]-p&%p-;\$%e 8-:%3%;\$-.- -3\$-#e\$%7 % ;-;+e0e\$\$-43% -1/0*<9%\47 5 ; -8p-4*& 4*&--8pe)e+e\$%7. R;+*)e\$%e 8p%e&*%&% 8-43p-e\$%7 5*p,ep\$G\ 3p*e53-p%H p*.;%3%7. F53/*+%;*W%7 :\$*\$%H 8- ;G1-p/ -1p*.-;*3e+,\$-H -p.*\$%:*W%% -p.*\$%:*W%% ;G4#e.- -1p*.-;\$%7 =QR[;/:GE %+% -p.*\$%:*W%% 4pe)\$e.- 8p-(e44%-*\$*+,\$-.- -1p*.-;\$%7 =_URE 5*5 8ep;-.- #*.* (-p&%p-;\$%7 8ep4-\$*+,\$-.- 5*p,ep\$-.- 8/3%.</p>	<p>rsstueDDvwwiyz{.}D =)+7 :*pe.%43p%p-;\$G\ 8e)*.-.-;2\$*;%.*3-p-; 8p-e53*E.</p>
=0	<p>)BoZoBFAEID[FoEEDG oEJDVEa@FDbEoHIFNDO)ABTDG UDHIK 7)oEFRD_ HAWG9 :P UDHD<</p>	<p>Up-(-p%e\$3*W%-\$*\$7)%*.\$-43%5* -1/0*<9%\47 \$* %\$3ep\$e328+*3(-p&e rsstueDDvwwiyz{.}D =)+7 :*pe.%43p%p-;\$G\ /0*43\$%5-; 8p-e53*E 8-&-.*e3 4(-p&%p-;*3, %\$)%%;%)/*+,\$/< 3p*e53-p%< -1/0*<9e.-47 ; &ep-8p%73%7\ 8p-e53* 4 /0e3-& e.-</p>	<p>Uep;*7 0*43, 8p-(-p%e\$3*W%-\$*-H-\$*+H\$2)%*.\$-43%5% -1/0*<9%\47 ; \$-;-& /0e1\$-& .-)/ =T 0*4E. R4/9e43;+7e347)+7 \$*;%.*W%% 8- *53%;\$-437& 8p-e53* IJ%+e3 ; 1/)/9eeK. R1/0*<9e&/47 1/)/3 8pe)+-`e\$G ;*p%*\$3G)%*.\$-43%0e45%\ &e3-)%5 \$* -4\$-;\$%7 -8G3* 8pe);*p%3e+,\$-.- /0*43%7 ;</p>

	<p>8p-(e44%-\$*+,\$G\ 45+-\$-43eH. OEJDVEa@FDbEoHIFND h 34#ũ "&D#*)#*+e77uu< 4-43-%3 %:);\ 0*43eHe • &e3-)%5* -\$*H\$2)%*.\$-43%5% /0*9%\47 /012 3141561c478)+7 P2 TT 5+*44-;. Q a2TT 5+*44*\ &e3-)%5* \$*8p*+e\$* \$* -We\$5/ We\$\$-43\$G\ -p%e\$3%p-; ; 4(epe 4*&--8pe)e+e\$%7 -1/0*<9%\47 % /p-;\$7 .-3-;\$-43% 5 ;G1-p/ 8p-(e44%%. Qep4%7 P2C 5+*44-; ;5+<0*e3 3-+,5-)%*.\$-43%5/ .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< % \$e ;5+<0*e3)%*.\$-43%5/ We\$\$-43\$G\ -p%e\$3%p-; • &e3-)%5* -\$*H\$2)%*.\$-43%5% \$* -8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ 45+-\$-43eH % \$*8p*+e\$\$-43% -1/0*<9%\47 =/019 5.;l<8E. Oe3-)%5* 8pe)/4&*3p%;*e3 L ;ep4%% d)+7 P2C[a29 % T@2TT 5+*44-;. OEJDVEa@FDbEoHIFND hh</p>	<p>8p-e53e[]*\$GH /p-;e\$, -8pe)e+7e347 \$* 8+*3(-p&e *;3-&*3%0e45%. o%*.\$-43%5* -4/9e43;+7e347 ; -\$*H\$2 (-p&*3e[8pe)-43*;+7e347 ;-:&`\$-43, 8p-;e)e\$%7 5*5 ; -1p*:-;*3e+,\$-H -p.*\$%:*W%[% 3*5 % ;)-&*#\$\$%\ /4+-;,%7\ Q*p%*\$3Ge T. R\$+*H\$)%*.\$-43%5* IO-H ;G1-pK. >. R\$+*H\$)%*.\$-43%5* IO-7 .-3-;\$-43,K. L. R\$+*H\$)%*.\$-43%5* IO-% 3+*\$3GK. U-4+e)%*.\$-43%5% pe5-&e\$)/e347 8p-;e)e\$%e 5-\$4/+,3*W%% 8- 8-+/0e\$\$G& pe:/+,3*3*& =T 0*4E[* 3*5`e *\$*+0%: %\$3ep8pe3*W%H ; p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E. Ve:/+,3*3Ge • pe5-&e\$)*W%7 8- &*p#p/3/ 8p-e53* IJ%+e3 ; 1/)/9eeKf • 8p-4&-3p ;%e-:*8%4% 5-\$4/+,3*W%% 8- pe:/+,3*3*& 8p-(-p%e\$3*W%-\$-H)%*.\$-43%5%f • pe5-&e\$)*W%% 8- -14/`)e\$%< pe:/+,3*3-; 3e43%p-;*\$%7 4 p-43;e\$\$5*&% %</p>
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		<p>34#u m/B/%m&< 48eW%*+%43*&%.</p> <p>TNJ_UDAI 5-&8+e54\$/< &e3-)%5/ -\$+*H\$2)%*. \$-43%5% \$* -8pe)e+e\$%e 8p-(e44%- \$*+, \$G\ %\$3epe4-; % 4%+, \$G\ 43-p- \$ -1/0*<9%\47 4 ;G)e+e\$%e& I:-\$ 8-3e\$W%*+*K =3*+*\$3-;E) +7)*+, \$eH#e.- p*.;%3%7. Oe3-)%5* 8pe)/4&*3p%;*e3 ;ep4%%) +7 P2C[a29 % T@2TT 5+*44-;. /oEHQJKID[FF Mo BALQJKIDIDR oEJDVEa @FDbEoHIFNFO _ -8p-; -`)e\$%e -1/0*<9%\47 8- %3-.*&)%*. \$-43%5% =; %\$)%%;%)/*+, \$-& %+% .p/88-;-& (-p&*3eE. Q-: &-`\$- 8p-;e)e\$%e 5-\$4/+, 3*W%% 4 8-&-9,< ;%e-:*8%4% .-3-;-H 5-\$4/+, 3*W%% =)-43/8\$-H /0*43\$%5*& 8p-e53* IJ%+e3 ; 1/)/9eeK \$* %\$3ep\$e328+*3(-p&e rsstueDDvwviyz{.}D.</p>	
PO	<p>)BoZoBFAEID[FoEEDG TSHIDTND 75DWoBDIoBFG</p>	<p>E#7eFe%ue 91BGmu9e\$uï%#ü "&7m/"2u 3H/D#*/m#*u5</p>	<ul style="list-style-type: none"> h545/p4%7 \$* 8+-9*)5/ %43-p%0e45%\ 8*p5-; IV-44%7 d O-7 %43-p%7K =-0\$- ; >N

<p>WQ@QXAbO 0LED_</p> <p>BSEoN9</p> <p>:e UDHD<</p>	<p><i>DI\$IFe:#< = 48eW%*+,\$-</i></p> <p>-p.*\$%:-;*\$7 8-43-7\$\$-</p> <p>)eH43;/<9*7 c548-:%W%7</p> <p>\$* 1*:e %43-p%0e45%\</p> <p>8*p5-; IV-44%7 d O-7</p> <p>%43-p%7K =-0\$- ; >N</p> <p>4/16e53*\ V][; - \$+*H\$2</p> <p>(-p&*3e)-43/8\$- \$*</p> <p>%\$3ep\$e328+*3(-p&e</p> <p>rsstueDDvwviyz{.}DE.</p> <p>b\$*5-&43;- 4 pG\$5-&</p> <p>3p)*[9 5+<0e;G&%</p> <p>-3p*4+7&%</p> <p>=*\$8p*+e\$%7&%E</p> <p>c5-\$-&%0e45-- p*:%3%7[</p> <p>8p-(e44%7&%e</p> <p>i\$)/43p%*+,\$*7 4pe)*f</p> <p>b)-p-;*7 4pe)*f X&\$*7</p> <p>4pe)*f oe+-;*7 4pe)*f</p> <p>_W%*+,\$*7 4pe)*f</p> <p>Je:-8*4\$*7 4pe)*f</p> <p>j-&(-p3\$*7 4pe)*f</p> <p>jpe*3%;\$*7 4pe)*f</p> <p>F.p*p\$*7 4pe)*. Ve#e\$%e</p> <p>%\$3ep*53%;\$G\ :*)*\$%H[</p> <p>\$*8p*+e\$\$G\ \$*</p> <p>8-+/0e\$%e \$-;G\ :\$*\$%H -</p> <p>8p-(e44%7\[-1</p> <p>-4-1e\$\$-437\</p> <p>8p-(e44%-\$*+,\$-H</p> <p>)e73e+,\$-43% p*:%0\$G\</p> <p>48eW%*+%43-;[- 5*0e43;* \</p> <p>% \$*;G5*\[\$e-1\-%&G\)+7</p> <p>)+7 p*1-3G p*:%0\$G\</p>	<p>4/16e53*\ V][8-</p> <p>8pe);*p%3e+,\$-H :*8%4% \$*</p> <p>%\$3ep\$e328+*3(-p&e</p> <p>rsstueDDvwviyz{.}D[L 0*4*E.</p> <p>• b\$*5-&43;- 4 ;G43*;5-H \$*</p> <p>1*:e -1p*:-;*3e+,\$-H</p> <p>-p.*\$%:*W% % =;%p3/*+,\$*7</p> <p>;G43*;5*E ; p*&5*\</p> <p>-3)e+,\$- - /p-5* 4</p> <p>%48-+;:-*\$%e&</p> <p>48eW%*+%:%p-;*\$-.-</p> <p>&/+;3%&e)%H\$-.- 5-\$3e\$3*</p> <p>;G43*;5% \$* %\$3ep\$e32</p> <p>8+*3(-p&e rsstueDDvwviyz{.}).</p> <p>Ve#e\$%e %\$3ep*53%;\$G\</p> <p>:*)*\$%H[\$*8p*+e\$\$G\ \$*</p> <p>8-+/0e\$%e \$-;G\ :\$*\$%H -</p> <p>8p-(e44%7\[-1 -4-1e\$\$-437\</p> <p>8p-(e44%-\$*+,\$-H</p> <p>)e73e+,\$-43% p*:%0\$G\</p> <p>48eW%*+%43-;[- 5*0e43;* \</p> <p>\$*;G5*\[\$e-1\-%&G\)+7</p> <p>p*1-3G p*:%0\$G\</p> <p>48eW%*+%43-;.</p> <p>Q p*&5*\ 4*&-43-73e+,\$-H</p> <p>p*1-3G =T 0*4E \$*+%:</p> <p>8-+/0e\$-.- -8G3*[</p> <p>:*8-+\$e\$%e *\$5e3G</p> <p>4*&-pe5(+e54%% \$* %\$3ep\$e32</p> <p>8+*3(-p&e rsstueDDvwviyz{.})D</p>
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		48eW%*+%43-;	
e0)BoZAHHFoEDJKESA MBoWS 7)BoWQ_O)oJQUD_oMSI9 : UDHD<	Up-(e44%-\$*+,\$Ge 8p-1G. o*\$GH (-p&*3 pe*+%/e347 \$* 1*:e -1p*:-;*3e+,\$G\ -p.*\$%:*W%H ; pe.%-\$e[; 3-& 0%4+e -4/9e43;+7<9%\ 8p-(e44%-\$*+,\$/< 8-).-3-;5/ =8p-(e44%-\$*+,\$Ge -1p*:-;*3e+,\$Ge -p.*\$%:*W%% % -p.*\$%:*W%% ;G4#e.- -1p*:-;*%7E[-p.*\$%:*W%H)-8-+\$%3e+,\$-.- -1p*:-;*%7. R8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ 8p-1. R4-1e\$\$-43% 8p-;e)e\$%7 8p-(e44%-\$*+,\$G\ 8p-1 ; -0\$-& % -\$+*H\$2 (-p&*3*e -p.*\$%:*W%7 ;Ge:)\$-H 8+-9*)5% =0\$GH (-p&*3E ; -p.*\$%:*W%7\ 8p-(e44%-\$*+,\$-.- %)-8-+\$%3e+,\$-.- -1p*:-;*%7[We\$3p*\ -8epe`*<9eH 8p-(e44%-\$*+,\$-H 8-).-3-;5% % 3.8.[-\$+*H\$2 (-p&*3[pe*+%/e&GH	b*8%4, \$* /0*43%e ; 8p-(e44%-\$*+,\$-H 8p-1e =L 0*4*E. • X0*43%e ; -0\$G\ 8p-(e44%-\$*+,\$G\ 8p-1*\ \$* pe.%-\$*+,\$-& /p-;\$e 8- 4-.*4-,*\$%< 4 pe.%-\$*+,\$G& -8ep*3-p-&. Ve*+%/e347 \$* 1*:e -p.*\$%:*W%H28*p3\$ep-;. • X0*43%e ; 8p-(e44%-\$*+,\$G\ 8p-1*\ ; -\$+*H\$2(-p&*3e \$* pe.%-\$*+,\$-& /p-;\$e 8- 4-.*4-,*\$%< 4 pe.%-\$*+,\$G& -8ep*3-p-&. Ve*+%/e347 \$* ;e1%\$*p2 8+-9*)5*\[4ep;%4*\ ;%)e-5-\$(epe\$W%H % 3.8. • X0*43%e ; 8p-(e44%-\$*+,\$G\ 8p-1*\ \$* 8+*3(-p&e 8p-e53* =8p-1* \$* 8+*3(-p&e[8p-;-)%347 ; 4+/0*e[e4+% -1/0*<9%e47 \$e 8-4e9*<3 -0\$Ge &ep-8p%73%7 8p-e53*[%+%)-8-+\$%3e+,\$- 5 -0\$G& &ep-8p%73%7&E. Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G =L 0*4*E -We\$5* -1/0*<9%&%47 4;-e.- -8G3* /0*43%7 ; 8p-(e44%-\$*+,\$G\ 8p-1*[:*8-+\$e\$%e *\$5e3G 4*&-pe(+e54%%[pe#e\$%e

		<p>0epe: 4e3, i\$3ep\$e3)+7 4-;&e43\$-H p*1-3G. Up-(e44%-\$*+,\$Ge 8p-1G \$* -4\$-;e 8+*3(-p&G[;e1%\$*p28+-9*)5%[4ep;%4-; ;%)e-5-\$(epe\$W%H[0*3* % 3.8. Xp-;\$% 8p-(e44%-\$*+,\$G\ 8p-1e &-)e+%p/<9%e % 8p*53%0e45%e 8p-(e44%-\$*+,\$Ge 8p-1G. Q%)Ge 1*:-;*7 % -:\$*5-&%3e+,\$*7.</p>	<p>8p-(e44%-\$*+,\$G\ 8p-1 \$* 8+*3(-p&e 8p-e53*. F53%;\$-43, 8p-;-)%347 \$* %\$3ep\$e328+*3(-p&e rsstueDDvwwvyyz{.} D =)+7 :*pe.%43p%p-;*\$G\ 8-+,-;:*3e+eHE. Ve:/+,3*3Ge •]-p&%p-;*\$%e / -1/0*<9e.-47 ; 8p-We44e ;G8-+\$e\$%7 8p-1G We+-43\$.- 8pe)43*+e\$%7 - 5-\$5pe3\$-H 8p-(e44%%[.p/88e p-)43;e\$G\ 8p-(e44%H[4(epG[%\ ;5+<0*<9eH. • V*::;%3%e %\$3epe4-;[45+-\$\$-43eH[48-4-1\$-43eH[8p-(e44%-\$*+,\$- ;*\$G\ 5*0e43; +%0\$-43% -1/0*<9e.-47. • ^-3-;\$-43, -1/0*<9e.-47 5 ;G1-p/ 8p-(e44%%.</p>
iO	<p>)BoZoBFAEID[FoEEDG oEJDVEa@FDbEoHIFNDO 2IoBDG UDHIK 7OHoLED_9 :P UDHD<</p>	<p><i>E*#"e\$e%ue)#"m#*%#ũ</i> <i>\$u/:%#7mu2u \$B5</i> <i>*e+Be27uu #)&m/J</i> <i>)#B1ue%%#:#)# um#:/9</i> <i>)*#+e77u#%/BG%&K)*#D.</i> <i>O(\$1H(6?&D@@ BI</i> <i>?&z76(9P@H 5&<@&64&H</i> <i>BlzGA(6@2 l;<&Jl5&6@2K &</i> <i>4&\$Q(B(<cB(\$@56:H</i> <i>l4<&cz2H @ B<1C(cc@2H.</i> <i>V*::;ep\$/3*7 5-\$4/+,3*W%7</i></p>	<p>Q3-p*7 0*43, 8p-(-p%e\$3*W%-\$-H -\$*H\$)%*.\$-43%5%. R4/9e43;+7e347)+7 8-);e)e\$%7 8p-&e`/3-0\$G\ %3-.-; =pe(+e54%%E 4 /0e3-& /0*43%7 -1/0*<9e.-47 ; &ep-8p%73%7\ 8p-(e44%-\$*+,\$-.- ;G1-p*. R1/0*<9e&/47 1/e3 8pe)+-`e\$ \$*1-p</p>

	<p>8- pe:/+,3*3*& 8-;3-p\$-H -\$+*H\$2)%*.\$-43%5%. _ -8p-;-`)e\$%e -1/0*<9%\47 8- %3-.*&)%*.\$-43%5% =; %\$)%;%)/*+,\$-& %+% .p/88-;-& (-p&*3eE. Q-:;&`\$- 8p-;e)e\$%e 5-\$4/+,3*W%% 4 8-&-9,< ;)%e-:*8%4% .-3-;-H 5-\$4/+,3*W%% =)-43/8\$-H /0*43\$%5*& 8p-e53* IJ%+e3 ; 1/)/9eeK \$* %\$3ep\$e328+*3(-p&e rsstueDDvwwiyz{.} D.</p>	<p>)%*.\$-43%0e45%\ &e3-)%5 \$* -4\$-;*\$%%% -8G3* 8pe);*p%3e+,\$-.- /0*43%7 ; 8p-e53e[]*\$GH /p-;e\$, -8pe)e+7e347 \$* 8+*3(-p&e *;3-&*3%0e45%. o%*.\$-43%5* -4/9e43;+7e347 ; -\$+*HS (-p&*3e[8pe)-43*;+7e347 ;:-&`\$-43, 8p-;e)e\$%7 5*5 ; -1p*:-;*3e+,\$-H -p.*\$%:*W%%[3*5 % ;)-&*#\$\$%\ /4+-;)%7\. Q*p%*\$3Ge T. R\$+*H\$)%*.\$-43%5* IO-H ;G1-pK. >. R\$+*H\$)%*.\$-43%5* IO-7 .-3-;,\$-43,K. L. R\$+*H\$)%*.\$-43%5* IO-% 3+*\$3GK. U-4+e)%*.\$-43%5% pe5-&e\$)/e347 8p-;e)e\$%e 5-\$4/+,3*W%H 8- 8-+/0e\$\$G& pe:/+,3*3*& =T 0*4E[* 3*5`e *\$*+%: %\$3ep8pe3*W%H ; p*&5*\ 4*&-43-73e+,\$-H p*1-3G =T 0*4E. \$ALQJKIDISg • pe5-&e\$)*W%7 8- 8-43p-e\$%< -1p*:-;*3e+,\$-2 8p-(e44%-\$*+,\$-.- &*p#p/3*f • pe5-&e\$)*W%% 8- p*::;%3%<f • ;)%e-:*8%4, 5-\$4/+,3*W%%</p>
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			<p>8- pe:/+,3*3*& 8p-(-p%e\$3*W%-\$-H)%*. \$-43%5%f • pe5-&e\$)*W%% 8- -14/^\)e\$%< pe:/+,3*3-; 3e43%p-;*\$%7 4 p-)43;e\$5*&% % 48eW%*+%43*&%.</p>
]0	<p>)BoZoBFAEID[FoEESV BAZJANHFTESV QBoN 7)JDEFBQ_9 :e UDHD<</p>	<p><i>E*#+#*ue%/0u#%&ũ</i> <i>*e+Be27u""&ũ 1*#2</i> <i>=)*#"#\$um75 " 2#%0e</i> <i>21*7/J)# um#:/9 "7eK</i> <i>)*#+#*ue%/0u#%&K</i> <i>9e*#)*u5muũ@C p*:1-p %</i> <i>-14/^\)e\$%e 8ep4-\$*+,\$G\</i> <i>pe5-&e\$)*W%H =8-</i> <i>;:p*43*&E. V*:1-p %</i> <i>-14/^\)e\$%e 8-+/0e\$\$-.</i> <i>-8G3* 8- %3-.*&</i> <i>8p-(e44%-\$*+,\$G\ 8p-1 %</i> <i>&ep-8p%73%H. U-43*\$-;5*</i> <i>-1p*:-;*3e+,\$G\ %</i> <i>5*p,ep\$G\ We+eH</i> <i>=43p*3e.%0e45%\ %</i> <i>3*53%0e45%E.</i> <i>]p&%p-;*\$%e 8+*\$-;</i> <i>-1p*:-;*3e+,\$G\ #*.-; %</i> <i>(-p&/+p-;*\$%e</i> <i>3p*e53-p%% p*::;%3%7</i> <i>=8-4+e)-;*3e+,\$-43,</i> <i>pe*+:%*W%% We+eHE.</i> <i>_3p*3e.%0e45%e We+% 2</i> <i>)-.4p-0\$*7 8ep48e53%* =8p-(e44%% % -3p*4+%</i></p>	<p>^p/88-;-e -14/^\)e\$%e[pe(+e54%7[p*:1-p 8ep4-\$*+,\$G\ pe5-&e\$)*W%H 8- pe:/+,3*3*& /0*43%7 ; 8p-e53e[8p*53%0e45%e :*)*\$%7 % /8p*\$e\$%7[8p-4&-3p ;%)e-p-+%5-;. U- %3-.*& /p-5* 5*`)GH /0e\$%5)-+`e\$ -3&e3%3, \$*%1+ee 8-)\-)79%e e&/ ;*p*%\$3G %: 8pe)+`e\$G\ pe5-&e\$)*W%H[; 3-& 0%4+e 4 %48-+;:;*\$%e& (/5W%-\$*+* 8+*3(-p&G. Q p*&5*\ 4*&-43-73e+,\$-H p*1-3G => 0*4*E \$*+%: 8-+/0e\$G\ pe5-&e\$)*W%H[-14/^\)e\$%e pe:/+,3*3-; 4 p-)%3e+7&%[8-4e9e\$%e pe5-&e\$)/e&G\ pe4/p4-; 8*p3\$ep-; 8p-e53*. O*3ep%*+G)+7 8p-;e)e\$%7 /p-5* 8pe)43*+e\$G \$* %\$3ep\$e328+*3(-p&e rsstueDDvwvxyz{.}D =)+7 :*pe.%43p%p-;*\$G\ 8e)*.-.-;2\$*;%.*3-p-;</p>

	<p>5-3-pGe %\$3epe4/<3 /0e\$%5-;[;*p%*\$3G 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 ; 4+/0*e 4pe)\$%\ 5+*44-;E. k*53%0e45%e We+% 2 5p*35-4p-0\$*7 8ep48e53%;*[% 03- 8-;:+7e3 8p%H3% 5 43p*3e.%0e45%& We+7& =8p-(%+% -1/0e\$%7 ; #5-+e[3e&*3%5%)-8-+\$%3e+,\$-.- -1p*:-;*\$%7[/p-;\$% -1/0e\$%7 ; 4+/0*e a29 5+*44-; % 8p.E. _We\$*p%H /p-5* 8-43p-e\$;-5p/. -14/)e\$%7 -8G3*[8-+/0e\$\$-.- ; \-)e /0*43%7 ; 8p-e53e[pe5-&e\$)*W%H 8-)%*.\$-43%5*& % ;\$e)pe\$%7 pe5-&e\$)*W%H ; -1p*:-;*3e+,\$Ge 8+*\$G -1/0*<9%\47. b*)*0%e</p> <ul style="list-style-type: none"> • V*:1-p % -14/)e\$%e pe5-&e\$)*W%H)%*.\$-43%5% 2 pe(+e54%% Y c3*8* =8- ;:p*43*&E. • V*:1-p % -14/)e\$%e 8-+/0e\$\$-.- -8G3* 8- %3-.*& 8p-(e44%-\$*+,\$G\ 8p-1 % &ep-8p%73%H. 	8p-e53*E.
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		<ul style="list-style-type: none"> • U-43*\$-;5* -1p*:-;*3e+,\$G\ % 5*p,ep\$G\ We+eH =43p*3e.%0e45%\ •]-p&%p-;*\$%e 8+*\$-; -1p*:-;*3e+,\$G\ #*.-; % (-p&/+%p-;*\$%e 3p*e53-p%% p*:%3%7 =8-4+e)-;*3e+,\$-43, pe*+%.*W%% We+eHE. 	
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)\$*5O^%&*%

УТВЕРЖДАЮ
Управляющий директор
Фонда Гуманитарных Проектов



И.В. Есин

+%4O"*-%1/*% \$%/O+%&'"f**

Mo BADJFLD[FF MB0ANID 7#FJAI T WQ@QXAA9

Mo MB0ZAHHF0EDJKE0V 0BFAEID[FF 0WQUD_XF`HG]a\\ NJDHH0T

0WBDLoTDIAJKES` 0BbDEFLD[FV \$0HHFVHN0V cA@ABD[FFd

BADJFLQ_XF` 0WBDLoTDIAJKESA MB0bBDRRS 0HE0TE0bo 0WXAb0 F HBA@EAb0

0WXAb0 0WBDLoTDEFG

+0HNTD

=>==

1o@ABCDEF A

R19%e 8-+-`e\$%7.....L

^+-44*p%H.....L

Me+% % :*)*0% Up-e53*.....C

ke-pe3%0e45-e -1-4\$-;*%e.....a

Oe3-)%0e45%e 8-)-)G % 8p%\$W%8G pe*+:%*W%% Up-e53*T>

h3*8G pe*+:%*W%% Up-e53*TY

_-)ep`*%e Up-e53*.....Ta

R1p*:-;*3e+,\$*7 8p-.p*&&*)+7 8e)*.-.;2\$*;%.*3-p-;.....Ta

U+*3(-p&* 5*5 %\$(p*43p/53/p\$*7 -4\$-;* Up-e53*T9

Up-(-p%e\$3*W%-\$\$Ge /p-5%.....>Y

Q;-)\$GH /p-5 IO-7 V-44%7 d &-% .-p%:-\$3GK.....>P

ke&*3%0e45%e /p-5% Q4ep-44%H45-- 8p-e53* IJ%+e3 ; 1/)/9eeK.....>P

i3-.-;GH pe(+e54%;\$GH /p-5 % 8-43*\$-;5* We+eH.....LT

Up-(-p%e\$3*W%-\$\$*7 -\$+*H\$2)%*.\$-43%5* -1/0*<9%\47.....L>

R8%4*\$%e -\$+*H\$2)%*.\$-43%5.....LN

j-\$4/+3*W%% 8- pe:/+3*3*& -\$+*H\$2)%*.\$-43%5%N>

_-)ep`*%e 5-\$4/+3*W%%.....N>

O/+3%&e)%H\$Ge ;G43*;5%.....NN

Up-(e44%-\$*+,\$Ge 8p-1G.....NY

R4-1e\$\$-43% 8p-(e44%-\$*+,\$G\ 8p-1 % pe5-&e\$)*W%% 8- %\ -p.*%:*W%%.....NY

i3-.% 8p-(e44%-\$*+,\$-H 8p-1G -1/0*<9e.-47.....NC

]p&*3 8p-(e44%-\$*+,\$G\ 8p-1.....NC

Xp-;\$% 8p-(e44%-\$*+,\$G\ 8p-1.....Na

Q%)G pe*+:%*W%% 8p-(e44%-\$*+,\$G\ 8p-1.....N9

X0*43%e)e3eH 4 -p.*%\$0e\$\$G&% ;-&-\$-437&% :) -p-;,7 =RQbE % %\$;*+%)\$-43,<.....Y@

Up%+-`e\$%7.....Y>

Up%+-`e\$%e T. ^p*(%0e45-e -8%4*\$%e \-)* Up-e53* ; >@>> .-)/.....Y>

Up%+-`e\$%e >. Up-.p*&&* 8-4e9e\$%7 -p.*%:*W%H 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 % p*1-3-)*3e+eH pe.-%-\$* 4 /0e3-& 8p-(e44%-\$*+,\$G\ %\$3epe4-; -1/0*<9%\47 =)- -8-+\$e\$%e 5 -4\$-;\$-&/ 3pe5/ Up-e53*E.....YL

Up%+-`e\$%e L. Rp.*%:*W%7 8p-e53\$-H)e73e+,\$-43% -1/0*<9%\47.....YY

Up%+-`e\$%e N. Ve5-&e\$)*W%% 8- &-\$%3-p%\$/ %48-+\$e\$%7 &ep-8p%73%H -1p*:-;*3e+,\$G&% -p.*%:*W%7&% ; p*&5*\ Up-e53*.....Ya

Up%+-`e\$%e Y. R8%4*\$%e 8p-(e44%-\$*+,\$G\ 4pe).....P@

Up%+-`e\$%e P. F\$5e3G)+7 &ep-8p%73%H 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/ =##1+-\$E.....PN

Up%+-`e\$%e C. O*5e3 8p-(e44%-\$*+,\$-H 8p-1G =-0\$GH (-p&*3E.....Pa

Up%+-`e\$%e a. O*5e3 8p-(e44%-\$*+,\$-H 8p-1G =-\$+*H\$2(-p&*3E.....C>

Up%+-`e\$%e 9. Up-(e44%-\$*+,\$*7 8p-1* \$* -4\$-;e U+*3(-p&G.....CP

OWXFA MoJoCAEFG

q*43-79%e &e3-)%0e45%e pe5-&e\$)*W%% 4-)ep`*3 8pe)+`e\$%7 8- pe*+:%*W%% 4%43e&G
8p-(e44%-\$*+,\$-H -p%e\$3*W%% -1/0*<9%\47 P2TT 5+*44-; -1p*:-;*3e+,\$G\ -p.*\$%:*W%H ;
p*&5*\ 8p-e53* IJ%+e3 ; 1/)/9eeK =)*+ee d Up-e53E ; - ;4e\ 4/16e53*\ V]. R\$% 8pe)\$*:
\$*0e\$G)+7 -1e48e0e\$%7 ee (/5W%-)\$%p-;*\$%7 %)*+,\$eH#e.- p*::;%3%7.

Oe3-)%0e45%e pe5-&e\$)*W%% ;5+<0*<3 ; 4e17 -8%4*\$%e 5-&8+e54* &ep 8- (-p&
%p-;*\$%< .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< -1/0*<9%\47 4 /0e3-&
%\ %\$)%%;)/)*+,\$G\ -4-1e\$-43eH % 8-3pe1\$-43% c5-\$-&%5% ; 5*)p*[48eW%(5% pG\$5*
3p/)* 5*5 pe.%-\$*+,\$-.[3*5 % (e)ep*+,\$-.- /p-;\$eH. Ve*+:%*W%7 &e3-)%0e45%\ pe5-
&e\$)*W%H 8pe)8-+*.e3 &e`e)-&43;e\$-e ;:*%&-)eH43;%e. Up-e53 IJ%+e3 ; 1/)/9eeK
pe*+:/e347 ; - %48-+\$e\$%e (e)ep*+,\$-.- 8p-e53* IX48e\ 5*`)-.- pe1e\$5*K \$*W%-*\$*+,\$-.-
8p-e53* IR1p*:-;*\$%eK.

Oe3-)%0e45%e pe5-&e\$)*W%% -1e48e0%,*<3 e)%\$Ge -p.*\$%:*W%-\$Ge % &e3-)%0e45%e
/4+-%7 pe*+:%*W%% Up-e53* ; V]. R\$% p*:p*1-3*\$G ; 4--3;e343;%% 4e

2]e)ep*+,\$G& :*5-\$-& -3 >9.T>.>@T> B >CL2]b IR1 -1p*:-;*\$%% ; V-44%H45-H
]e)ep*W%%K =pe). -3 @T.@L.>@>@E d 8. >43. N>f 8. L 43. PPf 8. T 43. CYf

2]e)ep*+,\$G& :*5-\$-& -3 LT.@C.>@>@ B L@N2]b IR ;\$e4e\$%% %:&e\$e\$%H ;
]e)ep*+,\$GH :*5-\$ ~R1 -1p*:-;*\$%% ; V-44%H45-H]e)ep*W%% 8- ;8p-4*& ;48%3*\$%7
-1/0*<9%\47[; - %48-+\$e\$%e 8-p/0e\$%H Upe:)%e\$3* V] Up2L>a 8. T -3 >L.@>.>@Ta .-)*[Up2
>Ta> -3 >@.T>.>@>@ .)*K.

Oe3-)%0e45%e pe5-&e\$)*W%% p*:p*1-3*\$G)+7 ;4e\ 5*3e.-p%H /8p*+;e\$0e45%\
8e)*.-)%0e45%\ % *)&%\$%43p*3%;\$-23e\5%0e45%\ p*1-3\$5-; ; 4/16e53*\ V].

.JoHHDBFV

.oIoTEoHIK N MBoZAHHFoEDJKEoRQ HDRooMBA@AJAEF_ d 48-4-1\$-43, 0e+-;e5* 1G3,
4/16e53-& 4;-%\ ;G1-p;e 4*&-43-73e+,\$- (-p&%p-;*3, % 5-ppe53%p-;*3, 4;<
-1p*:-;*3e+,\$-28p-(e44%-\$*+,\$/< 3p*e53-p%<[/0%3G;*7 4&G4+;/< % %\$43p/&e\$3*+,\$/<
43-p-\$G 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7.

*E@FTF@QDJKEDG oWBDLoTDIAJKEoMBoZAHHFoEDJKEoRQ IBDANIoBFG d 8/3, -4;-e\$%7
/\$%;ep4*+,\$G\ % 8p-(e44%-\$*+,\$G\ 5-&8e3e\$W%H[(-p&%p/e&G\ -1/0*<9%&%47 4-;&e43\$-
4 8e)*.-.*&%2\$*;%.*3-p*&% 0epe: %48-+;:-;*\$%e ;:-&`-\$-43eH -1p*:-;*3e+,\$-H 4pe)G.

/DBKABD d 3p*e53-p%7 p*::;%3%7 0e+-;e5* ; p*&5*\ 8p-(e44%-\$*+,\$-H)e73e+,\$-43%.
Upe)43*+;7e3 4-1-H 8-4+e)-;*3e+,\$-43, -1p*:-;*3e+,\$G\ % 8p-(e44%-\$*+,\$G\ 4-1G3%H[
5-3-pGe 8p-\)%3 0e+-;e5 -3 \$*0*+* 3p/)-;H)e73e+,\$-43%)- ee :*;ep#e\$%7. kp*e53-p%%

5*p,epG &-./3 1G3, p*:\$G&%. q*%1-+ee 8-8/+7p\$Ge 3p*e53-p%% 4;7:*\$G 4 ;ep3%5*+,\$G& p*.:;%3%e& =/8p*+;e\$0e45%H p-43E[.p%:-\$3*+,\$G& =p*.:;%3%e 5*5 48eW%*+%43* ; p*&5*\ -)\$-H 8p-(e44%%E[8p-e53\$G& =p-43 &*4#3*1* % 4+-`\$-43% 8p-e53-;E % 8-+%8p-(e44%-\$*+:%*W%eH =-4;-e\$%e \$e45-+,5%\ 8p-(e44%HE.

/DBKABEDG bBDRoIEoHIK d 48-4-1\$-43, %48-+,-;*, :\$*\$%7[/&e\$%7 % \$*;G5%)+7 pe#e\$%7 :*)*0 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 =%\$43p/&e\$3*+,\$*7 43-p-\$* 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7E[\$*8p%&epe :\$*\$%7 -1 /43p-H43;e pG\$5-; 3p/)* % ;-:&-`\$-437\ 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7[\$*;G5% p*1-3G 4 -1p*:-;*3e+,\$G&% pe4/p4*&%[\$*;G5% 8-43*\$-;5% 5*p,ep\$G\ We+eH % 3.).

/oRMAIAE[FG d 5-&8+e54\$-e /&e\$%e[-1e48e0%;*<9ee -.3-;,\$-43, 0e+-;e5* 5 pe#e\$%< 3-H %+% %\$-H .p/88G 8p-(e44%-\$*+,\$G\ :*)*0 =8p-(e44%-\$*+,\$*7 5-&8e3e\$W%7E %+% :*)*0 \$*)8p-(e44%-\$*+,\$-.- +%1- ;\$e8p-(e44%-\$*+,\$-.- *p*53ep* =/\$%;ep4*+,\$*7 5-&8e3e\$W%7E.

+ABoMBFGIFG Mo MBoZAHHFoEDJKEoRQ TSWoBQ d 8p*53%0e45%e 8p-(p%e\$3*W%-\$\$Ge &ep-8p%73%7 p*:\$G\ ;%)-;[pe*+:/e&Ge \$* 1*:e 8+-9*)-5 ; 4--3;e343;%% 4 3pe1-;*\$%7&% % pe5-&e\$)*W%7&% -8ep*3-p* Up-e53*. h3- ;G43*;5* IS*1-p*3-p%7 1/)/9e.-K[5-3-p*7 8p-;-) %347 \$* 1*:e %43-p%0e45%\ 8*p5-; IV-44%7 d O-7 %43-p%7K[* 3*5`e 8p-(e44%-\$*+,\$Ge 8p-1G \$* 1*:e 8+-9*)5% =5*5 -0\$Ge[3*5 % -\$+*H\$E % \$* 1*:e U+*3(-p&G =-\$+*H\$E.

+QJKIFRA@FVEDG TSHIDTND d %\$3ep*53%;\$*7 c548-:%W%7 4 %48-+,-;*\$%e& &/+,3%&e)%H\$G\ 3e\$-+-.%H)+7 p*\$eH 8p-(e44%-\$*+,\$-H -p%e\$3*W%% % ;G1-p* 1/)/9eH 8p-(e44%\$%.

)A@DbobaEDTFbDIoB =-3;e343;e\$GH :* 8p-(e44%-\$*+,\$/< -p%e\$3*W%< -1/0*<9%\47E d 48eW%*+%43[\$e8-4pe)43;e\$\$- -4/9e43;+7<9%H 8e)*.-.%0e45/< 8-))ep`5/ -1/0*<9%\47 ; 8p-We44e (-p&%p-;*\$%7 %)*+,\$eH#eH pe*+:%*W%% %\ %\$)%%;)/+,\$G\ -1p*:-;*3e+,\$-2 8p-(e44%-\$*+,\$G\ 3p*e53-p%H. Q 5*0e43;e 8e)*.-.;2\$*;%.*3-p-; &-./3 ;G43/8*3, 8e)*.-.%0e45%e p*1-3\$%5% -4\$-;,\$-.- % 4pe)\$e.- -19e.- -1p*:-;*\$%7[)-8-+)%3e+,\$-.- -1p*:-;*\$%7.

)JDIZoBRD d &\$-.-(/\$5W%-\$*+,\$*7 %\$(-p&*W%-\$\$-24ep;%4\$*7 -\$+*H\$28+*3(-p&*[\$* 5-3-p-H p*:&e9*<347 8p-(p%e\$3*W%-\$\$Ge &*3ep%*+G[-\$+*H\$2)%*.\$-43%5*[* 3*5`e 8p-%4-)%3 -p.*\$%:*W%7 ;/\$3pe\$%\$ 8p-We44-; pe*+:%*W%% Up-e53*e

2 -4/9e43;+7e347 pe.%43p*W%7 /0*43\$%5-;[8e)*.-.;2\$*;%.*3-p-;[pe.%-\$*+,\$G\ -8ep*3-p-; % #5-+f

2 p*:&e9*e347 p*48%4*\$%e &ep-8p%73%Hf

2 pe*+%/e347 8p-p*&&*)-8-+3e+,\$-.- 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 =8-;G#e\$%e 5;*+%(5*W%0E)+7 8e)*.-.;2\$*;%.*3-p-;

)BoANIEDG @AGIAJKEoHIK^s d c3- 8p-(-p%e\$3*W%-\$- :\$*0%&*7)e73e+,\$-43,[-4/9e43;+7e&*7 -1/0*<9%&47 8p% 8-))ep`5e 8e)*.-.* =%+% c548ep3*E 8- pe#e\$%< *53/*+,\$-H 8p-1+e&G[-p*\$%0e\$*\$7 ;- ;pe&e\$% % :*;ep#*<9*747 4-:)*\$%e& 8p-)/53*[5-3-pGH 48-4-143;/e3 pe#e\$%< -1-:\$*0e\$-\$-H 8p-1+e&G.

)BoZoBFAEID[FoEEDG oEJDVEa@FDbEoHIFND d 43*\$)*p3%:0p-;*\$*\$7 &e3-)%5^s -We\$5%[\$*8p*+;e\$*\$7 \$* %:&epe\$%e %\$)%;/+,\$G\ 4;-H43; % 5*0e43; 8-)p-435*[8p7&- %+% 5- 4;e\$-\$- 4;7:*\$G\ 4 ;G1-p-& -1p*:-;3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%0%.

)BoZAHHFoEDJKESV TSWoB d pe#e\$%e[5-3-p-e :*3p*.;*e3 1+%`*H#/< `%:\$e\$\$/< 8ep48e53%;/ -1/0*<9e.-47 =; -3+%0%e -3 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7E % &`e3 \$e 1G3, -8-4pe-)*\$- -3)*+e\$G&% `%:\$e\$G&% We+7&%.

)BoZAHHFoEDJKEDG oBFAEID[FG d 4%43e&* 8-4+e);*3e+,\$G\ \$*/0\$- -1-4\$-;*\$G\ &ep-8p%73%H[\$*8p*+;e\$G\ \$* -1e48e0e\$%e 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 % 8- 43p-e\$%e %\$)%;/+,\$-H -1p*:-;3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%0% -1/0*<9e.-47 ; 4--3;e343;%% 4 e.- %\$)%;/+,\$G&% -4-1e\$-437&% % 8-3pe1\$-437&% p*.;%3%7 -19e43*.

)BoZAHHFoEDJKEDG MBoWD d &ep-8p%73%e[;5+<0*<9ee ; 4e17 c+e&e\$3G pe*+,\$-H 8p-(e44%-\$*+,\$-H)e73e+,\$-43% =%+% &-)e+%p/<9ee c3% c+e&e\$3GE[8pe)8-+*.<9ee -We\$5/)*\$-\$-H 8p*53%5% 4*&%& /0*43%5-& % ee -We\$5/ \$*43*;%5-&[* 3*5`e 48-4- 143;/<9ee 4-:\$*3e+,\$-&/[-1-4\$-;*\$-\$-&/ ;G1-p/ -1p*:-;3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%0%.

)BoZAHHFoEDJKEoA HDRooMBA@AJAEFA d 8p-We44 % pe:/+;3*3e

2 ;G7;+e\$%7[/3-0\$e\$%7 % /3;ep`)e\$%7 0e+;e5-& 4-143;e\$-\$-H 8-:%W%% ; 8p-(e44%-\$*+,\$-23p/)-;H 4(epe 8-4pe)43;-& 4-.*4-;*\$%7 %\$)%;/+,\$G\ ;-:&`\$-43eH[43pe&+e\$%H[4&G4+; % ;\$e#%\$ \ ;G-;-; =cH:cz15&2 43-p-\$* 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7Ef

2 ;+*)e\$%7 \$e-1\)%&G&)+7 c3-.- %\$43p/&e\$3*p%e&e :*\$%7&%[/&e\$%7&%[\$*;G5*&%[-8G3-&[5-&8e3e\$W%7&% =@6c4<GH(64&z76&2 43-p-\$* 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7E.

)BoZAHHFoEDJKESA HNJoEEoHIF d 8p-(e44%-\$*+,\$*7 4(ep*[5 5-3-p-H / -1/0*<9e.-47 -)\$-;pe&e\$-\$- %&ee347 5*5 ;Gp*`e\$GH %\$3epe4[3*5 % 4--3;e343;/<9%e 48- 4-1\$-43%&.

^s b)e4, %)*+ee %&ee347 ; ;%)/ 8p-e53\$*7)e73e+,\$-43,[-4/9e43;+7e&*7 -1/0*<9%&%47 -p.*\$%:*W%H -19e.- -1p*:-;*\$%7 8pe%&/9e43;e\$-\$- ;/0e1\$G\ We+7\.

⁵ Up% p*:p*1-35e % %48+;:-;*\$%0% 8p-(-p%e\$3*W%-\$-H)%*.\$-43%5% We+e4--1p*:- -8%p*3,47 \$* V-44%H45%H 43*\$)*p3 3e43%p-;*\$%7 8ep4-\$*+*.

)BoZoBFAEID[FoEESV QBoN d %\$3ep*53%;\$GH /p-5)+7 -1/0*<9%\47 P2TT 5+*44-;
-1p*:-;*3e+,\$G\ -p.*\$%:*W%H[8-4;79e\$\$GH ;-8p-4*& 8p-(e44%-\$*+,\$-.-
4*&--8pe)e+e%7. R\$;G8-+\$7e3 &-3%;*W%-\$-2;-;+e5*<9/< % %\$(-p&*W%-\$-2
8p-4;e3%3e+,45/< (/5W%%. Up-.p*&&G *)*83%p-;*\$G -3)e+,\$-)+7 5*`)-H ;-:p*43\$-H
.p/88G.

\$AbFoEDJKESV oMABDIoB d <p%)%0e45-e +%W-[:* 5-3-pG& :*5pe8+e\$G (/5W%% 5--
p)%\$*3-p* pe*+:%*W%% Up-e53* \$* /p-;\$e 4/16e53* V]. qe-1\-%&-)eH43;/<9ee
4-.+*#e\$%e 4]e)ep*+,\$G& -8ep*3-p-&.

\$ANoRAE@D[FG d)-5/&e\$3 4 8pe)+`e\$%7&% 8- 8-43p-e%< %\$)%%;)/*+,\$-H
-1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%% 5*5 8/3% -4;-e\$%7 /\$%;ep4*+,\$G\
% 8p-(e44%-\$*+,\$G\ 5-&8e3e\$W%H.]-p&%p/e347 ; 4--
3;e343;%% 4 ;G7;+e\$\$G&% %\$3epe4*&%[
:\$*\$%7&% % \$*;G5*&% -1/0*<9e.-47[;G1p*\$\$G&% 8p-(e44%-\$*+,\$G&% \$*8p*+;e\$%7&%
=8p-(e44%-\$*+,\$G&% -1+*437&%)e73e+,\$-43%E.

4ABBFIoBFDJKESV D@RFEFHIBDIoB d 48eW%*+%43[\$*:\$*0e\$\$GH pe.%-\$*+,\$G&
-8ep*3-p-&[:* 5-3-pG& :*5pe8+e\$G (/5W%% 5--p)%\$*3-p* pe*+:%*W%% Up-e53* \$* /p-;\$e
&/\$%W%8*+%3e3* %+% 3epp%3-p%%.

& U-\$73%e I45+-\$-43,K 8p-*\$*+:%p-;*\$- ; 43*3,ee Ä&e+e; F.^.[_epe1p75-; F.^. U4%\-%*.
\$-43%5* ; 8p-(-p%e\$3*W%%e 8p%\$W%8G %\$(p*43p/53/p\$.- -1e48e0e\$%7 5-&8,<3ep%:
%p-;*\$-.- 3e43%p-;*\$%7 DD U4%\-+-.%0e45*7)%*.\$-43%5*. d k. >. d B >. d Oe

kp%*)*[>@@N.

fAJF F LD@DUF)BoANID

fAJK)BoANID d (-p&%p-;*\$%e .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< =)*+ee ^U_E -1/0*<9%\47 P2TT 5+*44-; -1p*:-;*3e+,\$G\ -p.*\$%:*W%H.

;D@DUF)BoANIDe

2 8-43p-e\$%e 4%43e&G 4-)eH43;%7 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< -1/0*<9%\47 -1p*:-;*3e+,\$G\ -p.*\$%:*W%H[-4\$-;*\$-H \$* 4-0e3*\$%&& &-3%:*W%-\$\$-2*53%;%:%p/<9e.-[%\$(-p&*W%-\$\$-2-1/0*<9e.-[8p*53%5-2-p%e\$3%p-;*\$-.- %)%*.\$-43%5-2 5-\$4/+3*W%-\$\$-.- 8-)\-); 5 (-p&%p-;*\$%< ^U_ % ;-;+e0e\$%&& ;4e\ /0*43\$%5-; -1p*:-;*3e+,\$-.- 8p-We44*f

2 p*4#%pe\$%e[4%43e&*3%:*W%7 % -1-.*9e\$%e %\$43p/&e\$3*&% % 8p*53%5*&% pe.%-\$*+,\$G\ &-)e+eH 8p-(e44%-\$*+,\$-H -p%e\$3*W%&& -1/0*<9%\47f

2 p*:p*1-35* 8p-.p*&& 8p-(e44%-\$*+,\$-H -p%e\$3*W%&&)+7 .p/88 -1/0*<9%\47 8- ;:-p*43*& =P[C[a[9[T@[TT 5+*44GEf

2 p*:p*1-35* 8p-.p*&& 8p-(-p%e\$3*W%-\$\$-.- 4-8p-;-`e\$%7 -1/0*<9%\47 4 -.p*\$%0e\$G&% ;:-&`-\$-437&% :) -p-;7 =)*+ee d RQbE 8- p*:\$G& \$-:-+-.%7& % ;:-p*43*&f

2 ;G7;+e\$%e /p-;\$7 4(-p&%p-;*\$-43% ;/3pe\$%\$ \ =&-3%:*W%-\$\$-2+%0\$-43\$G\E % ;\$e#\$%\$ \ =:\$*\$%e;G\E 43-p-\$ ^U_ / -1/0*<9%\47[(-p&%p-;*\$%e (-p&*3-; % 4pe)43; 8p-(-p%e\$3*W%-\$\$-H 8-&-9% \$* c3-H -4\$-;ef

2 (-p&%p-;*\$%e %\$)%%;)/+,\$G\ pe5-&e\$)*W%H)+7 -1/0*<9%\47 8- 8-43p-e\$%< -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%&& ; :*;%4%&-43% -3 /p-;\$7 -4-:\$*\$-43%[%\$3epe4-;[48-4-1\$-43eH[]-43/8\$G\ %& ;:-&`-\$-43eHf

2 %\$(-p&%p-;*\$%e -1/0*<9%\47 - 48eW%(%5e pG\$5* 3p)* % 4%43e&e 8p-(e44%-\$*+,\$-.- -1p*:-;*3e+,\$-28p-(e44%7&% % -3p*4+7&% c5-\$-&%5% V]E 8-4pe)43;-& p*:+%0\$G\ &ep-8p%73%H[; 3.0. 8p-(e44%-\$*+,\$G\ 8p-1f

2 (-p&%p-;*\$%e / -1/0*<9%\47 5*p,ep\$-H .p*&-3\$-43% %)p/.\ 5-&8e3e\$W%H[\$e-1\-%&G\)+7 -4/9e43;+e\$%7 ;4e\ c3*8-; 5*p,ep\$-H 4*&-\$*;%.*W%[8p%-1pe3e\$%7 % -4&G4+e\$%7 8p-(-p%e\$3*W%-\$\$- :\$*0%&-.- -8G3[*53%;\$-.- -4;-e\$%7 pe4/p4-; 3ep%3-p%*+,\$-H 4pe)G 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7[4*&--We\$5% /48e#-\$43% 8p-\`e\$%7 8p-(e44%-\$*+,\$G\ 8p-1[-4-:\$*\$-.- 5-\$43p/%p-;*\$%7 %\$)%%;)/+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%&& % ee *)*83*W%&& 4 /0e3-& %&e<9%\47 5-&8e3e\$W%H % ;:-&`-\$-43eH 4pe)Gf

2 4-;ep#e\$43;-;*\$%e 8p-(e44%-\$*+,\$G\ 5-&8e3e\$W%H 48eW%*+%43-;[-3;e343;e\$G\ :* 8p-(-p%e\$3*W%-\$\$/< p*1-3/ ; -1p*:-;*3e+,\$-H -p.*\$%:*W%&& =8e)*.-.;2\$*;%.*3-p-;E[8-

(-p&%p-;*\$\$< ^U_ -1/0*<9%\47 0epe: /0*43%e ; 8p-.p*&&e)-8-+\$\$%3e+,\$-.-
8p-(e44%-\$*+,\$-.- -1p*:-;*\$\$%7 =8-;G#e\$%7 5;*+%(%5*W%%)Ef

2 8-;G#e\$%e *53%;\$-43%[-3;e343;e\$\$-43%[.p*&-3\$-43% p-)%3e+eH ; 0*43% 4-)eH43;%7
-1/0*<9%\47 ; (-p&%p-;*\$\$% \$*;G5* -4-:*\$\$\$-.- ;G1-p*.

)JDEFBQARSA BALQJKIDISg

- ?z2 1;GA&IL@Mc2 #R11 \$z&cc15 d p*::;%3%e ;4e\ 5-&8-\$e\$3-; ^U_ =; 3.0. 8-;G#e\$%e
-4-:*\$\$\$-43% % 4*&-43-73e+,\$-43% ; 8+*\$%p-;*\$\$% +%0\$G\ 8p-(e44%-\$*+,\$G\
8ep48e53%;E[8-43p-e\$%e %\$)%;)%/*+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%
%f

- ?z2 <1?@4(z(9 d 8-+/0e\$%e pe5-&e\$)*W%H 8- ;-&`-\$-H 8-&-9% 4*&-
8pe)e+7<9%\47 8-)p-435*&[8-+/0e\$%e 4-;pe&e\$\$-H % *53/*+,\$-H %\$(-p&*W%% - pG\$5e -
1p*:-;*\$\$%7 % pG\$5e 3p)* =pe.%-\$*+,\$-.- % (e)ep*+,\$-.- /p-;\$eHE[;5+<0*7
%\$(-p&*W%< - \$*%1-+ee 8ep48e53%;\$G\ % ;-43pe1-;*\$G\ ; 1+%`*H#e& 1)/9e& 8p-
(e44%7\ % -3p*4+7\ c5-\$-&%5% V]f

- ?z2 B(?&31315 @ cB(D@&z@c415 d 8-;G#e\$%e 5;*+%(%5*W%% ; -1+*43% &e3-); %
3e\-\$-+.%H 8p-(e44%-\$*+,\$-H -p%e\$3*W%% -1/0*<9%\47. Up%&e\$e\$%e &e3-)%5[
\$*8p*+;e\$G\ \$* *53%;%:*W%< 8p-(e44%-\$*+,\$-.- 4*&-8pe)e+e\$%7[8-\$%&*\$%e
;:-&`-\$-43eH % -p*\$%0e\$%H)%*.\$-43%0e45%\ %\$43p/&e\$3-;. R4;-e\$%e \$-;G[
4-;pe&e\$G[\$*/0\$- -1-4\$-;*\$G\ &e3-)%5 % 3e\-\$-+.%Hf

- ?z2 <&;141?&4(z(9 d 8p%+;e0e\$%e &-3%;%p-;*\$G\ -1/0*<9%\47 5 8p-%;:-)43;e\$
\$G& :*)*0*&[8-;G#e\$%e %\$3epe4* 5 -p.*\$%:*W%%. R1/0e\$%e \$*43*;%5-;[p*1-3*<9%\ 4
/0*9%\&%47.

U- pe:/+;3*3*& /0*43%7 ;- ;4e\ &ep-8p%73%7\ Up-e53*)+7 -1/0*<9e.-47 (-p&%p/e347
%\$)%;)%/*+,\$*7 pe5-&e\$)*W%7 8- 8-43p-e\$%< -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%
%.

4AoBAIFUAHN oWoHEoTDEFA

QG1-p %\$)%;)%/*+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%% d c3-
;*`\$eH#*7 :*)*0*[43-79*7 8epe) 43*p#e5+*44\$%5*&% % ;G8/45\$%5*&% #5-+[% -3 3-.-[
\$*45-+;5- 5*0e43;e\$\$-[-4-:*\$\$\$- % 4;-e;pe&e\$\$- -\$* pe#*e347[:*;%4%3 5*0e43;-
8-4+e)/<9eH 4-W%*+,\$-H % 8p-(e44%-\$*+,\$-H `:%\$ 0e+-;e5*.

Ve#e\$%e)*\$H-\$:*)*0% &-`e3 1G3, \$*H)e\$- 8p% /4+-%;)%[03- ; 4%43e&/
8p-(e44%-\$*+,\$-H -p%e\$3*W%% % 4-)eH43;%7 8p-(e44%-\$*+,\$-&/ 4*&-8pe)e+e\$%<
-1/0*<9%\47 1)/3 ;-;+e0e\$G \$e 3-+;5- #5-+G[\$- % -1p*:-;*3e+,\$Ge -p.*\$%:*W%%

8p-(e44%-\$*+,\$-.- % ;G4#e.- -1p*:-;*\$%7[* 3*5`e 5-&8*\$%%2p*1-3-)*3e+% d 3.e. 1/e3
8p%4/343;-;*3, 8pee&43;e\$\$-43, % 4-.+*4-;*\$-43,)eH43;%H ;4e\ /0*43\$%5-; \$* 5*`)-& %:
c3*8-; c3-.- 8p-We44*. U-)-1\$*7 4%43e&*)-+`\$* ;5+<0*3, 8-).-3-;5/ 48eW%*+%43-;
=\$*43*;\$%5-;[8e)*.-.;[84%\+.-.;[4-W%*+,\$G\ p*1-3\$%5-;[48eW%*+%43-; 8-
;-48%3*3e+,\$-H p*1-3e %)p.E[; :*)*0/ 5-3-pG\ 1/e3 ;\-)3, 5-&8+e54\$*7[
We+e\$*8p*+;e\$*\$7 8-))ep`5* % 8-&-9, -1/0*<9%&47 ; 8p-(p%e\$3*W%/[4 -8-p-H \$*
\$*/0\$- 8-3;ep`)e\$\$Ge % /48e#-\$- :*pe5-&e\$)-;#%e 4e17 \$* 8p*53%5e 8-)-)G %
%\$43p/&e\$3G 8p-(p%e\$3*W%/. Up% 8-43p-e\$%% 8p-(p%e\$3*W%-\$\$-H 4%43e&G ;*\$-
/0%3G;*3, -8G3 ;\$e)pe\$%7 pe.%-\$*+,\$G\ &-)e+eH 8p-(e44%-\$*+,\$-H -p%e\$3*W%/
-1/0*<9%47[\$e 8epe0ep5%;*7 e.- % \$e 8p-3%;-pe0* e&/[* \$*8p-3%;[48-4-143;/7 p*4#%pe\$
%<[-1.*9e\$%< % 4%43e&*3%:*W% c3%\ 8p*53%5. jp-&e 3-.-[\$e-1\)-)%&-[03-1G 8-43p-e\$%e
-1p*:-;3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%% /0%3G;*+- %\$)%%;)/+,\$Ge
-4-1e\$\$-43% 5*`)-.- pe1e\$5*[e.- %\$3epe4G[;:-&-\$-43% % 48-4-1\$-43%[* 3*5`e
-4-1e\$\$-43% e.- ;:p*43* % 4-43-7\$%7 :)p-;7[%&e<9%e47 -p*\$%0e\$%7. Up% c3-&
\$e-1\)-)%&-[03-1G)-43/8 5 %\$(p&*W%-\$\$G& pe4/p4*& 8- 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$
%< %&e+% \$e 3-+5-`%3e+% 5p/8\$G\ .-p-); V-44%/[\$- % -1/0*<9%e47 %:
-3)*+e\$G\ % 3p/)\$-)-43/8\$G\ 3ep%3-p%H =;\$e :*;%4%&-43% -3 %\ 4-W%*+,\$-.- 43*3/4* %
`%:\$e\$-.- 5-\$3e543*E.

U-45-+,5/ &%p 8-43-7\$\$- p*:%;*e347 % /4+-`\$7e347[8-7;+7<347 \$-;Ge
48eW%*+,\$-43%[43*\$-;7347 ;43pe1-;*\$G&% \$-;Ge 5-&8e3e\$W%/[* 8-+/0e\$Ge p*\$e
:\$*\$%7 % /&e\$%7 /43*pe;*<3 % 3ep7<3 4;< *53/*+,\$-43,[-)\$-H %: ;*\$eH#%\ :*)*0
4-;pe&e\$-.- -1p*:-;*\$%7 43*\$-;%347 (-p&%p-;*\$%e /\$%;ep4*+,\$G\ /0e1\$G\)eH43;%H
=G6@5(<c&z76:M \$IHB(4(6D@9E. F5We\$3 4&e9*e347 4 8epe)*0% 5-\$5pe3\$-H[/:5-\$*8p*+e\$-H
%\$(-p&*W% d \$* p*:%3%e / -1/0*<9%47 .-3-;\$-43% % 48-4-1\$-43% c3/ %\$(-p&*W%<
4*&-43-73e+,\$- %45*3, %)*+ee 8p%&e\$73, ; 4--3;e343;%% 4- 43-79%&% 8epe) \$%&%
/0e1\$G&/[8p-(e44%-\$*+,\$G&% % `%:\$e\$G&% :*)*0&%/[* 3*5`e d \$* p*:%3%e 48-4-1\$-43% 5p
%3%0e45% c3/ %\$(-p&*W%< -4&G4+73,[3;-p0e45% 8epep*1*3G;*3, %)-8+73,[/0*43;-;*3,
; 8p-)/W%p-;*\$%% \$-;-.- :*\$%7. U- 4/3%[pe0, %)e3 - (-p&%p-;*\$%% / -1/0*<9%47
48eW%(0e45-.- \$*;G5*7 d 3141561c4@ @ cBlcl;6lc4@ \$ c&HIGcz1Q6(6@I =p*:%;*3,47
;4<

⁷ J+%; Q.i.[p4e\$*\$* p.Á.[V-)%0e; q.].[_ep.ee; i._. _*&--8pe)e+e\$%e +%0\$-43% ;
/4+-;%7\ \$e-8pe)e+e\$-43% DD Up-(e44%-\$*+,\$*7 -p%e\$3*W%7 % 8p-(e44%-\$*+,\$-e 4*&--
8pe)e+e\$%e -1/0*<9%47e ;G-;G ;pe&e\$%e 41-p\$%5 \$*/0\$G\ 43*3eH 8- &*3ep%*+*& Q4ep-
44%H45-H \$*/0\$-28p*53%0e45-H 5-\$(epe\$W%/[8-4;79e\$\$-H 8*&73% *5*)e&%5* VFR[
)-53-p* 8e)*.-.%0e45%\ \$*/5[8p-(e44-p* _q. 1%4375-;-H =.. _p*\$45[>N *8pe+7 >@>@ .-)*E.
d _p*\$45e ViM O^Ui[>@>@.

`%:,\$[/0%3G;*7 8p-%4\)-79%e %:&e\$e\$%7E[; 8p-3%;-;e4 3e\$)e\$W%% 5 4*&-/8p-9e\$%<[
-p%e\$3*W%% \$* 8p-43Ge -1674\$e\$%7[5 \$e-4:*\$\$\$-&/ ;48p-%::;e)e\$%< 0/\% \ 4We\$*p%e;[
\$e5p%3%0\$-&/ ;48p%73%< &%(-;[; 3.0. ; 4(epe ;G1-p* 8p-(e44%-\$*+,\$- 8/3%.

_ *&-/4+-`\$e\$%e \$e;-:&-`\$- 1e: 8p%\$73%7 \$* 4e17 -3;e343;e\$\$-43% % 8-7;+e\$%7
53%;\$-H[4/16e53\$-H 8-:%W%% 8- -3\$-#e\$%< 5 4e1e[-1p:-;*3e+,\$-&/ 8p-We44/ % `%:\$% ;
We+&[%)+7 (-p&%p-;*\$%7 % 8-))ep`5% c3%\ 5*0e43; \$e-1\)-)%&* 48eW%*+,\$*7 +%0\$-43\$-
2 p*:-;%;*<9*7 4pe)*[.)e -1/0*<9%e47 8pe;p*9*<347 %: -16e53-; d ; cG;S(\$4:
-1p*:-;*3e+,\$- 8p-We44*[\$* 0e& -4\$-;*\$- 1-+,#%\$43;- 8p-.pe44%;\$G\ -1p*:-;*3e+,\$G\
8-)\-);. qe4&-3p7 \$* p7) 4-)ep`3e+,\$G\ p*:+%0%H &e`)/ c3%&% 8-)\-)*&%[%\
-16e)%\$7e3 -19ee 8-\$%&*\$%e *53/*+,\$G\ :*)*0 4-;pe&e\$\$- -1p*:-;*\$%7e 4\$*1)%3,
-1/0*<9e.-47 %\$43p/&e\$3*&%)+7 3-.-[03-1G -\$e

2 1G+ .-3-;)eH43;-;*3, ; 4%3/*W%7\ \$e-8pe)e+e\$-43% % &-.*)*83%p-;*3,47 5
%:&e\$e\$%7&f

2 1G+ 48-4-1e\$;%)e3, *+,3ep\$3%;\$Ge ;-:&-`\$-43% % 4*&-43-73e+,\$- 4-;ep##3,
-4-:*\$\$\$GH ;G1-pf

2 -p%e\$3%p-;*+47 \$* 8p-7;+e\$%e 5pe*3%;\$-43% ; 8-%45e \$e43*\$)*p3\$G\ pe#e\$%H
8-7;+7<9%\47 \$-;G\ :*)*0f

2 /&e+ -p%e\$3%p-;*3,47 ; %\$(-p&*W%-\$-\$& 8-3-5e)+7)-43%`e\$%7 8-43*+;e\$G\
We+eHf

2 4-\p*\$7+ % p*:-;%;*+ -4-:*\$\$\$-43, % pe(+e54%;\$-43, ; -3\$-#e\$%% 4;-e.- +%0\$-43\$-.-
% 8p-(e44%-\$*+,\$- p*:-;%;3%7f

2 1G+ ; 4-43-7\$%% /0%3G;*3, 5*5 4;- % 4-143;e\$\$Ge[%\$)%%;)/*+,\$Ge We\$\$-43% %
8-3pe1\$-43%[3*5 % We\$\$-43%[8-3pe1\$-43% % -4-1e\$-43% -5p/`*<9%\ % -19e43;[* * 3*5`e
8p%:\$*;*+ 4-W%*+,\$-e &\$-.-1p*:%e % ;*\$-43, 3-+ep*\$3\$-.- -3\$-#e\$%7 5 p*:+%0%7&.

_ -;pe&e\$*\$7 % c((e53%;\$*7 8p-p*&&* 8p-(e44%-\$*+,\$-H -p%e\$3*W%)[3*5%& -1p*:-&[
)-+`\$* ;G8-+\$73, -8epe`*<9/< % 8p-.\$-43%0e45/< (/5W%)[48-4-143;/7 p*:-;%;3%< /
-1/0*<9%\47 .-3-;,\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<. i48-+;:/e&-e 8-\$73%e
8p-(e44%-\$*+,\$- 4*&--8pe)e+e\$%7 \$e4+/0*H\$-[8-45-+,5/ -\$- -\;*3G;*e3 ;4<
4-;-5/8\$-43, 0*43\$G\ ;G1-p-;[4-;ep##*e&G\ 0e+;e5-& ;)*\$-H -1+*43% =; 3e0e\$%e ;4eH
`%:\$%E. Q -3+%0%e -3 8p-(e44%-\$*+,\$- ;G1-p*[8p-(e44%-\$*+,\$-e 4*&--8pe)e+e\$%e
:*3p*:%;*e3 1-+ee #%p-5/< `%:\$e\$\$/< 8ep48e53%;/ +%0\$-43%[-8-4pe)-;*\$- 1-+ee
-3)*+e\$G&% `%:\$e\$G&% We+7&%.

^-3-;\$-43, 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< 7;+7e347 5-&8+e54\$-H
*p*53ep%43%5-H[%&e<9eH 5*5 4&G4+;,<[4-)ep`3e+,\$/<[3*5 % %\$43p/&e\$3*+,\$/< 43-
p-\$G.

j cH:cz1519 43-p-\$e ^U_ -3\$-47347 &-3%;*W%-\$-2+%0\$-43\$Ge
% 84%\\-(%:%-+-%0e45%e 8pe)8-4G+5% ;G1-p* 8p-(e44%%e %\$3epe4G[&-3%;G[
48-4-1\$-43%
4/16e53*[e.- 5-.\$%3%;\$Ge 5*0e43;*[-4-1e\$\$-43% \$ep;\$-H 4%43e&G %)p.[* 3*5`e .-3-;\$-43,
5 ;G1-p/ 8p-(e44%% ; /:5-& 4&G4+e 4+;,* d 3.e. -4-:\$*\$%e % 8p%\$73%e \$* 4e17 :*)*0%
8p-(p%e\$3*W%% 5*5 3*5-;-H[\$*+%0%e ;\$/3pe\$eH &-3%;*W%% =%\$3epe4*E)+7 ee pe#e\$%7.

j @6c4<GH(64&z7619 43-p-\$e ^U_ -3\$-4%347 /p-;e\$, %\$(-p&%p-;*\$-43% -
4-;pe&e\$\$-& &%pe 8p-(e44%H[4%43e&e 8p-(e44%-\$*+,\$.- -1p*:-;*\$%7[48-4-1\$-43,
%48+;:-;3,)p/.%e 48eW%*+,\$Ge :\$*\$%7 % *\$;G5%[5-3-pGe ;\\-)73 ; 8-\$73%e 5*p,ep\$-H
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(-p&%p-;*\$-43, 5*5 4&G4+;G[3*5 % %\$43p/&e\$3*+,\$G\\ *48e53-; ^U 8p%;-)%3 5
.3-;\$-43% -1/0*<9e.-47 d(24(z761 ;5+*)G;*3,47 ; 8p-We44 4*&--8pe)e+e\$%7[%\$%W%*3%;\$-
% 4*&-43-73e+,\$- ;G43p*%;*7 %\$)%%;)/*+,\$/< -1p*:-;3e+,\$-28p-(e44%-\$*+,\$/< 3p*e53-p
%<.

k*5%& -1p*:-&[^U_ / -1/0*<9%\\47 P2TT 5+*44-; 8pe)8-+*.e3 (-p&%p-;*\$%e % p*::
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H14@5&D@1661=z@A61c46131 TcH:cz15131U[\$136@4@56131 T\$&<7(<6&2 3<&H1461c47U
%
d(24(z761c46131. _%43e&*3%0e45*7[5-&8+e54\$*7 p*1-3* ; c3%\\ 3pe\\ ;:*%&-4;7:*\$G\\
\$*8p*+e\$%7\\ =;5+<0*<9*7 5*5 /0*43%e 4*&- #5+,\$%5*[3*5 % *53%;\$/< 8-))ep`5/ 4- 43-p-
\$G p-)%3e+eH % 4-3p/)\$%5-; -1p*:-;3e+,\$-H -p.*\$%:*W%%E &-`e3 8-;:+%3,
-1/0*<9e&/47 -4-:\$*3, 4e17 ; 5*0e43;e *53%;\$.- 4/16e53* ;G1-p*[-3pe(+e54%p-;3, 4;-%
4%+,\$Ge 43-p-\$G[pe4/p4G % -.p*\$%0e\$%7 =5*5 -16e53%;\$Ge[3*5 % /43p*\$%&Ge 4*&%&
4/16e53-&E[4;ep%3, 4;-% 8pe)43*+e\$%7 - &%pe 8p-(e44%H % `e+*e&G\\ We+7\\ 4
)eH43;%3e+,\$-43,<[8p%43/8%3, 5 8p-We44/ 8p-(e44%-\$*+,\$G\\ 8p-1 % -3p*1-35e \$*;G5-;
8p-(e44%-\$*+,\$.- ;G1-p* ; 5-\$5pe3\$G\\ `%:\$e\$G\\ 4%3/*W%7\\.

Q*`\$- 3*5`e -3&e3%3,[03- 8+*\$%p-;*\$%e 4;-%\\ 8p-(e44%-\$*+,\$G\\ % `%:\$e\$G\\
8ep48e53%; d c3-)e+- 5*`)-.- 0e+-;e5*[8p-7;+e\$%7 e.- 43pe&+e\$%H % 4;-1-)G ;G1-p*. Q 3-
`e ;pe&7[0e+-;e5 7;+7e347 0*43,< -19e43;*[% -19e43;- :*%\$3epe4-*\$- ; 3-&[03-1G
5*`)GH[;%7 ;:-&`\$-43%)+7 4e17[43pe&%+47 5 3-&[03-1G /0*43;-;3, ; `%:\$% -19e43;*

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Q pe:/+,3*3e 4%43e&\$-H p*1-3G[\$e-4-:\$*\$*\$7 \$e5-&8e3e\$3\$-43, -1/0*<9%\47 ;
4(epe 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 4&-`e3 3p*\$4(-p&%p-;*3,47 4\$*0*+* ; -4-:
\$*\$\$/<
\$e5-&8e3e\$3\$-43, =8-\$%&*%\$%e 4-143;e\$\$G\)e(%W%3-; ; ; -8p-4*\ ;G1-p* 8p% -4-:\$*\$%
53/+,\$-43% 3e&G 8p-(-p%e\$3*W%e[* :*3e& d ; lclJ6&66GI \$IHB(4(6461c47. h3- 43*\$e3
;-:&-`\$G& 1+*.)*p7 4-0e3*\$%< &-3%;*W%-\$\$-2*53%;%:%p/<9e.-[%\$(-p&*W%-\$\$-2
-1/0*<9e.- % 8p*53%5-2-p%e\$3%p-;*\$\$.- 8-)\-); 5 (-p&%p-;*%< ^U_ =\$*p7)/ 4
)%*.\$-43%5-25-\$4/+,3*W%-\$\$G& 8-)\-)-&)+7 -We\$5% 8p-(e44%-\$*+,\$G\ 45+-\$-43eH[
&-3%;*W%% % :\$*\$%H -1/0*<9%\47E.

Ve:/+,3*3G[)-43%.\$/3Ge ; \-)e 4%43e&\$-H p*1-3G[1/)/3 %&e3, \$e ;pe&e\$\$GH[*
8p-+-\$.%p-;*\$GH c((e53[8-45-+,5/ 8p-We44 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 \$e
7;+7e347 /:5- +-5*+%;-;*\$G& ; 43*p#e& 8-)p-435-;-& % <\$-#e45-& ;-p*43e % \$e
:*5*\$0%;*e347 4 ;G1-p-& 4pe)\$e.- 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 %+% ;G4#e.-
-1p*:-;*\$%7 8- -5-\$0*\$%#5-+G. j*5 /`e -3&e0*+4, p*\$ee[4-;pe&e\$\$GH &e\$7<9%H47 &
%p 7;+7e347 ;G:-;-&)+7 -1p*:-;*\$%7 % 3pe1/e3[03-1G -\$- 1G+- \$e8pepG;\$G& \$* 8p-
37`e\$% ;4eH `%:\$% 0e+;e5*. Up-(e44%-\$*+,\$-e `e 4*&--8pe)e+e\$%e 43*\$-;%347
0*43,< `%:\$e\$\$-.- 4*&--8pe)e+e\$%7.

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Q p*&5*\ Up-e53* :*)*0% (-p&%p-;*\$%7 .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/
4*&--8pe)e+e\$%< pe*+:/<347 0epe: 4-0e3*\$%e 4+e)/<9%\ oHEoTES` Mo@`o@oTe

-H14@5&D@1661=&\$4@5@J@<GIL@9 8-)\-e 8p%;+e0e\$%e ;%&*%7 -1/0*<9e.-47 5
3e&e 8p-(-p%e\$3*W%e[8p-1/`e)\$%e / \$e.- %\$3epe4* 5 8p-We44/ ;G1-p* %\$)%;)/+,\$-
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-1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%e[8p-1+e&*3%:*W%7 3e&G 8p-(e44%-\$*+,\$-.-
1/)/9e.- =% `%:\$e\$\$-.- 1/)/9e.- ; We+-&E[8-).-3-;5* -4\$-;G)+7 p*:%3%7 ;\$3pe\$
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&-3%;*W%% 5 8-43p-e\$%< 4;-eH %\$)%;)/+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H
3p*e53-p%e 4 -8-p-H \$* 4-143;e\$\$/< *53%;\$-43, ; %44+e)-;*\$% ; -8p-4-;[%\$3epe4/<9%\
-1/0*<9e.-47. F53%;\$-e %48-+,-;*\$%e)*\$\$.- 8-)\-)* *53/*+,\$- \$* 8p-37`e\$% ;4e.-
8ep%-)* 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7f

- @6CI<H&D@1661=1;GA&IL@9 8-)\-e 8-&-9, -1/0*<9e&/47 ; -p%e\$3*W%% ; &%pe
4-;pe&e\$\$G\ 8p-(e44%H[%\$(-p&%p-;*\$%e - pG\$5e 3p/)* % -3p*4+7\ c5-\$-&%5%[8p-p*1-35*

:*1+^')e\$%H % &%(-;[4;7:*\$\$G\ 5*5 4 5-\$5pe3\$G&% 8p-(e44%-\$*+,\$G&% -1+*437&%[3*5 % 4
+-.%5-H 8-+/0e\$%7 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 % 4;7:;< &e`)/ -1p*:-;*\$%e& %
)*+,\$eH#%& 3p)/-43p-H43;-& d 03- 4-:)*e3 -4\$-;/ 5*p,ep\$-H .p*&-3\$-43%f

- B<&\$4@\$1=1<@(64@<15&66:9 8-)\-e p*:p*1-35* 48eW%*+,\$G\ &ep[8-;+7<9%\ -1/0*<9e&/47 /43*\$-;%3, 4;7:, &e`)/ 8-+/0*e&G&% 3e-pe3%0e45%&% :\$*\$%7&% % 3e&% 3e5/9%&% % 1)/9%&% 8p*53%0e45%&%)eH43;%7&%[5-3-pGe \$e-1\)-)&G)+7 -4;-e\$%7 ;G1p*\$-H 48eW%*+,\$-43%f pe#e\$%e pe*+,\$G\ 8p*53%0e45%\ 5eH4-; -3 p*1-3)*3e+eHf p*:p*1-35* % pe*+%;*W%7 4-143;e\$-H %\$)%%;)/+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%&f /0*43%e ; 8p-(e44%-\$*+,\$G\ 8p-1*\ %)p.f

- @&361c4@\$1=\$16cGz74&4@56:9 8-)\-e 8-&-9, -1/0*<9e&/47 8p% ;G43p*%;*\$%% 5*p3%\$G 4e17 5*5 1)/9e.- 8p-(e44%-\$*+ 8/3e& %44+e)-;*\$%7 4;-%\ pe4/p4-; %)e(%W%3-;[4%+,\$G\ 43-p-\$ % :-\$ p-43*[%4\)-\$G\ :\$*\$%H[%\$3epe4-; % 8p-(e44%-\$*+,\$G\ 45+-\$-43eH. Up-;e)e\$%e)%*.\$-43%5% 4 %48+,-;*\$%e& 48eW%*+,\$- p*:p*1-3*\$G\ % *8p-1%p-;*\$G\ 4-;pe&e\$G\ %\$43p/&e\$3-;[* 3*5`e 5-\$4/+3%p-;*\$%e 8- ;-8p-4*& 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 7;+7<347 ;*\$`G&% :*)*0*&% \$* 8p-37`e\$%% ;4e.- 8p-We44* p*1-3G 4 -1/0*<9%&%47 p*:\$G\ ;-:p*43\$G\ .p/88[03- 8-;+7e3 \$e 3+,-5- ;G7;%3, %4\)-\$GH /p-;e\$, 4(-p&%p-;*\$-43% ^U_[- % -34+e)%3, ee %:&e\$e\$%7.

j MBFE[FMDR BADJFLD[FF)BoANID -3\$-47347e

- c@c4(H61c47. i48+,-;*\$%e 5-&8+e54\$-.- 8-)\-)*[;5+<0*<9e.-)%*.\$-43%5/ 8p-(e44%-\$*+,\$G\ 45+-\$-43eH[8p-(e44%-\$*+,\$Ge 8p-1G[%\$3ep*53%;\$Ge %\$(-p&*W%-\$\$Ge 8p-p*&&G. Q4e 8-)\-G pe*+%;/<347 ; (-p&*3e[*53%;%:%p/<9e& 8p-(e44%-\$*+,\$-e 4*&--8pe)e+e\$%e. qe5-3-pGe *53%;\$-43% 8pe)8-+*.*<3 8pe%&/9e43;e\$-\$ %p-;H (-p&*3)+7 ;+;+e0e\$%7 &*54%&*+,\$-.- 5-+%0e43;* -1/0*<9%\47f

- c@c4(H&4@A61c47. Up-e53 pe*+%;/e347 ; 3e0e\$%e \$e45+,-5%\ +e3[% ;4e /0*43\$%5% &-./3 \$*1+<)*3,)%\$*&%5/ 4;-e.- p*:%3%7. V*1-3* p*:1%3* \$* c3*8G[+-.%0e45% 4;7:*\$ \$Ge &e`)/ 4-1-H. R1/0*<9%H47 8-+/0*e3 -1p*3\$/< 4;7:, % pe5-&e\$)*W%% 4 /0e3-& &e\$7<9%\47

)*\$G\ ; 3e\ *53%;\$-437[5-3-pGe -3;e0*<3 e.- -4-1e\$-437&[:*8p-4*& % /p-;e< ^U_f

- @1c4GB61c47. S<1-H -1/0*<9%H47 8- 8p-p*&&e -19e.- -1p*:-;*\$%7 =%+% e.- p-)%3e+,D:*5-\$GH 8pe)43*;%3e+,E &-`e3 ;+48+,-;3,47 8p-(p%e\$3*W%-\$\$-H 8-&-9,<. o+7 +%W 4 RQb 8pe)/4&-3pe\$G *)*83%p-;*\$Ge &e3-)%5%. j*)GH -1p*3%;#%H47 &-`e3 8- +/0%3, -1p*3\$/< 4;7:, 4 pe5-&e\$)*W%7&%f

- H(Q5(@1Hc45(661c47. _-:)*\$%e c((e53%;\$G\ 3e\-\$-.-.%H p*1-3G \$* -4\$-;e e)%\$-.- %\$(-p&*W%-\$\$-.- 8-+7 ;4e\ 8p%0*43\$G\ 5 4%43e&e 8p-(p%e\$3*W%% ;e)-&43; =O%\$%43ep43;- 3p/)* % 4-W%*+,\$-H :*9%3G[O%\$%43ep43;- \$*/5% % ;G4#e.- -1p*:-;*\$%7[O%\$%43ep43;- 8p-4;e9e\$%7[O%\$%43ep43;- c5-\$-&%0e45-.- p*:%3%7[O%\$%43ep43;- W% (p-;.- p*:%3%7[4;7:% % &*44-;G\ 5-&&/\$%5*W%H % 3.).E % -19%\ 45--p)%\$%p-;*\$G\ /4%+%H d 03- %45+<0*e3 ;-:&-`\$-43, /8p*+e\$0e45-.- % 4-)ep`3e+,\$-.-)/1+%p-;*\$%7.

_ %43e&* 8p-(-p%e\$3*W%-\$\$-H p*1-3G p*440%3*\$* \$* -4;-e\$%e 8p-(-p%e\$3*W%-\$\$G\ 5-&8e3e\$W%H[5*4*<9%\47 ;4e.- W%5+* MBoZAHHFoEDJKEobo HDRooMBA@AJAEFG %

- \;*3G;* <9% \ -) \$-;pe&e\$\$- \$e45-+,5- e.- QBoTEAVe

- D(z(519 = \$*+%0%e We+e;G\ /43*\$-;-5[:\$*0%&G\)+7 8p-We44* 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7Ef

- H14@5&D@166:9 =4(-p&%p-;*\$-43, 8p-(e44%-\$*+,\$-23p)-;-H &-3%;*W%% % We\$\$-43\$G\ -p%e\$3*W%HEf

- @6C1<H&D@166:9 =8p-(e44%-\$*+,\$-2-1p*:-;*3e+,\$*7 %\$(-p&%p-;*\$-43,[5*p,ep\$*7 .p*&-3\$-43,Ef

- d(24(z761c46:9 =-8G3 8p-(-p%e\$3*W%-\$\$- :\$*0%&-H)e73e+,\$-43%[;e)/9%H 5 8-+/0e\$%< 8p-(-p%e\$3*W%-\$\$- :\$*0%&G\ pe:/+,3*3-;Ef

- <(Cz(\$c@56:9 =-4-:\$*\$%e % 4*&--We\$5* 8p-We44* 4;-e.- 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 % e.- pe:/+,3*3-;E.

j)-+.-4p-0\$G& c((e53*& &-`\$- -3\$e43% ;Gp*1-35// -1/0*<9%\47 -8pe)e+e\$\$.- +%0\$-43\$.- 1461P(6@2 5 8p-We44/ % :)*0*& 4*&--8pe)e+e\$%7 =8p%0e& \$e 3-+,5- ; 4(epe ;G1-p* 8p-(e44%)[\$- % ; `%:\$e\$\$-& 4&G4+eE[.-3-;\$-43, 5 *53%;\$-&/ % 4*&-43-73e+,\$-&/ %:/0e\$%< 48e53p* 8-3e\$W%*+,\$G\ 8p-(e44%H % 4pe)43; %\ -4;-e\$%7 =* 3*5`e 8-\$%&*\$%e 3-.-[03- ; -8pe)e+e\$G\ /4+;,%7\ % 5-\$3e543*\ &-`e3 1G3, ;*`\$- \$e 8p-43- ;G1%p*3, %:/^e .-3-;G[:*p*\$ee 8pe)43*+;e\$G\ ;*p%*\$3-; -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%)[\$- % (-p&%p-;3, ee 4*&-43-73e+,\$-E. o*\$GGe c((e53G 48-4-143;/<3 \$e 3- +,5- 8p-(e44%-\$*+,\$-H 4*&-pe*+:%*W%% -1/0*<9%\47[\$- % 8pe)-3;p*9e\$%< 43p/53/p\$.- 5p%:%4* \$* pG\$5e 3p)*.

Up-e53 8pe)\$*:\$*0e\$)+7 -1/0*<9%\47 P2TT 5+*44-; -1p*:-;*3e+,\$G\ -p.*\$%:*W%H[;5+<0*7)e3eH 4 RQb % %\$;*+%)\$-43,<.

Q4e ;%)G *53%;\$-43% ; p*&5*\ Up-e53* =;%)e-5-\$3e\$3[43*3,%[3e&*3%0e45%e -\$+*H\$2 /p-5%[&e3-)G)%*.\$-43%5%[&ep-8p%73%7E p*:p*1*3G;* <347 4 /0e3-& -4-1e\$-43eH -1/0*<9%\47 % -p%e\$3%p-;*\$G \$* p*:\$Ge ;-:p*43\$Ge .p/88G.

o+7 pe*+:%*W%% 8p-(-p%e\$3*W%-G\ &ep-8p%73%H ; -1p*:-;*3e+,\$-H -p.*\$%:*W%% pe5-&e\$)/e347 %48-+;,-;3, 0*4G %\$;*p%*3%;\$-H 0*43% ;\$e/p-0\$-H -1p*:-;*3e+,\$-H)e73e+,\$-43%.

(1%4375-;* __.q. V-)%0e; q.]. __ep. ee; i. __. jp%3ep%% % 8-5*:*3e+% .-3-;\$-43% -1/0*<9%\47 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< DD Up-(e44%-\$*+,\$-e -1p*:-;*\$%e. _3-+%W*.d>@TP. d Ba. d _ . T@2TP.

KIDMS BADJFLD[FF)BoANID

o+7 pe*+:%*W%% Up-e53* ; -1p*:-;*3e+,\$-H -p.*\$%:*W%% \$e-1\)%&- 4-:)*3,
oBbDEFILD[FoEESA F RAIo@FUAHNFA QHJoTFG.

T. R8pe)e+%,3, -3;e343;e\$\$G\ +%We

2 &dH@6@c4<&4l<&P\$!z:[-3;e343;e\$\$-.- :* 5--p)%\$*W%< p*1-3G \$* /p-;\$e #5-+G %
5-&&/%5*W%< 4 pe.%-\$*+,\$G& -8ep*3-p-& =\$*:\$*0*e347 3epp%3-p%*+,\$G&
*)&%\$%43p*3-p-& +%1- pe.%-\$*+,\$G& -8ep*3-p-&Ef

2 B(d&313&=6&5@3&4l<&T15U[3.e. 48eW%*+%43*=-;E 8- -p.*\$%:*W%% 8p-(-p%e\$3*W%-\$\$-
H p*1-3G %: 0%4+* 8e)*.-.%0e45%\ p*1-3\$%5-; =8e)*.-.28pe)&e3\$%5[5+*44\$GH p/5-;-)
%3e+,[

8e)*.-.284%\-+-. %)p.E. Ve5-&e\$)/e&*7 \$*.p/:5* \$* T 8e)*.-.*2\$*;%.*3-p* d P@
-1/0*<9%\47 =e4+% %\ 1-+,#e[3- -3 #5-+G (-p&%p/e347 8e)*.-.%0e45*7 5-&*\$)*E.

Ve5-&e\$)/e&-e p*48pe)e+e\$%e (/5W%He TE 8e)*.-.284%\-+-. 8p-;-)%3 84%\-+-.
%0e45/<)%*.\$-43%5/[pe(+e54%<[%\$3ep8pe3*W%< pe:/+,3*3-;f >E 5+*44\$GH p/5-;-)
%3e+,D8e)*.-.28pe)&e3\$%5D4-W%*+,\$GH 8e)*.-. 8p-;-)%3 8p-(-p%e\$3*W%-\$\$Ge
/p-5%[&ep-8p%73%7 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/[p*1-3/ 4 p-)%3e+7&% %)e3,&%.

>. b*pe.%43p%p-;*3, 8e)*.-.*2\$*;%.*3-p*=-;E \$* 8p-.p*&&e)-8-+\$%3e+,\$-.-
8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 =8-;G#e\$%7 5;*+%(%5*W%)[\$e &e\$e LP *5*)e&%0e45%\
0*4-;E.

L. -(p&%p-;*3, 48%4-5 /0*43\$%5-; 8p-(-p%e\$3*W%-\$\$G\ &ep-8p%73%H %: 0%4+*
-1/0*<9%\47 P2TT 5+*44-; =(-p&%p-;*\$%e /0e1\$G\ .p/88E.

N. Up-%\$(p&%p-;*3, ;4e\ :%\$3epe4-;*\$G\ /0*43\$%5-; - pe4/p4*\ -19e)-43/8\$-.-
4e.&e\$3* U+*3(-p&G.

Y. Rp.*\$%:-;*3, pe.%43p*W%< /0*43\$%5-; ; #5-+,\$-& 4e.&e\$3e U+*3(-p&G)+7 /0*43%7
; &ep-8p%73%7\ Up-e53*.

Ve*+:%*W%7 Up-e53* 8pe)8-+*.e3 IAHIK mIDMoT. Oe`)/ c3*8*&% 4/9e43;/e3
8pee&43;e\$\$-43,e pe:/+,3*3G 5*`)-.- %: \$%\ %48-+;:/<347 \$* 4+e)/<9e& c3*8e.
_-)ep`*\$%e)e73e+,\$-43% \$* ;4e\ c3*8*\ -\;*3G;*e3 ;4e 8-)\-)G 5 8p-(e44%-\$*+,\$-H
-p%e\$3*W% -1/0*<9%\47 % 4--3;e343;/e3 :*7;+e\$\$G& We+7&[:)*0*& % 8p%\$W%8*&
-p.*\$%:*W%% Up-e53*. _&. .p*(%0e45-e 8pe)43*+;e\$%e c3*8-; Up-e53* ; Up%+-`e\$%% T.

kIDM	&DMoJEAFA
Ç	<p>Up-;e)e\$%e 8p-(-p%e\$3*W%-\$\$-./p-5*)+7 -1/0*<9%\47 P2TT 5+*44-; =)+7 5*`)-. 5+*44* d -3)e+,\$*7 8p-.p*&&*E. o+7 5+*44-;[;8ep;Ge :*pe.%43p%p-;*\$ \$G\ ; Up-e53e[)-8-+\$\$%3e+,\$- 8p-;-)%347 ;;-)\$GH /p-5 IO-7 V-44%7 d &-% .-p%:-\$3GK =4 We+,< ;+e0e\$%7 ; 8p-We44 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7E.</p>
ÇÇ	<p>Rp.*\$%:*W%7 8p-(-p%e\$3*W%-\$\$-H -\$+*H\$2)%*.\$-43%5% BT)+7 P2TT 5+*44-; =)+7 5*`)-H ;-:p*43\$-H .p/88G d 4;-7 (-p&*E d)+7 \$*;%.*W%% 8- &ep-8p%73%7& ; p*&5*\ Up-e53*. Ve:/+,3*3G 8p-(-p%e\$3*W%-\$\$-H)%*.\$-43%5% 4-8p-;-`)*<347 ;)%e-5-\$4/+ ,3*W%eH.</p>
ÇÇÇ[ÇÉ	<p>Rp.*\$%:*W%7 /0*43%7 -1/0*<9%\47 ; &ep-8p%73%7\ 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/ ; ;*;%4%&-43% -3 ;-&`-\$-43eH pe.%-\$* =H(<1B<@24@2 25z214c2 <&J6:H@ N4&B&H@V @M B1cz@15&4(z761c47 HIQ(4 5&<7@<15&47Ee 2 &/+,3%&e)%H\$*7 ;G43*;5*28p*53%5/&f 2 8p-(e44%-\$*+,\$Ge 8p-1G 8p*53%0e45-.- %D%+% &-)e+%op/<9e.- /p-;\$eH =; -\$+*H\$2 %+% -0\$-& (-p&*3eEf 2 -\$+*H\$28p-(e44%-\$*+,\$Ge 8p-1G \$* -4\$-;e U+*3(-p&G. U- pe:/+,3*3*& /0*43%7 ; &ep-8p%73%7\ 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/ -1/0*<9%e47 :*8-+\$7<3 (-p&G -1p*3\$-H 4;7:% \$* U+*3(-p&e.</p>
É	<p>Rp.*\$%:*W%7 8p-(-p%e\$3*W%-\$\$-H -\$+*H\$2)%*.\$-43%5% B>)+7 P2TT 5+*44-; =)+7 5*`)-H ;-:p*43\$-H .p/88G d 4;-7 (-p&*E d)+7 /3-0\$e\$%7 8p-(e44%-\$*+,\$G\ 45+-\$-43eH % .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< -1/0*<9%\47 4 /0e3-& 8-4e9e\$%7 &ep-8p%73%H 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/. Ve:/+,3*3G 8p- (-p%e\$3*W%-\$\$-H)%*.\$-43%5% 4-8p-;-`)*<347 ;)%e-5-\$4/+ ,3*W%eH.</p>
ÉÇ	<p>Rp.*\$%:*W%7 i3-.-;-. pe(+e54%;\$-.- 8p-(-p%e\$3*W%-\$\$-./p-5*. R14/^\)e\$%e 8-+/0e\$\$G\ pe5-&e\$)*W%H % -8G3*[;G1-p 4(epG % 8-43p-e\$%e -1p*:-,*3e+,\$-2 8p-(e44%-\$*+,\$-H 3p*e53-p%.</p>
o-8. c3*8	<p>Up-(-p%e\$3*W%-\$\$Ge &ep-8p%73%7 8- ;G1-p/e 8-4e9e\$%e -p.*\$%:*W%H 3epp%3- p%*+,\$-H -1p*:-,*3e+,\$-H % 8p-(e44%-\$*+,\$-H 4pe)G =8p-(e44%-\$*+,\$G\ -1p*:-,*3e+,\$G\ -p.*\$%:*W%H[-p.*\$%:*W%H ;G4#e.- -1p*:-,*\$%7 % p*1- 3-)*3e+eHE. Ve5-&e\$)*W%% 8- -p.*\$%:*W%% 3*5-.- p-)* &ep-8p%73%H 4&. ; Up%+- `e\$%%>. Rp.*\$%:*W%7 8p-e53\$-H)e73e+,\$-43% 4 /0e3-& 8pe)8-0%3*e&G\ -1/0*<9%&%47</p>

	<p>8p-(e44%-\$*+,\$G\ 4(ep % 8p-(%+eH -1/0e\$%7 =4&. Up%+-`e\$%e LE.</p> <p>X0*43%e ;)p/.%\ 8p-(-p%e\$3*W%-\$G\ &ep-8p%73%7\ (e)ep*+,\$-.-</p> <p>%pe.%-\$*+,\$-.- /p;\$7.</p>
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Q \-)e ;4e\ c3*8-; 8p;-)%347 41-p[&-\$%3-p%\$. % *\$*+%; 5-+%0e43;e\$G\ % 5*0e43;e\$

\$G\ 8-5*:*3e+eH pe*+%;*W%% 8p-(-p%e\$3*W%-\$G\ 8p-.p*&& % &ep-8p%73%H

=8p%&epG 8-5*:*3e+eH 4&. ; Up%+-`e\$%% NE. _1-p[&-\$%3-p%\$. % *\$*+%; -4/9e43;+7e347 :*

40e3 %48-+,-;*\$%7 8+*3(-p&e\$G\ pe#e\$%H ; *;3-&*3%:%p-;*\$-\$& ;%)e.

1o@ABCDEFA)BoANID

OWBDLoTDIAJKEDG MBobBDRRD @JG MA@DboboTaEDTFbDloBoT

Up-(-p%e\$3*W%-\$\$Ge &ep-8p%73%7 ; -1p*:-;*3e+,\$-H -p.*\$%:*W%% 4-8p;-)`*e3
8e)*.-.2\$*;%.*3-p. Q 5*0e43;e 8e)*.-.;2\$*;%.*3-p-; ;G43/8*<3 48eW%*+%43G
-1p*:-;*3e+,\$-H -p.*\$%:*W%% %: 0%4+* 8e)*.-.%0e45%\ p*1-3\$%5-;[5/p%p/<9%e pe*+o:*W%<
Up-e53*e 4-;e3\$%5)%pe53-p* 8- ;48%3*\$%<[:*&e43%3e+,)%pe53-p* 8- ;48%3*3e+,\$-H
=/0e1\$-HE p*1-3e[5+*44\$GH p/5-;)%3e+,[8e)*.-.28pe)&e3\$%5[84%\+-. %)p. o+7
8e)*.-.;2\$*;%.*3-p-; 8pe)/4&-3pe*\$ 48eW%*+o:%p-;*\$*\$*7 8p-.p*&&*)-8-+\$%3e+,\$-.-
8p-(e44%-\$*+,\$-.- 1p*:-;*\$%7[; -19e& -16e&e \$e &e\$e LP *5*)e&%0e45%\ 0*4-;.
Up-.p*&&* \$*8p*+;e\$* \$* 4-;ep#e\$43;-;*\$%e 8p-(e44%-\$*+,\$G\ 5-&8e3e\$W%H 8- (-p&
%p-;*\$%< -4-:*\$*\$-43% % .-3-;-\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%< /
-1/0*<9%\47 P2TT 5+*44-;.

ke&*3%0e45-e 4-)ep`*\$%e 8p-.p*&&G ;5+<0*e3 :\$*5-&43;- 4 &e3-)-+-.%0e45%&% %
8p*53%0e45%&% 8p%\$W%8*&%[3e\\$.+-.%7&% % %\$43p/&e\$3*&% 8p-(-p%e\$3*W%-\$\$-H p*1-3G.
Ve*+o:/e347 ; -+\$*H\$2(-p&*3e % 8-43p-e\$* \$* -4\$-;e 4-;pe&e\$G\ -1p*:-;*3e+,\$G\
8-)\-)-;[* %&e\$-e

2 &/+,3%(-p&*3\$-e -1/0e\$%e =;%e-p-+o%5%[0e52+o%43G[]-8-+\$%3e+,\$Ge
;48-&-.*3e+,\$Ge &*3ep%*+GEf

2 (-5/4\$-e %) %*\$&%0\$-e -1/0e\$%e ; &%\$%&*+,\$Ge 8p-&e`/35% ;pe&e\$% ; 5-&(-p3\$-& pe`
%&ef

2 -p%e\$3*W%7 \$* 8p%&e\$e\$%e :\$*\$%H =8p%5+*)\$-H *p*53ep -1/0e\$%7Ef
2 p*:1-p 4+-`\$G\ 8p*53%0e45%\ 4+/0*e;f
2 %\$(-p&*W%-\$\$-2-p.*\$%:*W%-\$\$-e % &e3-)%0e45-e 4-8p;-)`e\$%e -3 c548ep3-;f
2 p*45pG3%e 8epe) 4+/#*3e+7&% 8p*53%0e45%\ ;-:&-`\$-43eH ; pe:/+,3*3e -4-;e\$%7
\$-;G\ /&e\$%H % \$*;G5-;f

2 /0*43%e ; 4--19e43;e 8p-(e44%-\$*+;-;=5-&<\$%3% % \$e3;-p5%\$.Ef
2 \$e-.p*\$%0e\$GH)-43/8 5 -1p*:-;*3e+,\$G& &*3ep%*+*&.

_+/#*3e+o%[/48e#\$- -4-;-%;#%e Up-.p*&&/[8-+/0*<3 /)-43-;epe\$%e - 8-;G#e\$%
5;*+o(%5*W%% =/43*\$-;+e\$-.- -1p*:W*E.

JDIZoBRD NDN FEZBDHIBQNIQBEDG oHEoTD)BoANID

M%(p-;G& 7)p-& Up-e53* 7;+7e347 &\$-./(\$5W%-*\$+,\$*7 %\$(-p&*W%-\$\$-24ep;%4\$*7
-\$+*H\$28+*3(-p&* =)*+ee d U+*3(-p&*E[\$* 5-3-p-H p*:&e9*<347 8p-(-p%e\$3*W%-\$\$Ge &*3ep
%*+G[8pe)-43*:+7e347)-43/8 5 -\$+*H\$2)%*.\$-43%5e[* 3*5`e 8p-%4-)%3 -p.*\$%:*W%7
;\$/3pe\$\$%\ 8p-We44-; pe*+%. *W%/% Up-e53*e pe.%43p*W%7 /0*43\$%5-;[8e)*.-.;2\$*;%.*3-p-;[
3epp%3-p%*+,\$G\ *)&%\$%43p*3-p-;[pe.%-\$*+,\$G\ -8ep*3-p-;[*)&%\$%43p*3-p-; #5-+[
8+-9*)-5)+7 8p-;e)e\$%7 &ep-8p%73%H 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/f p*:&e9*e347
p*48%4*\$%e &ep-8p%73%H[pe*+%/e347 8p-.p*&&*)-8+-\$%3e+,\$-.- 8p-(e44%-\$*+,\$-.-
-1p*:-;*\$%7 =8-;G#e\$%e 5;*+%(%5*W%/%E)+7 8e)*.-.;2\$*;%.*3-p-;.

U+*3(-p&* p*:p*1-3*\$* % (/ \$5W%-\$/p/e3 ; 4--3;e343;%% 4 3pe1-;*\$%7&%
]e)ep*+,\$-.- :*5-\$* -3 >C.@C.>@P .. B TY>2]b IR 8ep4-\$*+,\$G\)*\$G\K %
8pe)/4&*3p%:*e3e

- 2 -)\$-;pe&e\$\$/< p*1-3/ 1-+,#-.- 5-+%0e43;* 8-+,:-;*3e+eHf
- 2 p*::;ep\$/3/< -1+*0\$/< 4%43e&/)+7 \p*\$e\$%7 1*:G 1-+,#%\)*\$Gf
- 2 :*9%9e\$\$/< 4%43e&/)+7 p*1-3G 4 8ep4-\$*+,\$G&%)*\$G&% \$e4-;ep#e\$-+e3\$%\.

cQEN[FoEDJ)JDIZoBRS TNJ_UDAIg

- 1;/L(d1c4GB6:9 c(3H(64[\$e 3pe1/<9%H pe.%43p*W%/% 8-+,:-;*3e+eH %)-43/8* 5
8ep4-\$*+,\$G&)*\$G&. b)e4, p*:&e9*e347 -19*7 %\$(-p&*W%7 -1 -4\$-;\$G\ \$*8p*+;e\$%7\
8p-(-p%e\$3*W%/%[-1 *53/*+,\$G\ 8p-(e44%7[8p-.\$-; -43pe1-;*\$-43% ; 5*)p*[p*:)e+)+7
p-)%3e+eH[%\$3ep*53%;\$Ge 8p-(-p%e\$3*W%-\$\$Ge %.pG)+7 -1/0*<9%\47f

- P\$1z76:9 c(3H(64[4-)ep`*9%H +%0\$Ge 5*1%\$e3G #5-+ % 8ep4-\$*+,\$Ge 43p*\$%WG
-1/0*<9%\47[.)e pe.%43p%/p/<347 ;4e 8p-&e`/3-0\$Ge)eH43;%7 -1/0*<9e.-47 ; (-p&
%p-;*\$% -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%% % -1e48e0%;*e347 \$*5-8+e\$%e W%
(p-;.- 4+e)*[8pe)43*+;e\$%e -1/0*<9%&47 %\$)%;)/+,\$G\ pe5-&e\$)*W%H[* #5-+*& d
.p/88-;G\ \$*+;%3%0e45%\ -30e3-;. o*\$GH 4e.&e\$3 U+*3(-p&G 8pe)8-+*.e3 pe.%43p*W%<
/0*43\$%5-; =*\$+%0%e 8ep4-\$*+,\$G\ +.-%\$* % 8*p-+7E % 4-:)*\$%e +%0\$G\ 5*1%\$e3-; 4
;-:&-`\$-43,< ;G1-p* p-+% 4 8pe)-43*+;e\$%e&)-43/8* 5 %&e<9%&47 pe4/p4*&.

nDBDNIABFHIFNF oWXA@oHIQMEobo HAbRAEIDg

- <(3@/c4<&D@166:(4<(:15&6@2 dz2 GA&c4@2 d &%\$%&*+,\$G =/0*43;-;*3, &-./3 ;4e
'e+*<9%eEf

- c1d(<Q&4(z761(6&B1z6(6@ (d %48+,:-;*\$%e &-3%;*W%-\$\$G\ % ;+;e5*<9%\ %\$43p/&e\$3-; 8p-(-p%e\$3*W%.

SAHQBHS oWXA@oHIQMEobo HAbRAEID)JDIZoBRsg

- 16z&96=4<(6&Q(<[5-3-pGH 8-;+7e3 43*p#e5+*44\$%5*& ; %p-;-H (-p&e 8-:\$*5-&%3,47 4 ;43pe1-;*\$G&% 8p-(e44%7&%[* 3*5`e 8-+/0%3, pe5-&e\$)*W%% 8- %\ ;G1-p/. Ve*+%/e347 ; ;%)e 3e\\$\\$+-.% 8-4+e)-;*3e+,\$G\ ;G1-p-; %: \$*1-p* .p/88 5p %3ep%e; =\$e &e\$ee N .p/88f ; 5*`)-H .p/88e -3 a)- T> 5p%3ep%e;E d 4 8-4+e)/<9%& 8pe)+`e\$%e& 48%45* ;43pe1-;*\$G\ 8p-(e44%H. J*\$5)+7 ;G1-p* 8p-(e44%H 4-)ep`%3 %\$(-p&*W%< \$e &e\$ee 0e& - L@@@ ;43pe1-;*\$G\ 8p-(e44%7\ i\$(-p&*W%7 - 8p-(e44%7\ ;5+<0*e3e TE \$*%&e\$-;*\$%e % 5p*35-e -8%4*\$%e 8p-(e44%7\ >E 3e:%4G - +%0\$-43G\ 5*0e43;* \ % 8pe)8-03e\$%7\ [5-3-pGe 8-&.*<3 -8pe)e+%3,47 4 -3p*4+,< % 8p-(e44%eHf LE -8%4*\$%e 4(epG)e73e+,\$-43% 48eW%*+%43*f NE /5*:*\$%e \$* 4(epG 8p%&e\$e\$%7 8p-(e44%H. o+7 5*`)-.- 1/0*<9e.-47 (-p&%p/e347 48%4-5 8p-(e44%H ; (-p&*3e peH3%\$. * \$*%1-+ee 1+%;5%\ 5 e.- %3epe4*& % 45+-\$-437&f

- @6Cl<H&D@2 1 B<1C(cc@2M ;GdGL(31 @ 4<(6d&M @M <&J5@4@2 TD@z c4&4(9 @ 5@d(1\$164(64U [\$*8p*+e\$*\$7 \$* ;+;e0e\$%e -1/0*<9%\47 ; 8p-We44 -4-:\$*\$-.- 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7. J*\$5 8p-(e44%H 4-)ep`%3 %\$(-p&*W%< \$e &e\$ee 0e& - Y@ 8p-(e44%7\ f

- <&Jd(z dz2 <1d@4(z(9 =43*3,%[3e43-;Ge % p*.;%*<9%e &e3-)%5%)+7 p-)%3e+eH -1/0*<9%\47E. j+<0e;-H -4-1e\$\$-43,<)*\$G\ &e3-)%5 7;+7e347 3-[03- 5*`)GH 3e43 8p-)\)%3 % p-)%3e+,[-3;e0*7 :* 4;-e.- pe1e\$5*[% pe1e\$-5. Q pe:/+,3*3e 3e43%p-;*\$%7 8-7;+7e347 ;-&`-\$-43, 4-8-43*;%3, pe:/+,3*3G p-)%3e+7 % pe1e\$5* % ;G7;%3,[\$*45-+,5- 8pe)43*+e\$%7 pe1e\$5* - 4e1e 4-;8*)*<3 4 8pe)43*+e\$%e& p-)%3e+7 - pe1e\$5e 8- c3%& `e 5p %3ep%7&f

- D@z: @6Cl<H&D@1661=1;GA&IL@M c4&4(9K 16z&96=z(\$D@9 @ 5@d(1\$164(64)+7 ;4e\ /0*43\$%5-; =-1/0*<9%\47 ;4e\ ;-;p*43-;[p-)%3e+eH[8e)*-.-;[48eW%*+%43-;Ef

- <(\$1H(6d&D@@ @ 6&5@3&D@2 B1 GA&c4@I 5 ><1(\$4(TP\$1z761H \$164G<(>z&4Cl<H:U) 8-)p-1\$Ge %\$43p/5W%%[5*5 43*3, /0*43\$%5-& #5-+,\$-.- 5-\$3/p* % 8p%4-e)%\$%3,47 5 Up-e53/.

nDBDNIABFHIFNF INoJKEobo HAbRAEIDg

- <(3@c4<&D@166:(4<(;15&6@2 dz2 GA&c4@2) /0*43-;,*3, &-./3 3-+,5- :*pe.%43p%p-;*\$G#5-+G % -1/0*<9%e47 P2TT 5+*44-; c3%\ -1p*-*3e+,\$G\ -p.*\$%:*W %Hf pe.%43p*W%7 ; :*5pG3-& 4e.&e\$3e 8p-%;-)%347 4-3p/)\$%5*&% -1p*-*3e+,\$G\ -p.*\$ %:*W%H[

pe.-%-\$*+,\$G&% -8ep*3-p*&% %+% 3epp%3-p%*+,\$G&% -8ep*3-p*&% =3pe1/e347 4-.+*4%e \$*
 -1p*1-35/ 8ep4-\$*+,\$G\)*\$G\ -3 p-)%3e+eHD:*5-\$G\ 8pe)43*;%3e+eHEf 8pe)/4&-3pe\$*
 ;-:&-`\$-43,)-43/8* 5 -.p*\$%0e\$\$-&/ (/5W%-\$*+/ U+*3(-p&G)+7 :\$*5-&43;* 4 pe4/p4*&%
 Up-e53* % ;-:&-`\$-43,< -38p*;%3, :*7;5/ \$* pe.%43p*W%<)+7 /0*43%7 ; Up-e53e =)+7 c3--
 \$* U+*3(-p&e 4-:)*e347 p*:)e+ Ioe&-2/0e\$%5KE.

- c1d(<Q&4(z761(6&Blz6(6@(d %48-+,:-*\$%e 48eW%*+,\$- p*:p*1-3*\$G\ &e3-)%5 %
 %\$43p/&e\$3-; Upe)8-+*.*e347 /0*43%e 48eW%*+%43-;[)+7 5-3-pG\ 4-43*+e\$G
 %\$43p/53%;\$-2&e3-)%0e45%e pe5-&e\$)*W% % 5-3-pGe 8p-#+% 5/p4G 8-;G#e\$%7
 5;+*(%5*W% % 8- 8p%&e\$e\$%< 8p-(-p%e\$3*W%-\$G\ 3e\ \$-+-%H[%48-+,:-*\$%< -\$+*H\$2
 5*1%\$e3-; % %\$(-p&*W%-\$G\ pe4/p4-;[p*:&e9e\$G\ \$* U+*3(-p&e.

SoJAToV ZQEN[FoEDJ INoJKEobo HAbRAEID)JDIZoBRS

W&;z. 1.]/\$5W%-\$*+ /0*43\$%5-; #5-+,\$-.- 4e.&e\$3* Up-e53*

SoJK	cQEN[FoEDJ
<p>Ve.-%-\$*+,\$GH -8ep*3-p</p>	<p>q*:\$*0*e347 pe.-%-\$*+,\$G&% -p.*\$*&% %48-+%3e+,\$-H ;+*43%. b*5+<0*e347 4-.+*#e\$%e 4 (e)ep*+,\$G& -8ep*3-p-&.</p> <p>O(&z@JG(4 5 <&H\$&M c51(3l CG6\$D@16&z&)</p> <p>2 4-43*+e\$%e 48%45* -1p*:-;*3e+,\$G\ -p.*\$%:*W%H[/0*43;/<9%\ ; Up-e53ef</p> <p>2 (-p&%p-;*\$%e 48%45* U+-9*)-5f</p> <p>2 .e\$ep*W%< 8p%+*#e\$%H)+7 *)&%\$%43p*3-p-; #5-+D3epp%3-p%*+,\$G\ *)&%\$%43p*3-p-; %)+7 U+-9*)-5f</p> <p>2 4-.+*4-;*\$%e 8-+/0e\$\$-.- -3 *)&%\$%43p*3-p-; #5-+D3epp%3-p%*+,\$G\ -8ep*3-p-; 48%45* 8e)*.-.;2\$*;%.*3-p-; % 8p%5pe8+e\$G\ 5 \$%& 48%45-; -1/0*<9%\47[-16e)%\$e\$G\ ; 5+*44Gf</p> <p>2 *53%;*W%< *55*/\$3-; 8e)*.-.;2\$*;%.*3-p-; % -1/0*<9%\47f</p> <p>2 8-).-3-;5/ -30e3-; 8- /0*43%< -1/0*<9%\47 % 8e)*.-.;2 \$*;%.*3-p-; ; Up-e53e.</p> <p>XH((4 d1c4GB 5 %\$(-p&*W% % -30e3\$-43% ; p*&5*\ 4;-e.-</p>

	pe.-%-\$*.
kepp%3-p%*+,\$GH *)&%\$%43p*3-p	<p>q*:\$*0*e347 pe.-%-\$*+,\$G& -8ep*3-p-&.</p> <p>>lzGA&(4 14 <(3@16&z76131 1B(<&41<&) %&8-p3 /0*43\$%5-; Up-e53* =-1/0*<9%\47 % 8e)*.-.;2\$*;%.*3-p-;E ; U+*3(-p&/.</p> <p>O(&z@JG(4 5 <&H\$&M c51(31 CG6\$D@16&z&)</p> <p>2 %&8-p3 48%45-; 8e)*.-.;2\$*;%.*3-p-; \$* U+*3(-p&/[4)-43/8-& 5 pe)*53%p-;*\$%<f</p> <p>2 ;G.p/:5/)*\$G\ =#*1+-\$ %&8-p3*Ef</p> <p>2 %&8-p3 48%45-; -1/0*<9%\47[-16e)%\$e\$G\ ; 5+*44G \$* U+*3(-p&/[4)-43/8-& 5 pe)*53%p-;*\$%<f</p> <p>2 -1p*1-35/ :*7;5% -3 \$e :*pe.%43p%p-;*\$G\ \$* U+*3(-p&e -1/0*<9%\47[`e+*<9%\ /0*43;-;*3, ; Up-e53ef</p> <p>2 :*8%4, .p/88GD5+*44* \$* &ep-8p%73%7 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/ 4 ;G1-p-& ;pe&e\$G\ %\$3ep;*+-;f</p> <p>2 8-).-3-;5/ -30e3-; 8- /0*43%< -1/0*<9%\47 % 8e)*.-.;2 \$*;%.*3-p-; ; Up-e53e ; p*&5*\ 8-);e)-&43;e\$-H 3epp%3-p%.</p> <p>XH((4 d1c4GB 5 %\$(-p&*W%% % -30e3\$-43% ; p*&5*\ 4;-eH 3epp%3-p%.</p>
F)&%\$%43p*3-p #5-+G	<p>q*:\$*0*e347 *)&%\$%43p*W%eH -1p*:-;*3e+,\$-H -p.*\$%:*W%.</p> <p>>lzGA&(4 14 4(<<@41<@&z76131 &dH@6@c4<&41<&Y<(3@16&z76131 1B(<&41<&) 48%4-5 %&8-p3%p-;*\$G\ /0*43\$%5-; Up-e53*e 8e)*.-.;2\$*;%.*3-p-; % -1/0*<9%\47[-16e)%\$e\$G\ ; 5+*44G.</p> <p>O(&z@JG(4 5 <&H\$&M c51(31 CG6\$D@16&z&)</p> <p>2 (-p&%p-;*\$%e 48%45* 8e)*.-.;2\$*;%.*3-p-;)+7 /0*43%7 ; Up-e53e =1e:)-43/8* 5 pe)*53%p-;*\$%< \$* U+*3(-p&eEf</p> <p>2 4-43*+e\$%e 48%45* -1/0*<9%\47 d /0*43\$%5-; Up-e53* =1e:)-43/8* 5 pe)*53%p-;*\$%< \$* U+*3(-p&eEf</p> <p>2 5--p)%\$*W%<)e73e+,\$-43% 8e)*.-.;2\$*;%.*3-p-; ; p*&5*\ Up-e53*f</p> <p>2 &-\$%3-p%\$. pe*+:%*W%% Up-e53* ; p*&5*\ -1p*:-;*3e+,\$-H -p.*\$%:*W%f</p>

	<p>2 (-p&%p-;*\$%e *;3-&*3%:%p-;*\$G\ -30e3-; 8- /0*43%< -1/0*<9%\47 % 8e)*.-.;2\$*;%. *3-p-; ; Up-e53e ; p*&5*\ -1p*:-; *3e+,\$-H -p.*\$%:*W%%.</p> <p>XH((4 d1c4GB 5 %\$(-p&*W%% % -30e3\$-43% ; p*&5*\ 4;-eH -1p*:-; *3e+,\$-H -p.*\$%:*W%%.</p>
<p>Ue)*.-.2 \$*;%. *3-p</p>	<p>q*:\$*0*e347 *)&%\$%43p*W%eH -1p*:-; *3e+,\$-H -p.*\$%:*W%%.</p> <p>>lzGA&(4 14 <(3@16&z76131 1B(<&41<&) 8p%.+*#e\$%e 5 *;3-p%:*W%% \$* U+*3(-p&e.</p> <p>>lzGA&(4 14 4(<<@41<@&z76131 @z@ <(3@16&z76131 1B(<&41<&) 48%4-5 :*pe.%43p%p-;*\$G\ -1/0*<9%\47[-16e)%\$e\$G\ ; 5+*44G.</p> <p>>lzGA&(4 14 >z1L&d\$@) 48%4-5)-43/8\$G\ ;*p%*\$3-;)+7 -p.*\$%:*W%% 8p-(e44%-\$*+,\$G\ 8p-1.</p> <p>O(&z@JG(4 5 <&H\$&M c51(31 CG6\$D@16&z&)</p> <p><u>Q + %0\$-& 5*1%\$e3e 8e)*.-. *2\$*;%. *3-p*e</u></p> <p>2 :*.p/:5/)-5/&e\$3-; % 4-.+*4%7 \$* -1p*1-35/ 8ep4-\$*+,\$G\)*\$G\)+7 /0*43%7 ; Up-e53e % ; 8p-.p*&&e 8-;G#e\$%7 5;*+%(%5*W%%f</p> <p>2 -1/0e\$%e 8- 8p-.p*&&e)-8-+*\$%3e+,\$-.- 8p-(e44%-\$*+,\$-.- -1p*:-; *\$%7 =8-;G#e\$%e 5;*+%(%5*W%%E.</p> <p><u>Q + %0\$G\ 5*1%\$e3*\ -1/0*<9%\47e</u></p> <p>2 4-43*+;e\$%e 48%45* -1/0*<9%\47)+7 /0*43%7 ; Up-e53e 4 \$*:\$*0e\$%e& 8e)*.-. *2\$*;%. *3-p*f</p> <p>2 8-+/0e\$%e 4-.+*4%7 \$* -1p*1-35/ 8ep4-\$*+,\$G\)*\$G\ -3 p-) %3e+eH =:*5-\$G\ 8pe)43*;%3e+eHE -1/0*<9%\47 % :*.p/:5/)-5/&e\$3-; - 4-.+*4%% \$* U+*3(-p&/f</p> <p>2 (-p&%p-;*\$%e +.-%\$-; % 8*p-+eH)+7 -1/0*<9%\47 =8-4+e 8-+/0e\$%7)-5/&e\$3-; - 4-.+*4%% \$* /0*43%e ; Up-e53eEf</p> <p>2 :*8%4, .p/88D5+*44-; \$* &ep-8p%73%7 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/ 4 ;G1-p-& ;pe&e\$G\ %\$3ep;*+-;f</p> <p>2 -p.*\$%:*W%< % &-\$%3-p%\$. /0*43%7 -1/0*<9%\47 ; 8p-(p%e\$3*W-\$G\ &ep-8p%73%7\ Up-e53*.</p>
<p>R1/0*<9%H47</p>	<p>>lzGA&(4 14 B(d&313&=6&5@3&41<&) +.-%\$ % 8*p-+,) +7 /0*43%7 ;</p>

	<p>Up-e53e.</p> <p>>IzGA&(4 <(cG<c: 6& >z&4Cl<H()</p> <p>2 5*3*+-. 8p-(-p%e\$3*W%-\$\$G\ 3e43-;f</p> <p>2 *\$5e3G 8- pe:/+,3*3*& 8-4e9e\$%7 &ep-8p%73%H 8-</p> <p>8p-(e44%-\$*+,\$-&/ ;G1-p*f</p> <p>2 %\$(-p&*W%< - 8p-(e44%-\$*+,\$G\ 8p-1*f</p> <p>2 pe5-&e\$)*W%% 8- (-p&%p-;*\$%< -1p*:-;*3e+,\$-2</p> <p>8p-(e44%-\$*+,\$-H 3p*e53-p%%f</p> <p>2)-43/8 5 &-)/+< 8-43*\$-;5% -1p*:-;*3e+,\$G\ %</p> <p>8p-(e44%-\$*+,\$G\ We+eH.</p> <p>ZA&c45G(4)</p> <p>2 ; 8p-(-p%e\$3*W%-\$\$G\ /p-5*f</p> <p>2 ; 8p-(-p%e\$3*W%-\$\$-H)%*.\$-43%5e =8-+/0*e3 pe:/+,3*3G</p> <p>3e43%p-;*\$%7 % ;%)e-5-\$4/+,3*W%%Ef</p> <p>2 ; &ep-8p%73%7\ 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/f</p> <p>2 ; :*8-+\$e\$%% *\$5e3 8- pe:/+,3*3*& 8-4e9e\$%7 &ep-8p%73%H</p> <p>8- 8p-(e44%-\$*+,\$-&/ ;G1-p/f</p> <p>2 ; p*1-3e 4 pe5-&e\$)*W%7&% 8- 8-43p-e\$%< -1p*:-;*3e+,\$-2</p> <p>8p-(e44%-\$*+,\$-H 3p*e53-p%% \$* -4\$-;*\$%% 8p-H)e\$\$-H</p> <p>)%*.\$-43%5% % 8-+/0e\$\$-.- -8G3*f</p> <p>2 ; 8-43*\$-;5e -1p*:-;*3e+,\$G\ % 8p-(e44%-\$*+,\$G\ We+eH.</p>
U+-9*)5*	<p>>IzGA&(4 14 <(3@16&z76131 1B(<&41<&)*\$Ge - +%0\$-& 5*1%</p> <p>\$e3e U+-9*)5%[+-.%\$ % 8*p+.,.</p> <p>O(&z@JG(4 5 <&H\$&M c51(31 CG6\$D@16&z&)</p> <p>2 p*:&e9e\$%e %\$(-p&*W%% - U+-9*)5e % pe*+:/e&G\</p> <p>8p-(e44%-\$*+,\$G\ 8p-1*\ =c3* %\$(-p&*W%7 -3-1p*`*e347 /</p> <p>*)&%\$%43p*3-p* #5-+G % 8e)*.-.*2\$*;%.*3-p*Ef</p> <p>2 \$*43p-H5/ ;pe&e\$G\ %\$3ep;*+; 8p-;e)e\$%7 &ep-8p%73%Hf</p> <p>2 8p-4&-3p .*8%4% /0*43\$%5-; 8- ;pe&e\$G& %\$3ep;*+*&f</p> <p>2 -p.*\$%:/e3 /0*43%e -1/0*<9%\47 8- ÑÖ25-)*& %</p> <p>4(-p&%p-;*\$G& 48%45*&</p> <p>2 8-).-3-;5/ -30e3-; - 8-4e9e\$%% U+-9*)5%.</p>

Q >@>> .-)/ \$* U+*3(-p&e ;;-)7347);e \$-;G\ p+%e Ioe&-2/0e\$%5K % Ioe&-28e)*.-.K[
8pe)/4&*3p%;*<9%e -p*\$%0e\$\$GH (/5W%-*\$+[d)+7 :\$*5-&43,* 4 pe4/p4*&% Up-e53*.
Upe)/4&-3pe\$* ;-&-\ \$-43, 8-)*0% :*7;5%)+7 /0*43%7.

)BoZoBFAEID[FoEESA QBoNF

Xp-5% -p%e\$3%p-;*\$G \$* \$e45-+,5- ;:-p*43\$G\ .p/88 -1/0*<9%\47 4 P 8- TT 5+*44 %
*)*83%p-;*\$G 4 /0e3-& :*)*0 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7[5-3-pGe 43-73 8epe)
#5-+,\$%5*&% 5*`)-.- %: ;:-p*43\$G\ 8ep%-);.

ke&*3%5* 5*`)-.- /p-5* \$*8p*+e\$* \$* (-p&%p-;*\$%e 8p-(-p%e\$3*W%-\$\$G\
5-&8e3e\$W%H -1/0*<9%\47 % -8pe)e+e\$* 4 /0e3-&)-.-4p-0\$-.- 8p-.\$-:* \$*/0\$-2
3e\ \$-+-%0e45-.- p*:%3%7 V-44%%)->@L@ .-)*. R\$* ;5+<0*e3 /8-&%\$*\$%e -3p*4+eH %D%+%
8p-(e44%H[5-3-pGe 48-4-1\$G ;\$e43% \$*%1-+,#%H ;5+*); /45-pe\$%e c5-\$-&%0e45-.- p-43*[
8-;G#e\$%e 5-\$5/pe\$3-48-4-1\$-43% p-44%H45-H c5-\$-&%5% % -1e48e0e\$%e 1e:-8*4\$-43%.

Up-)-+`%3e+,\$-43, 5*`)-.- /p-5* d \$e &e\$ee NY &%\$. Q 5*`)GH /p-5 ;43p-e\$G
%\$3ep*53%;\$Ge c+e&e\$3Ge ;8p-4G 8- 3e&e /p-5*[3e43%p-;*\$%eD-8p-4 4 We+,< -p.*\$%:*W%%
;:*%&-)eH43;%7 8e)*.-.*2\$*;%.*3-p* 4 -1/0*<9%&%47. Q- ;pe&7 /p-5* #5-+,\$%5% %&e<3
;:-&-\ \$-43, pe#%3, ; 5+*44e 8p-(-p%e\$3*W%-\$\$Ge :*)*\$%7 =5eH4GE.

Up-(-p%e\$3*W%-\$\$Ge /p-5% p*:&e9e\$G \$* U+*3(-p&e ;&e43e 4 %\$43p/53%;\$-2
&e3-)%0e45%&% &*3ep%*+&%)+7 8e)*.-.;. Ue)*.-.% 4&-./3 %48+,-;,*3,)*\$GH
;%e-5-\$3e\$3)+7 4*&-43-73e+,\$-.- 8p-;e)e\$%7 8p-(-p%e\$3*W%-\$\$-.- /p-5* 4)e3,&% ;
-1p*:-;*3e+,\$-H -p.*\$%:*W%%.

Q p*&5*\ Up-e53* 8pe)/4&*3p%;*e347 5-&8+e54 /p-5-;[\$*8p*+e\$\$GH \$*
8p-(e44%-\$*+,\$/< -p%e\$3*W%< -1/0*<9%\47. _-)ep`%3e

2 551d6:9 G<1\$ /012 O1cc@2 R H1@ 31<@J164:8 =8p-;)%347 \$* Ç c3*8e Up-e53*f
8pe)\$*:\$*0e\$)+7 3e\ .p/88 -1/0*<9%\47[53- ;8ep;Ge :*pe.%43p%p-;+47 ; Up-e53eEf

2 P(c47 G<1\$15K c1145(4c45GIL@M \$16\$<(46:H 51J<&c46:H \$&4(31<@2H =P[C[a[9[T@
% TT 5+*44GE % 8pe)8-+*.*<9%\ -1e48e0e\$%e 8pee&43;e\$-43% 8p-(-p%e\$3*W%-\$\$-H p*1-3G 8p
% 8epe\)-e -1/0*<9%\47 ; 4+e)/<9%H 5+*44f

2 @41315:9 G<1\$[;5+<0*<9%H 8-43*\$-;5/ We+eH 8- %3-.*& /0*43%7 ;- ;4e\ c3*8*
=8p-;)%347 \$* ÉÇ c3*8e Up-e53*E.

Q;-)\$GH /p-5 IO-7 V-44%7 d &-% .-p%:-\$3GK

*Ae9/muue72#e 7#Se*R/%ueI* Xp-5 p*45pG;*e3 ;-:&-'\$-43% -1/0*<9%\47 8p% ;G1-pe
8ep4-\$*+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%%. QG1-p 8p-(e44%-\$*+,\$-
8/3% d -)\$- %: ;* \$eH#%\ pe#e\$%H[5-3-p-e 8pe)43-%3 8p%\$73, #5-+,\$%5*&. VG\$-5 3p/)* ;
/4+-;:%7\ \$e-8pe)e+e\$-43% ;4e.)* 8/.*e3 % ;G:G;*e3 &\$-.- ;-8p-4-;e 5/)* 8-H3% /0%3,47[
03-1G :*;3p* \$e -43*3,47 1e: p*1-3Gm q*H)e347 +%)7 &e\$7 &e43- \$* c3-& pG\$5e 3p/)*m
le&/ \$/'\$- /0%3,47 /' e 4e.)\$7[03-1G :*;3p* 1G3, ;-43pe1-;*\$G&m

SeB59u u ;/\$/4/9u /p-5* 7;+7<347e

2 *53/*+%;*W%7 8p-We44-; 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7 \$* -4\$-;e :\$*5-&43;* 4
8-:\$*;*3e+,\$G&% (*53*&% -)-43%`e\$%7\ %: p*:+%0\$G\ -3p*4+eH c5-\$-&%0e45-.- p*::;%3%7
43p*\$Gf

2 (-p&%p-;*\$%e 8pe)43*+e\$%H - 4-;pe&e\$G\ /\$%;ep4*+,\$G\ 5-&8e3e\$W%7[
8pe)67;+7e&G\ 5 48eW%*+%43*& %: p*:+%0\$G\ -3p*4+eHf

2 8-;G#e\$%e 8-:\$*;*3e+,\$-.- %\$3epe4* % 5-&8e3e\$3\$-43% -1/0*<9%\47 ; 8-43p-e\$%%
4;-eH 5*p,ep\$-H 3p*e53-p%% p*::;%3%7.

Xp-5 \$*8p*+e\$ \$* 3-[03-1G ; %\$3ep*53%;\$-H %.p-;H (-p&e 8-:\$*5-&%3,
-1/0*<9%\47 4 3e&[5*5%e -3p*4+% % 8p-(e44%% ;-43pe1-;*\$G ; V-44%% 4e.)\$7[5*5%e
-35pG;*<347 8ep48e53%;G p*::;%3%7[5*5%e \$*;G5% 8-3pe1/<347)+7 c((e53%;\$-H
pe*+%;*W%% 4e17 ; 8p-(e44%-\$*+,\$-H 4(epe[03- ;*\$- 4eH0*4 % 03- 1/e3 \$/'\$-[5-.)
-1/0*<9%e47 -5*/347 \$* pG\$5e 3p/)*.

ke&*3%0e45%e /p-5% Q4ep-44%H45-.- 8p-e53* IJ%+e3 ; 1/)/9eeK

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*Ae9/muue72#e 7#Se*R/%ue* /p-5* 8-43p-e\$- \$* 3pe\ 1*:-;G\ 5-&8-\$e\$3*\[5-3-pGe
\$e-1\-%&- /0%3G;*3, 8p% 8p-(e44%-\$*+,\$-& ;G1-pee

2 /MIAG8 =%\$3epe4G -1/0*<9e.-47Ef

2 /HI3G8 =48-4-1\$-43% -1/0*<9e.-47Ef

2 /;GdG8 =;-43pe1-;*\$-43, -1/0*<9e.-47 \$* pG\$5e 3p/)* ; 1/)/9e&E.

) R4\$-;\$- \$* %)e7\ p-44%H45%\ 8p-(-p%e\$3-+-.-; p.F. j+%&-;*[q_. Up7`\$%5-;*[q.].
V-)%0e;*.

j*`)-&/ 5-&8-\$e\$3/ 8-4;79e\$ -3)e+,\$GH 1+-5 /p-5*[; p*&5*\ 5-3-p--
-1/0*<9%e47)%45/3%p/<3[4&-3p73 ;%)e-p-+%5%[;G8-+\$7<3 8p*53%0e45%e :*)*\$%7. Q
5-\$We 5*`)-.- 1+-5* -1/0*<9%&47 8pe)+*.*e347 p*:)3-0\$GH &*3ep%*+ =0e52+%43E 4 pe5-
&e\$)*W%7&% =e.- &-`\$- %48+,-;,*3, ; 5*0e43;e)-&*#e.- :*)*\$%7E.

BIB<lc:[5-3-pGe 43*;7347 8epe) -1/0*<9%&47e

2 5*5 p*48-:\$*3, 4;- % %3epe4Gm

2 5*5%e 48-4-1\$-43% &-./3 8p%.-)%3,47 8p% -4;-e\$%% 8p-(e44%%[% 5*5 % p*:,%;*3,m

2 5*5%e 1G;*<3 +%0\$-43\$Ge 5*0e43;*[% 8-0e&/ -\$% ;*\$G)+7 ;G1-p* 5*p,ep\$.-
8/3%*m*

2 5*5 ; 1/)/9e& 43*3, ;-43pe1-;*\$G& 48eW%*+%43-&*m*

SeB59u u ;/\$/u/9u /p-5 7;+7<347e*

2 %\$(-p&%p-;*\$%e - 8p-(e44%7\ 4 8-43e8e\$G& p*4#%pe\$%e& 8pe)43*;+e\$%H - &%pe
8p-(e44%-\$*+,\$-.- 3p/)* ; We+-& =(-p&%p-;*\$%e 4%43e&\$-.- 8pe)43*;+e\$%7 - &%pe
8p-(e44%He \$*8p%&ep[5*5 p*:+%0\$Ge 5*0e43;* %+% \$*;G5% &-./3 8-2p*:\$-&/ ;-8+-9*3,47 ; p*:
\$G\ 8p-(e44%7\ef

2 8-&-9, ; ;G1-pe /;+e0e\$%7[; 5-3-p-& -1/0*<9%H47 &-`e3 pe*+%;-;*3, 4;- %
%3epe4G % p*:,%;*3, ;-:&-`\$-43%*f*

2 8-%45)-8-+\$%3e+,\$G\ :*\$73%H % /;+e0e\$%H.

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*Ae9/muue72#e 7#Se*R/%ue.* Xp-5 p*45pG;*e3 ;:*%&-4;7:, #5-+,\$G\ 8pe)&e3-; 4 p*:\$--
1p*:%e& 4-;pe&e\$G\ 8p-(e44%H % 5-&8e3e\$W%H. Q p*&5*\ /p-5* -1/0*<9%e47
/:\$*<3[; 5*5-H 8p-(e44%% %+% -3p*4+% \$/'\$G :*\$%7 3-- %+% %\$-.- #5-+,\$-.- 8pe)&e3*
;%)73 We\$\$-43, c3%\ :*\$%H % 3-[5*5 -\$% 4&-./3 c((e53%;\$- 8p%&e\$73, %\ ; 1/)/9e&.

SeB59u u ;/\$/u/9u /p-5 7;+7<347e*

2 %\$(-p&%p-;*\$%e -1/0*<9%\47 - ;:*%&-4;7:% #5-+,\$G\ 8pe)&e3-; % 3e& 4 p*:\$--1p*:
%e& 4-;pe&e\$G\ 8p-(e44%H % \$e-1\-%&G\ 5-&8e3e\$W%H =(-p&%p-;*\$%e 4%43e&\$-.-
8pe)43*;+e\$%7 - &%pe 8p-(e44%He \$*8p%&ep[5*5 :*\$%7 % \$*;G5%
8p%-1pe3*e&Ge :* #5-+,\$-H 8*p3-H[&-./3 8-2p*:\$-&/ ;-8+-9*3,47 ; p*:\$G\ 8p-(e44%7\ef

2 8-;G#e\$%e 8-:\$*;*3e+,\$-.- %3epe4* 5 #5-+,\$G& 8pe)&e3*&[* 3*5`e 8-;G#e\$%e
We\$\$-43% :*\$%H[\$*;G5-; % /&e\$%H[5-3-pGe 8p%-1pe3*<347 \$* c3%\ 8pe)&e3*f

2 (-p&%p-;*\$%e 8pe)43*;+e\$%H - 4-;pe&e\$G\ 5-&8e3e\$W%7\ [5-3-pGe 4e.-)\$7
8pe)67;+7<347 5 48eW%*+%43*& %: p*:+%0\$G\ -3p*4+eH.

Q -4\$-;e /p-5* +e`%3 -14/`)e\$%e -17:*3e+,\$-.- \$*1-p* #5-+,\$G\ 8pe)&e3-;
C 5+*44-; -1p*:-,*3e+,\$G\ /0pe`)e\$%H[3*5%\ 5*5 p/445%H 7:G5[
+%3ep*3/p*[*+.e1p*[
.e-&e3p%7[%\$-43p*\$GH 7:G5[%43-p%7[-19e43;-:\$*\$%e[(%:%5*[1%-+-%7[%\$(-p&*3%5* %
ijk =%\$(-p&*W%-\$\$-25-&&/%5*W%-\$\$Ge 3e\ \$-+-%%E[.e-.p*(%7 %)p/.%e. j -14/`)e\$%<
3*5`e 1/e3)-1*+;e\$* \%%&%7 d 5*5 ;*\$eH#%H 8pe)&e3 e43e43;e\$\$-\$*/0\$-.- 8p-(%+7.

13-1G)*3, ;:-&-`\$-43, .+/1`e 8-.p/:%3,47 ; 3e %+% %\$Ge 8pe)&e3G % 8p-(%+%[\$*
c3*8e 8-).-3-;5% /p-5* 8e)*.-.*& 1/e3 8pe)+-`e\$- ;-48-+,-:;*3,47 48-4-1-&
(-p&%p-;*\$%7 /p-5* 8- 8p%\$W%8/ 5-\$43p/53-p*[.)e 8e)*.-.[-4\$-;G;*74, \$* 8-p3pe3e
5+*44*[4&-`e3 ;G1p*3, 3e 8pe)&e3G[-14/`)e\$%e 5-3-pG\ 1/e3 \$*%1-+ee %\$3epe4\$G& %
8-+e:\$G&)+7 -1/0*<9%\47 5-\$5pe3\$G\ 5+*44-;.

Q 5-\$We /p-5* /0*9%e47 1/)/3 B16@H&47e

2 :\$*\$%e 5*5%\ 8pe)&e3-; \$e-1\)%&- ; 3e\ %+% %\$G\ 4-;pe&e\$\$G\ 8p-(e44%7\ %
-3p*4+7f
2 5*5%e 8p-(e44%% ; -43pe1-;*\$G 4e-.)\$7 % 43*\$3 ; -43pe1-;*\$G ; 1/)/9e&f
2 :*0e& #5-+*)e3 #%p-5%H 5p/. :\$*\$%H % 5*5 %\ &-`\$- 8p%&e\$%3, ; - ;p-4+-H
8p-(e44%-\$*+,\$-H `%:\$%f
2 5*5%e #%.%)+7 ;G1-p* 8p-(e44%-\$*+,\$-.- 8/3% &-`\$-)e+*3, /`e 4eH0*4.

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*Ae9/muue72#e 7#Se*R/ueI* Xp-5 :\$*5-&%3 4 p*:\$--1p*:%e& \$*8p*+e\$%H
8p-(e44%-\$*+,\$-.- p*:%3%7[;:-&-`\$-437&% 8p-.\$-:%p-;*\$%7 pe:/+3*3-;
8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7. q* /p-5e p*45pG;*<347 4/9e43;/<9%e
8p-(e44%-\$*+,\$Ge \$*8p*+e\$%7[;*p%*\$3G 8-+/0e\$%7 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7
=/p-;,\$% -1p*:-;*\$%7E. j*`)-&/ 5-&8-\$e\$3/ 8-4;79e\$ -3)e+,\$GH 1+-5 /p-5*[; p*&5*\ 5-
3-p-.- -1/0*<9%e47 -1&e\$%;*<347 &\$e\$%7&%[4&-3p73 ;%)e-p-+%5%[;G8-+\$7<3
8p*53%0e45%e :*)\$%7.

B1B<1c: [5-3-pGe 43*;7347 8epe) -1/0*<9%&47e

2 03- 3*5-e 8p-(e44%7m

2 \$*45-+5- p*:\$--1p*:e\$ &%p 8p-(e44%Hm

2 5*5%e 8p-(e44%-\$*+,\$Ge \$*8p*+e\$%7 4/9e43;/<3m

2 5*5 ;G1p*3, /p-;e\$, -1p*:-;*\$%7[4--3;e343;/<9%H 8p-(e44%-\$*+,\$G& :*8p-4*&m

SeB59u u ;/\$/u/9u /p-5* 7;+7<347e

2 *53/*+%;*W%7 8p-We44-; 8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7f

2 %\$(-p&%p-;*%e -1/0*<9%\47 - ;%)*\ 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7
=;G4#eeD4pe)See 8p-(e44%-\$*+,\$-e -1p*:-;*\$%eEf

2 8-&-9, -1/0*<9%\47 ; 4--3\$e4e\$%% +%0\$G\ 5*0e43; % %\$3epe4-; d 4 \$*8p*+e\$%7&%
8p-(e44%-\$*+,\$-H)e73e+,\$-43%.

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*Ae9/muche72#e 7#Se*R/ue.* Xp-5 p*445*:G;*e3 - ;%)*\ -1p*:-;*\$%7[5-3-pGe &-`e3
;G1p*3, ;G8/45\$%5 9 5+*44*)+7 8-43p-e\$%7 4;-e.- 8ep4-\$*+,\$-.- 8p-(e44%-\$*+,\$-.- 8/3%.
Xp-5 p*45pG;*e3 8pe%&/9e43;* -1/0e\$%7 5*5 ; -p.*%:*W%7\ ;G4#e.- -1p*:-;*\$%7[3*5 %
; 8p-(e44%-\$*+,\$G\ -1p*:-;*3e+,\$G\ -p.*%:*W%7\.

SeB59u u ;/\$/u/9u /p-5* 7;+7<347e

2 (-p&%p-;*%e 8pe)43*+e\$%H - 8pe%&/9e43;* -1/0e\$%7 ; -p.*%:*W%7\ 5*5
;G4#e.-[3*5 % 4pe)\$e.- 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7f

2 *53/*+%;*W%7 8pe)43*+e\$%H - ;-&`\$G\ 8p-(e44%-\$*+,\$G\ \$*8p*+e\$%7\)+7
/0*9%\47f

2 8-;G#e\$%e 8-:\$*;*3e+,\$-.- %\$3epe4* 5 43p*3e.%% ;G1-p* % 8-43p-e\$%< 4;-eH
8ep4-\$*+,\$-H 5*p,ep\$-H 3p*e53-p%% p*:%3%7.

Q \-)e /p-5*)e&-\$43p%p/<347 8p%&epG p*+%0\$G\ 8p-(e44%-\$*+,\$G\ \$*8p*+e\$%H
5*5 ;G4#e.-[3*5 % 4pe)\$e.- 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7. U-) 8p-(e44%-\$*+,\$G&
\$*8p*+e\$%e& 8-\$%&*e347 5-&8+e54\$-e \$*8p*+e\$%e)*+,\$eH#eH 8p-(e44%-\$*+,\$-H
)e73e+,\$-43% ;G8/45\$%5*. Q- ;pe&7 8-).-3-;5% 5 /p-5/ 8e)*.-.% 8-+/0*<3)-43/8 5-;4e&
8pe)43*+e\$G& 8p-(e44%-\$*+,\$G& \$*8p*+e\$%7&[-)\$*5-)+7 8p-;e)e\$%7 -)\$-.- /p-5*
pe5-&e\$)/e347 ;G1p*3, \$e 1+ee 3pe\ 4-.*4\$- 8p%-p%3e3\$G& %\$3epe4*& % \$*8p*+e\$%7&
-1/0e\$%7 5-\$5pe3\$G\ 5+*44-;.

q* /p-5e -1/0*<9%e47 &-./3 GJ6&47 \$* pe*+,\$G\ 8p%&ep*le

2 5*5 43*3, 48eW%*+%43-& 3-.- %+% %\$-.- \$*8p*+e\$%7f

2 5*5 p*1-3*e3 4%43e&* 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7f

2 5*5-; 1*:-;GH \$*1-p 5*0e43; % \$*;G5-;[\$e-1\)%&G\ ; 3-H %+% %\$-H
-1p*:-;*3e+,\$-H 3p*e53-p%%f

2 5*5%e 8ep48e53%;G -35pG;*e3 +<1-e \$*8p*+e\$%e 8-4+e 8-+/0e\$%7
8p-(e44%-\$*+,\$-.- %+% ;G4#e.- -1p*:-;*\$%7.

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*Ae9/muche72#e 7#Se*R/%ueI* b\$*5-&43;- 4 \$*8p*;*e\$%7&% -4/9e43;+7e347 \$* /p-5e ;
(-p&*3e ;%)e--1:-p-; % %\$3ep;,< 4 4-43-7;#%&%47 8pe)43*;%3e+7&% 5*`)-H %:
8pe)43*;*e\$\$G\ 8p-(e44%-\$*+,\$G\ 4(ep[5-3-pGe)e+7347 *53/*+,\$-H %\$(-p&*W%eH -1
-3p*4+7\ % 8-5*:G,*<3[5*5 &`\$-)-1%3,47 /48e*. Q p*&5*\ /p-5* -1/0*<9%&47 8pe)
+*.*<347 :*)*\$%7 % /8p*`\$e\$%7[8-:;+7<9%e +/0#e 8-\$73, %\$3epe4/<9%e %\
8p-(e44%-\$*+,\$Ge 4(epG.

SeB59u u ;/\$/u/9u /p-5 7;+7<347e*

2 %\$(-p&%p-;*\$%e -1/0*<9%\47 -1 -4-1e\$\$-437\ pG\$5* 3p/)*f
2 I8p-%.pG;*\$%eK ;*p%*\$3-; ;G1-p* =*+,3ep\$*3%;E 8p-(e44%)%f
2 (-p&%p-;*\$%e 8pe)43*;*e\$%7 - 5-&8e3e\$3\$-43\$-& 8p-(%+e 48eW%*+%43-; %: p*:\$G\
\$*8p*;*e\$%Hf
2 :\$*5-&43;- 4 %\$43p/&e\$3*&% % &ep-8p%73%7&% 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/.

Q \-)e /p-5* -1/0*<9%e47 8-+/0*<3 %\$(-p&*W%< 8- 4+e)/<9%& 6&B<&5z(6@2H
B<1C(cc@16&z7619 d(24(z761c4@e

- 2 e43e43;e\$\$-\$*/0\$-ef
- 2 %\$`e\$ep\$-23e\%0e45-ef
- 2 %\$(-p&*W%-\$-23e\%-+. %0e45-ef
- 2 -1-p-\$-248-p3%;\$-ef
- 2 8p-%;:-)43;e\$\$-23e\%-+. %0e45-ef
- 2 4-W%*+,\$-2./&*\$%3*p\$-ef
- 2 (%\$*\$4-;-2c5-\$-&%0e45-ef
- 2 3;-p0e45-e.

0BoN @JG \ NJDHHoT

*Ae9/muche72#e 7#Se*R/%ueI* Xp-5 \$*8p*;*e\$ \$* 3-[03-1G 8-&-0, -1/0*<9%&47
;:+7\$3, \$* p*:+%0\$Ge `%:\$e\$\$Ge 4We\$*p%% % 8p-(e44%-\$*+,\$Ge 8/3%[5-3-pGe `)/3 %\
8-4+e -5-\$0*\$%7 #5-+G. lepe: 8p%:&/ p*:\$--1p*:%7 ;*p%*\$3-; p*:%3%7 4-1G3%H
p*45pG;*e347 % 3e&* p*:\$--1p*:%7 ;G1-p* 8p-(e44%H ; p*:+%0\$G\ 8p-(e44%-\$*+,\$G\
\$*8p*;*e\$%7\.

SeB59u u ;/\$/u/9u /p-5* 7;+7<347e

2 (-p&%p-;*\$%e 8pe)43*;+e\$%7 - ;G1-pe[p*::;%3%% % ;-&-\`\$G\ %:&e\$e\$%7\ ;
8-43p-e\$%% 8ep4-\$*+,\$-.- 5*p,ep\$-.- 8/3%f

2 (-p&%p-;*\$%e 8-:%3%;\$-.- -3\$-#e\$%7 % ;+;+e0e\$\$-43% -1/0*<9%\47 ; ;;-8p-4G
4*&--8pe)e+e\$%7f

2 -;+*)e\$%e 8p%e&*%&% 8-43p-e\$%7 5*p,ep\$G\ 3p*e53-p%H p*::;%3%7f

2 *53/*+%;*W%7 :\$*\$%H[\$e-1\~)%&G\)+7 ;G1-p* -1p*:-;*3e+,\$-H -p.*\$%:*W%% ; 4(epe
;G4#e.- %+% 4pe)\$e.- 8p-(e44%-\$*+,\$-.- -1p*:-;*%7 =5*5 8ep;-.- #*.* (-p&%p-;*\$%7
8ep4-\$*+,\$-.- 5*p,ep\$-.- 8/3%E.

o+7 /p-5* -31%p*e347 [6&@;Iz((<&cB<Ic4<&6(66:M 5&<@&6415 <&J5@4@2 c1;:4@9 ;
'%:\$% 1)/9%\ ;G8/45\$%5-;[5*`)GH %: 5-3-pG\ p*45pG,*e347 0epe: 5-\$5pe3\$/<
'%:\$e\$\$/< %43-p%<e

2; *p%*\$3 BTe -1/0*<9%H47 :\$*e3[5/* -\$ \-0e3 8-43/8*3,[% We+e\$*8p*+;e\$\$-
.-3-;/%347 5 c5:*&e\$*&f

2; *p%*\$3 B>e -1/0*<9%H47 -8pe)e+%+47 4 8pe)&e3*&%(5-3-pGe \-0e3 4)*;*3,[\$-
4-;ep#e\$\$- \$e 8-\$%&*e3[5/* 4 3*5%& \$*1-p-& -\$ &-`e3 8-43/8%3,f

2; *p%*\$3 BLe -1/0*<9%H47 \$e /;epe\$[03- \-0e3 8-43/8*3, ; ;/:[% pe##*e3 8-+/0%3,
4pe)\$ee 8p-(e44%-\$*+,\$-e -1p*:-;*%ef

2; *p%*\$3 BNe -1/0*<9%H47 8-+/0*e3 8- p^h \$e/)-;+e3;-p%3e+,\$/< -We\$5/f

2; *p%*\$3 BYe -1/0*<9%H47 8-43/8*e3 \$* :*-0\$-e -3)e+e\$%e[4-;&e9*e3 /0e1/ % p*1-3/
=%+% 8epe\~)%3 8-4+e T 5/p4* \$*)p/.-H (*5/+,3e3E.

R1/0*<9%e47 4&-./3 GJ6&47 4+e)/<9eee

2 8p% +<1G\ pe:/+,3*3\ c5:*&e\$-; %& -35p-<347 \$-;Ge %\$3epe4\$Ge 8ep48e53%;Gf

2 48eW%*+%;*W%7 ; 3e0e\$%e `%:\$% &-`e3 &e\$73,47[+<)% %&e<3 8p*;- /0%3,47 %
8epe8p-(%+%p-;*3,47 ;4< `%:\$,f

2 e43, c((e53%;\$Ge 48-4-1G 48p*+;73,47 4 ;+;\$e\$%e& 5*5 8epe) c5:*&e\$*&%(3*5 %
\$e8-4pe)43;e\$\$- ; &-&e\$3 4)*0%.

i3-.-;GH pe(+e54%;\$GH /p-5 % 8-43*\$-;5* We+eH

T#e\$*R/%ue /p-5* 8pe)8-+*.e3 8-)p-1\$GH p*:1-p % -14/`e)\$%e 8ep4-\$*+,\$G\ pe5-
&e\$)*W%H 8- %3-.*& /0*43%7 ; Up-e53e ; 5*`)H ;-:p*43\$-H 5*3e.-p%% =4 P 8- TT 5+*44E.

R4\$-;* 8ep4-\$*+,\$G\ Ve5-&e\$)*W%H (-p&%p/e347 %: pe:/+,3*3-; -\$+*H\$2)*%.\$-43%5%[
pe(+e54%;\$G\ -We\$-5 -1/0*<9%&%47 % &ep-8p%73%H 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/. Xp-5

\$*8p*+e\$; 3-& 0%4+e % \$* /&e\$%e 43*;%3, % 5-ppe53%p-;*3, We+% d 43p*3e.%0e45%e % 3*53%0e45%e. \4<&4(3@A(c\$@(D(z@ d c3- We+%[4;7:*\$\$Ge 4)+.-4p-0\$-H 8ep48e53%;-H =8p-(e44%7&%[-3p*4+7&%[&e43-& 8p%+-`e\$%7 3p/)-;G\ /4%+%H[-1p*:-& `%:\$%E. W&\$4@A(c\$@(D(z@ d c3- We+%[4;7:*\$\$Ge 4 5p*35-4p-0\$-H 8ep48e53%;-H[5-3-pGe 8-;+7<3 8p %H3% 5 43p*3e.%0e45%& We+7& =3.e. 5*4*<347 8p-(%+eH -1/0e\$%7 ; #5-+e[(-p& % 4-)ep`*\$%7)-8-+\$%3e+,\$-.- 1p*:-,*\$%7[8p-e53\$-H)e73e+,\$-43% % 3.).E.

SeB59u u ;/\$/u/9u /p-5* 7;+7<347e

2 p*:1-p % -14/)e\$%e 8ep4-\$*+,\$G\ pe5-&e\$)*W%H =8- ;-:p*43\$G& .p/88*&Ef

2 p*:1-p % -14/)e\$%e 8-+/0e\$\$-.- -8G3* 8- %3-.*& 8p-(e44%-\$*+,\$G\ 8p-1 % &ep-8p %73%Hf

2 8-43*\$-;5* -1p*:-;*3e+,\$G\ % 5*p,ep\$G\ We+eH =43p*3e.%0e45%\ % 3*53%0e45%\Ef

2 (-p&%p-;*\$%e 8+*\$-; -1p*:-;*3e+,\$G\ #*.-; % (-p&/+%p-;*\$%e 3p*e53-p%% p*;; %3%7 =8-4+e)-;*3e+,\$-43, pe*+:%*W%%E.

Q :*;%4%&-43% -3 We+e;-H .p/88G[; p*&5*\ /p-5*)e+*e347 *5We\$3 \$* :\$*0%&G\ p*:)e+*\ pe5-&e\$)*W%H.

O(JGz74&4: 8p-;e)e\$%7 /p-5*e

2 -1/0*<9%e47 8-\$%&*<3 % -p%e\$3%p/<347 ; 8-+/0e\$\$G\ 8ep4-\$*+,\$G\ pe5-&e\$)*W%7f

2 -1/0*<9%e47 ;G1%p*<3 8p%-p%3e3\$Ge \$*8p*+e\$%7 p*::;%3%7 =%: 3e\ [5-3-pGe 8-)\-73 % \ ;-:p*43\$-H .p/88eEf

2 -1/0*<9%e47 -3&e0*<3 \$* U+*3(-p&e \$*%1-+ee %\$3epe4\$Ge -1p*:-;*3e+,\$Ge -8W%% % 8p-(e44%-\$*+,\$Ge We+%.

)BoZoBFAEID|FoEEDG oEJDVEa@FDbEoHIFND oWQUD_XF`HG

Up-(-p%e\$3*W%-\$\$*7 -\$+*H\$2)%*.\$-43%5*)+7 -1/0*<9%\47 8p-;)%347 \$* ÇÇ % É c3*8*\ /0*43%7 ; Up-e53e[03- 8-;+7e3 -8pe)e+%3, 3pe1/e&GH -16e& 8p-(-p%e\$3*W%-\$\$-H 8-&-9% % 4(-p&%p-;*3,)+,\$eH#/< %\$)%;)/+,\$/< 3p*e53-p%< /0*43%7 ; 8p-.p*&&e 8p-(-p%e\$3*W%-\$\$-H p*1-3G. o%*.\$-43%5* -4/9e43;+7e347 ; -\$+*H\$2(-p&*3e[03-)e3 ;-: &- \$-43, 8p-;e43% ee 5*5 ; -1p*:-;*3e+,\$-H -p.*\$%:*W%%[3*5 % ;)-&*#%\$%\ /4+;-%7\.

Ee&ü Um/)** -\$+*H\$2)%*.\$-43%5% 8p-;)%347 \$* ÇÇ c3*8e Up-e53*[4 We+,< -8pe)e+e\$%7 8p-(e44%-\$*+,\$G\ 45+-\$-43eH -1/0*<9%\47 % %\)+,\$eH#eH \$*;%.*W%% ;

p*&5*\ Up-e53*. i48-+,:/e347 -)%\$ %:);/\)%*. \$-43%0e45%\ 5-&8+e54-;e /019 5.;1<
B<1C(cc@@@8 %+% /01@ 4&z&64:8.

!m#*#ũ Um/) -\$+*H\$2)%*.\$-43%5% 8p-;)%347 \$* É c3*8e Up-e53*[4 We+,< 8-);e)\$%7
8p-&e`/3-0\$G\ %3-.-; =pe(+e54%%E 4 /0e3-& /0*43%7 -1/0*<9%\47 ; &ep-8p%73%7\ 8-
8p-(e44%-\$*+,\$-&/ ;G1-p/. Q*p%*\$3 &e3-)%5%)+7)%*.\$-43%5% 8pe)67;+7e347
*;3-&*3%0e45%[\$* U+*3(-p&e.

Up-(-p%e\$3*W%-\$\$Ge)%*.\$-43%0e45%e &*3ep%*+G 8pe)8-+*.*<3 "e*7uu)+7 3pe\
;-:p*43\$G\ .p/88 =P2C[a29 % T@2TT 5+*44GE % 4e&% \$:-+-.%0e45%\ .p/88 %\$;*+%)\$-43%.

Ve:/+,3*3G 3e43-; *.pe.%p/<347 ; e)%\$GH -30e3 % ;G;-)7347 ; ;%)e *e2#9e%\$/0uũ
);/\ ;%)--;e

2 pe5-&e\$)*W%%) +7 \$*;%.*W%% ; p*&5*\ Up-e53* IJ%+e3 ; 1/)/9eeK =pe5-&e\$)*W%% 8-
8ep48e53%;\$G& 4pe)*&Ef

2 pe5-&e\$)*W%% 8- -1/0e\$%< % -4;-e\$%< 8p-p*&& ; p*&5*\ \$*8p*+;e\$%H -1p*:-;*\$%7
=8p-(%+,\$-.-[)-8-+\$%3e+,\$-.- % 8p-(e44%-\$*+,\$-.-E % 8- p*:%3%< ; 8p-(e44%-\$*+,\$G\
-3p*4+7\ 4 /0e3-& 48%45-; ;43pe1-;*\$G\ 8p-(e44%H O%\$3p/)* V-44%% % 8p-(e44%H %:
8p%-p%3e3\$G\ -3p*4+eH c5-\$-&%5% V].

6e;1BGm/m&)%*.\$-43%5% \$-473 <(\$1H(6d&4(z76:9 @ 1;GA&IL@9 M&<&\$4(<. Ve#e\$%e
8- 8-43p-e\$%< %\$)%;/+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%% 8p%\$%&*e3
4*& -1/0*<9%H47e 5*5 4*&-43-73e+,\$-[3*5 % 8p% 8-&-9% 8e)*.-.* =; p*&5*\ %3-.-;.-
/p-5* 8- 8-43*\$-;5e -1p*:-;*3e+,\$G\ % 8p-(e44%-\$*+,\$G\ We+eHE.

Q pe:/+,3*3e 8p-(-p%e\$3*W%-\$\$-H)%*.\$-43%5% ; +%0\$G\ 5*1%\$e3*\ -1/0*<9%\47 \$*
U+*3(-p&e *;3-&*3%:%p-;*\$- (-p&%p/e347 #muem[4-)ep`*9%He

2 3<&C@A(c\$@(B<1C@z@[/5*:G;*<9%e :\$*0e\$%7 %44+e)/e&G\ (*53-p-;[;Gp`e\$G\
\$-p&*+%;-;*\$G\ 43*\$)*p3\$G\ 1*++*f

2 4(\$c415:(@64(<B<(4&D@@ 8- 5*)-H #5*+e .p*(%0e45-.- 8p-(%+7 3e43*f

2 <(\$1H(6d&D@@ 8- (-p&%p-;*\$%< -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%%.

U-&%&- -30e3*)+7 -1/0*<9e.-47 % p-)%3e+7 =:*5-\$-.- 8pe)43*;%3e+7E[3*5`e
*;3-&*3%:%p-;*\$- (-p&%p/<347 *.pe.%p-;*\$Ge -30e3G 8- -1/0*<9%&47)+7 #5-+G %)+7
pe.%-\$*.

R8%4*\$%e -\$+*H\$2)%*.\$-43%5

2DBFDEI @FDbEoHIFNF j\g

@FDbEoHIFUAHNFV NoRMJANH 7+oV TSWoB MBoZAHFFF9

o*\$GH 5-&8+e54 ;5+<0*e3);e &e3-)%5%)+7 -\$+*H\$2)%*.\$-43%5%e

2 /012 3141561c478)+7 P2C[a29 % T@2TT 5+*44-; =;4e ;ep4%% 8pe)8-+*.*<3)%*.\$-43%5/
.-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<[8p% c3-& ;ep4%%)+7 a2TT 5+*44-; 3*5`e
;5+<0*<3)%*.\$-43%5/ We\$\$-43\$G\ -p%e\$3%op-; ; 4(ep4 4*&--8pe)e+e\$%7Ef

2 /019 5;:1<8)+7 P2C[a29 % T@2TT 5+*44-; =)+7 -8pe)e+e\$%7 8p-(e44%-\$*+,\$G\
45+-\$-43eH % \$*8p*+e\$\$-43% -1/0*<9%\47E.

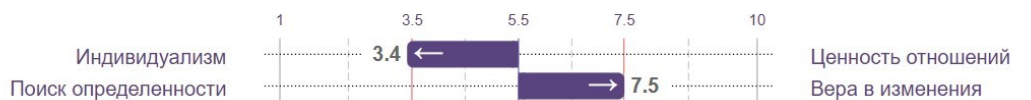
Ae7m 34#5 :#m#"%"#7mG<

T. Qep4%%)+7 a29 % T@2TT 5+*44-;

ke43)%*.\$-43%op/e3 \$e &e\$ee P (*53-p-;[;5+<0*e3 \$e &e\$ee P@ ; -8p-4-;[;pe&7
8p-`-`e\$%7 d -5-+- >@ &%\$3.](z@ 3e43*e *53%;%:%p/<9*7 %)%*.\$-43%0e45*7.

Ve:/+,3*3G ;ep4%H &e3-)%5%)+7 a29 % T@2TT 5+*44-; 8pe)43*+e\$G ; ;%)e #5*+,\$-.-
8p-(%+7 =4&. O@c. 1 % ^E.

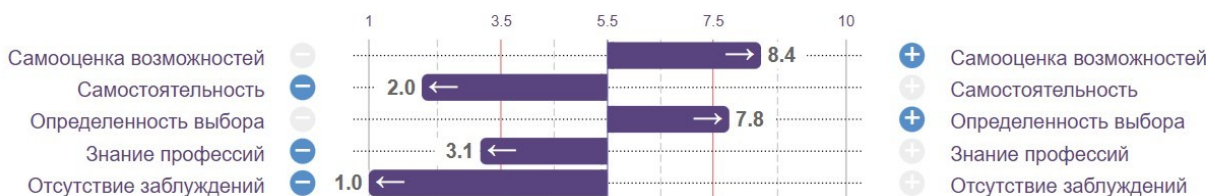
Ценностные ориентиры



Образование



Готовность

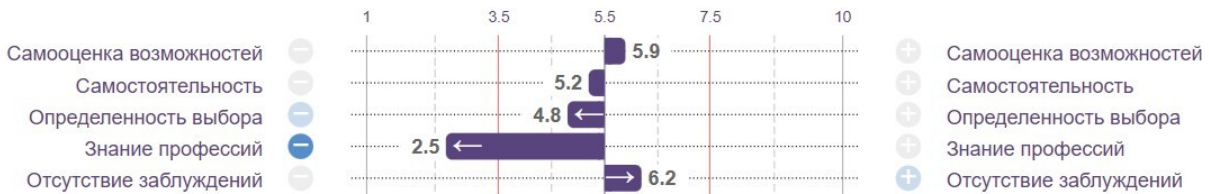


O@c. 1. Ve:/+,3*3G ;G8-+\$e\$%7 &e3-)%5% IO-7 .-3-;\$-43,K =;ep4%7)+7 -1/0*<9%\47 a29
5+*44-;E

Ценностные ориентиры



Готовность



О@с. ^ . Ve:/+,3*3G ;G8-+\$e\$%7 &e3-)%5% IO-7 .-3-;\$-43,K =;ep4%7)+7 -1/0*<9%\47

T@2TT 5+*44-;E

>. Qep4%7)+7 P2C 5+*44-;

o*\$%7 ;ep4%7 ;5+<0*e3 3-+,5-)%*.\$-43%5/ .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&-- 8pe)e+e\$%< % \$e ;5+<0*e3)%*.\$-43%5/ We\$\$-43\$G\ -p%e\$3%p-;

ke43)%*.\$-43%p/e3 \$e &e\$ee N (*53-p-;e

2 56G4<(6622 3141561c47 =:\$*\$%e 4;-%\ %\$)%;)/+,\$G\ -4-1e\$\$-43eH[;:-&`-\$-43eH % -.p*\$%0e\$%H[\$*+%0%e 5-\$5pe3\$G\ 8p-(e44%-\$*+,\$G\ 8+*\$-;[c&-W%-*\$+,\$-e -3\$-#e\$%e 5 4*&-&/ 8p-We44/ ;G1-p* % 3. 8.Ef

2 1c5(01Hz(661c47 =:\$*\$%e - &%pe 8p-(e44%HEf

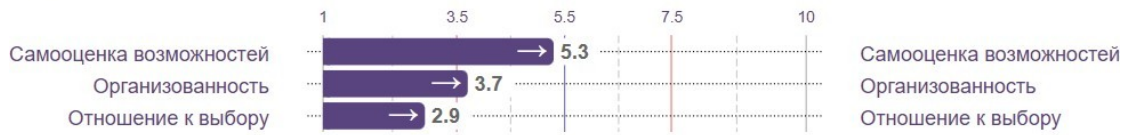
2 C&\$41<: B<@624@2 <(P(6@2 =5-\$5pe3\$Ge #*.%[8pe)8p%\$73Ge)+7 ;G1-p* 8p-(e44%%Ef

2/p-;e\$, 1<3&6@J15&661c4@[/p-;e\$, 4*&-43-73e+,\$-43% 8p% 4-;ep#e\$%% 8p-(e44%-\$*+,\$-.- ;G1-p*.

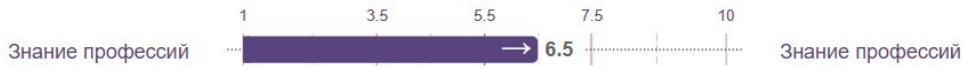
ke43 ;5+<0*e3 \$e &e\$ee N@ ;-8p-4-;[;pe&7 8p-\-`)e\$%7 d -5-+- >@ &%\$/3.

Ve:/+,3*3G ;ep4%% &e3-)%5%)+7 P2C 5+*44-; 8pe)43*+;e\$G ; ;%)e #5*+,\$-.- 8p-(%+7 =4&. O@c. _Ee

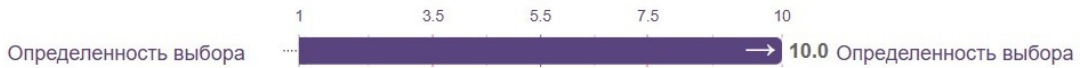
Внутренняя готовность



Внешняя готовность



Факторы принятия решений



O@c. . Ve:/+,3*3G ;G8-+\$e\$%7 &e3-)%5% IO-7 .-3-;\$-43,K =;ep4%7)+7 -1/0*<9%\47 P2C
5+*44-;E

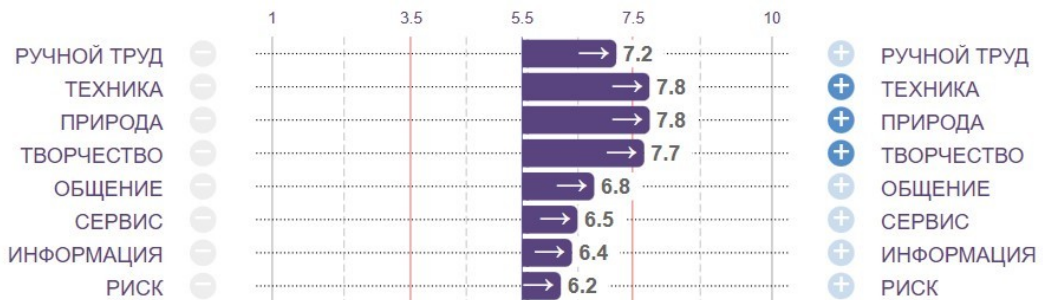
Ае7m 34#й "&D#*<

Qep4%7)+7 P2C 5+*44-;)%*. \$-43%p/e3 \$e &e\$ee T@ (*53-p-;[;5+<0*e3 \$e &e\$ee CY
;-8p-4-;[;pe&7 8p-\-`)e\$%7 d -5-+- L@ &%\$3.

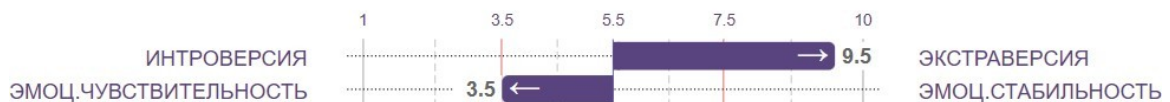
Qep4%7)+7 a29 % T@2TT 5+*44-;)%*. \$-43%p/e3 \$e &e\$ee TT (*53-p-;[;5+<0*e3 \$e &e\$ee
aY ; -8p-4-;[;pe&7 8p-\-`)e\$%7 d -5-+- L@ &%\$3.

Up%&epG 8pe)43* ;+e\$%7 pe:/+,3*3-; &e3-)%5%)+7 p*:\$G\ 5+*44-; 4&. \$* O@c. `=+e

ПРОФЕССИОНАЛЬНЫЕ СКЛОННОСТИ



ЛИЧНОСТНЫЕ ОСОБЕННОСТИ

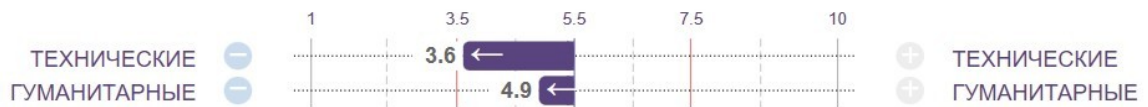


O@c. . Ve:/+,3*3G ;G8-+\$e\$%7 &e3-)%5% IO-H ;G1-pK =;ep4%7)+7 -1/0*<9%\47
P2C 5+*44-;E

ПРОФЕССИОНАЛЬНЫЕ СКЛОННОСТИ



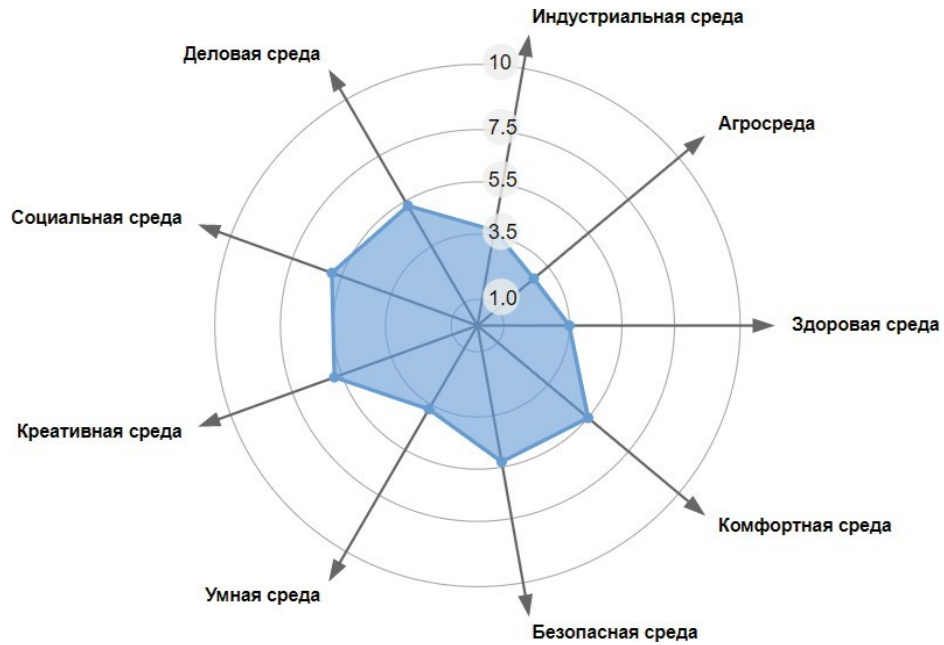
СПОСОБНОСТИ



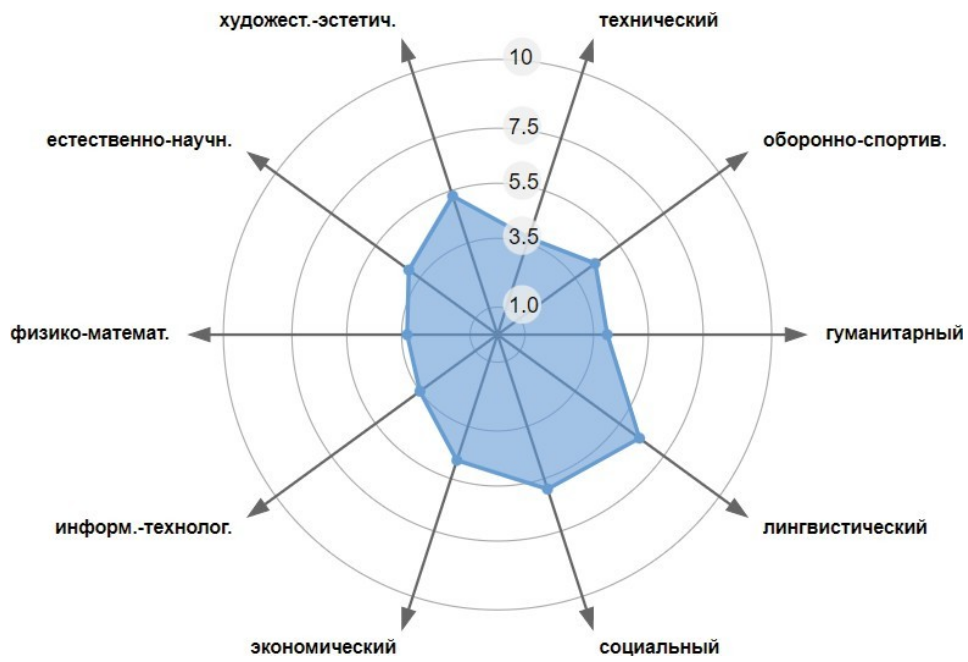
ЛИЧНОСТНЫЕ ОСОБЕННОСТИ



О@с. [. Ve:/+,3*3G ;G8-+\$e\$%7 &e3-)%5% IO-H ;G1-pK =;ep4%7)+7 -1/0*<9%\47 a2ТТ
5+*44-;E



О@с. #. Up%&ep BT)%*.p*&&G 8p-(%+eH 8- pe:/+,3*3*& ;G8-+\$e\$%7 &e3-)%5% IO-H ;G1-pK



O@c. *. Up%&ep B>)%*.p*&&G 8p-(%+eH 8- pe:/+,3*3*& ;G8-+\$e\$%7 &e3-)%5% IO-H
;G1-pK

	Направления обучения	Примеры профессий и экзамены	Сходство
1.	Образование и педагогические науки	Воспитатель, учитель начальных классов, педагог дополнительного образования, мастер производственного обучения, дефектолог, логопед, педагог физико-математических наук, педагог гуманитарных наук, тьютор, специалист в области педагогики и психологии девиантного поведения и др. Общ (п), био (п), матем (п), рус.яз, ист, физ, хим, лит, гео, ИКТ, ин.яз, доп.испытание	0.67
2.	Фармация	Фармацевт, провизор-аналитик, провизор-технолог, медицинский представитель, химик контрольно-аналитической лаборатории/специалист по клиническим исследованиям и др. Хим (п), рус.яз, био, физ, матем, ин.яз	0.60
3.	Науки о здоровье и профилактическая медицина	Санитарный врач, эпидемиолог, врач по общей гигиене, врач по радиационной гигиене, врач-бактериолог, специалист по клинической лабораторной диагностике, врач-вирусолог, лаборант, санэпидеминспектор и др. Хим (п), рус.яз, био, физ, матем, ин.яз	0.59
4.	Языкознание и литературоведение	Информатика в гуманитарных областях, лингвист, копирайтер, филолог, корректор, переводчик, специалист по интеллектуальным системам в гуманитарной сфере, литературный критик, журналист, писатель и др. Матем (п), лит (п), ин.яз (п), рус.яз, ист, общ, ИКТ, доп.испытание	0.59
5.	Философия, этика и религиоведение	Философ, преподаватель философии, логик, политолог и др. Общ (п), ист (п), рус.яз, гео, лит, ИКТ, ин.яз	0.57
6.	Технологии легкой промышленности	Художник по костюмам, контролер качества текстильных изделий, технолог в области легкой промышленности, технический редактор, технолог упаковочного производства, инженер в области полиграфии, аппаратчик отделочного производства, мастер печатного дела, организатор алмазов в бриллианты, мастер столярного и мебельного производства и др. Матем (п), рус.яз, физ, хим, ИКТ, ин.яз, доп.испытание	0.57
7.	Социология и социальная работа	Специалист по социальной работе, сурдопереводчик, социолог-аналитик, маркетолог, педагог-организатор, организатор молодежных программ, социальный педагог и др. Общ (п), ист (п), рус.яз, матем, гео, лит, ИКТ, ин.яз	0.57

O@c. +. Up%&ep 48%45* pe5-&e\$)-*\$G\ /5p/8Se\$G\ .p/88 48eW%*+,\$-43eH %
\$*8p*+;e\$%H 8- pe:/+,3*3*& ;G8-+\$e\$%7 &e3-)%5% IO-H ;G1-pK

U-4+e 8p-\`')e\$%7 3e43%p-;*\$%7 -1/0*<9%&%47 P2TT 5+*44-; ; %\ +%0\$G\ 5*1%e3*\
*;3-&*3%:%p-;*\$- (-p&%p/e347 -30e3[4-)ep`*9%He

2 3<&C@A(c\$@9 B<1C@z7[/5*:G;*<9%H :\$*0e\$%7 %44+e)/e&G\ (*53-p-;[;Gp*`e\$G\ ;
43e\$*\ =\$-p&*+%;-;*\$G\ 43*\$)*p3\$G\ 1*++*[\$* -)\$-&ep\$-H #5*+e p*\$`%p-;*\$%7 -3 T)-
T@Ef

2 4(\$c415:(B24@G<156(5:(@64(<B<(4&D@@ @ 8- 5*`)H #5*+e .p*(%0e45-.- 8p-(%+7
3e43* =-3)e+,\$- 8- \$%:5-H[8-\$%`e\$-H[4pe)\$eH[8-;G#e\$-H % ;G4-5-H .p/88*&Ef

2 <(\$IH(6d&D@@ @ 8- (-p&%p-;*\$%< -4-:*\$-H % -3;e343;e\$-H 8-:%W%% ; 4(ep
8p-(e44%-\$*+,\$-.- 4*&--8pe)e+e\$%7f

2 <(\$IH(6d&D@@ @ 8- ;G1-p/ /p-;\$eH -1p*:-;*\$%7 =4pe)\$ee 48eW%*+,\$-e[;G4#ee[
)-8-+;\$%3e+,\$-eE.

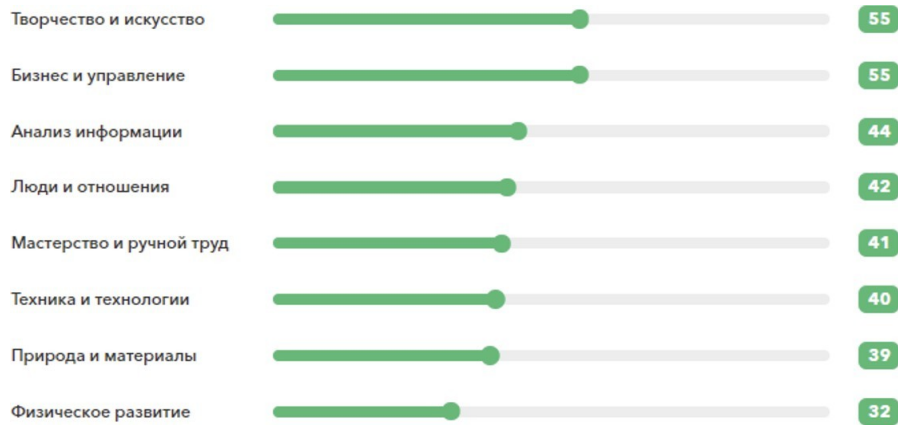
2DBFDEI @FDbEoHIFNF j=g

NoRMJANHEDG RAIo@FND oEJDVEa@FDbEoHIFNF 7+oF IDJDEIS9

o*\$*\$7 &e3-)%5* \$*8p*;*e\$* \$* -8pe)e+e\$%e 8p-(e44%-\$*+,\$G\ %\$3epe4-; % 4%+,\$G\
43-p-\$ -1/0*<9%\47 4 ;G)e+e\$%e& I:-\$ 8-3e\$W%*+*K =3*+*\$3-;E)+7)*+,\$eH#e.- p*%;%3%7.
Oe3-)%5* 8pe)/4&*3p%;*e3 ;ep4%%)+7 P2C[a29 % T@2TT 5+*44-;[4-)ep`%3 \$e &e\$ee T@
(*53-p-;[;5+<0*e3 \$e &e\$ee N@ 1+-5-; ; -8p-4-;. Qpe&7 8p-\`')e\$%7 d -5-+- L@2N@ &%\$3.

Up%&epG 8pe)43*;*e\$%7 pe:/+,3*3-; &e3-)%5% 4&. \$* O@c. ,=11.

><1C@z7 B<1C(cc@16&z76:M @64(<(c15




a@&3<&HH& cB1c1;61c4(9 @ c@z76:M c41<16



O@c. . Up%&ep pe:/+,3*3-; 8- &e3-)%5e IO-% 3*+*\$3GK

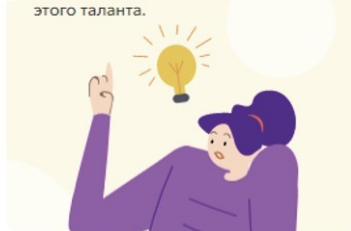
Лидер

У тебя есть способности к тому, чтобы объединять людей вокруг идеи. Развивай этот талант, и тебе не будет равных там, где нужно вдохновлять команды и управлять проектами.




Аналитик

Выстраивать логические цепочки и работать с большими объемами данных – это то, в чем ты можешь преуспеть. Сферы, связанные с цифрами, подойдут для развития этого таланта.



Креатор

В твоей голове всегда много идей! Воплощай их в жизнь, и у тебя получатся не только шедевры музыки и кино, но и запоминающаяся реклама, удобные сайты и собственные изобретения.




О@с. 10. Up%&ep -8%4*\$%Н 8- 3*+*\$3*& =:-\$*& 8-3e\$W%*+*E

Финансы, бизнес и экономика

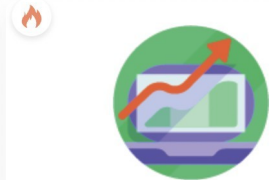
Работа с людьми, организациями и деньгами. Тебе пригодится твое математическое мышление, понимание функционирования экономики, готовность читать и оформлять документы, высокие коммуникативные навыки.

Необходимое образование: **высшее**




Эксперт по финансовой отчетности, бухгалтер

Специалист по бухгалтерскому учёту. Выполняет бухгалтерскую работу в той или иной компании, соблюдая действующее законодательство.



Бухгалтер (Экономист)

Занимается организацией и ведением бухгалтерского и налогового учета, а также контролирует использования ресурсов предприятия.



Кредитный аналитик

Оценивает платежеспособность клиентов банка перед выдачей им кредита.

Основы проектного управления

Экономика для неэкономистов

Новые деньги

О@с. 11. Up%&ep pe5-&e\$)*W%Н 8- -3p*4+7&[8p-(e44%7& % 8p-.p*&&* &)-8-+3e+,\$-.-
-1p*:-;*\$%7

U-4+e 8p-\-')e\$%7 -1/0*<9%&%47 P2TT 5+*44-; 3e43%p-;*\$%7 ; %\ +%0\$G\ 5*1%\$e3*\
*;3-&*3%0e45% (-p&%p/e347 -30e3[4-)ep`*9%He
2 3<&C@A(c\$@9 B<IC@z7[/5*:G;*<9%Н :\$*0e\$%7 %44+e)/e&G\ (*53-p-;f
2 1;<&46GI c52J7 8- :-\$*& 8-3e\$W%*+*f

2 <(\$IH(6d&D@@ 8- 8ep48e53%;\$G& -3p*4+7&[8p-(e44%7& % 8p-p*&&*&)-8-+\$%3e+,\$-.- -1p*:-;*\$%7.

j-\$4/+3*W%% 8- pe:/+3*3*& -\$+*H\$2)%*.\$-43%5%

Q4e ;*p%*\$3G -\$+*H\$2)%*.\$-43%5% -17:*3e+,\$- 4-8p-;-`)*<347 8-4+e)/<9eH 5-\$4/+3*W%eH -1/0*<9%\47. Q-:;&`\$- 8p-;e)e\$%e 5-\$4/+3*W%% 4 8-&-9,< ; %e-:*8%4% .-3-;-H 5-\$4/+3*W%%.

_-)ep`*\$%e 5-\$4/+3*W%%

1. Zc4<19c451 4(c4&K 5:c1\$@(K c<(d6@/(@ 6@J\$@/(J6&A(6@2 P\$&z

J*++G ; 8-+/0e\$\$-& 8p-(%+e /5*:*\$G ; \$-p&*+%;-;*\$G\ 43*\$)*p3\$G\ 1*++*\[03- 8-;:-+7e3 4p*;\$%;*3, pe:/+3*3G -3)e+,\$-.- -1/0*<9e.-47 4- 43*\$)*p3\$G&% =-\$-p&*3%;\$G&%E 8-5*:*3e+7&% 8pe)43*;%3e+eH 4--3;e343;/<9eH ;:-p*43\$-H .p/88G. p4+% 8-5*:*3e+, 8- 5*5-H2+%1- #5*+e +e`%3 &e`)/ L[Y =%+% LYE % C[Y =%+% CYE ; 8p-(%+e[c3- -:\$*0*e3[03- ;Gp*`e\$\$-43,)*\$-\$-.- 4;-H43;* / 0e+-;e5* \$%0e& \$e -3+%0*e347 -3 \$-p&G[-3 4pe)\$e.-. k*5/< -4-1e\$\$-43, \$e 43-%3 p*44&*3p%;*3, 5*5 ;*\$-e 5*0e43;-[7;+7<9ee47 -4\$-;*\$%e&)+7 pe5-&e\$)*W%% %+% -8pe)e+7<9ee 8p-3%;-8-5*:*\$%7 5 8p-(e44%.

QG4-5%e :\$*0e\$%7 8- #5*+*&[3*5 `e[5*5 % \$%:5%e d c3- 8-;-))+7 -14/`)e\$%7. Q 8ep;/< -0epe),[;*\$-\$- /0e43, 3e #5*+G[8- 5-3-pG& 1*++ ;G#e C[Y =CYE d c3- 4;%e)3e+,43;/e3 -)-43*3-0\$- ;*\$-\$-[7p5-& %\$3epe4e -1/0*<9e.-47[5-3-pGH \$e 43-%3 %.\$-p%op-;*3,. h3- 3-[03- 4eH0*4 7;+7e347 ;e)/9%&)+7 #5-+,\$%5*[3-[03- &-`e3 e.- /;+e0,.

q- \$e &e\$ee ;*\$-\$- /0e43, #5*+G[8- 5-3-pG& 1*++ \$%`e L[Y =LYEe ;)*\$G\$H 8ep %-) #5-+,\$%5/ 3*5%e \$*8p*+e\$%7 4-;4e& \$e %\$3epe4\$G[% -\$% ;p7) +% 1)/3 p*44&*3p %;*3,47 ; 5*0e43;e 8p-(e44%-\$+,\$-.- ;%)*)e73e+,\$-43%.

Qe)/9%H 8pe)+*.*e3 -1/0*<9%&47 -1p*3%3, ;\$%&*\$%e \$* 4-;% pe:/+3*3G % 8-4&- 3pe3,[/ 5-.- e43, pe:/+3*3G &e\$ee L[Y =LYE % 1-+ee C[Y =CYE.

^. \Id(<Q&6@/(4(c415:M P\$&z

Qe)/9%H 8-4+e)-;*3e+,\$- p*44&*3p%;*e3 4-)ep`*\$%e 5*`)-H #5*+G[8pe)+*.*e3 ;48-&%\$*3, % 8p%;-)%3, 8p%&epG 8p-(e44%H % ;%)-;)e73e+,\$-43%[%++<43p%p/<9%e #5*+/.

_. \IA(4&6@/(4(c415:MP\$&z

Qe)/9%H 8pe)+*. *e3 -1/0*<9%&47 :*)/&*3,47 \$*) 3e&[5*5 &-'\$- 4-0e3*3, p*:\$Ge
7p5- ;Gp*`e\$\$Ge #5*+G[% 8pe)+*. *e3 8p%;-) %3, 8p%&epG 8p-(e44%H[5-3-pGe \$*\-)7347 \$*
43G5e \$e45-+,5%\ 8p-(e44%-\$*+,\$G\ %\$3epe4-;

` ><IC@z@ 1;GA(6@2 @ <(\$IH(6d&D@@ B1 B<IC(cc@16&z761HG <&J5@4@I

Qe)/9%H -1674\$7e3 4/3, 5*`)-.- 8p-(%+7 -1/0e\$%7 % 8-+/0e\$\$G\ pe5-&e\$)*W%H 8- 8p-
(e44%-\$*+,\$-&/ p*.;%3%<[8p%;-) %3 8p%&epG ; p*&5*\ 5*`)-.- 8p-(%+7 % pe5-&e\$)*W
%H.

+QJKIFRA@FVESA TSHIDTNF

0Gz74@H(d@96&2 5:c4&5\$& d c3- 48eW%*+,\$- -p.*\$%:-;*\$*\$7 8-43-7\$\$-)eH43;/<9*7
c548-:%W%7 \$* 1*:e %43-p%0e45%\ 8*p5-; IV-44%7 d &-7 %43-p%7K.

bGd@41<@2 d -1/0*<9%e47 P2TT 5+*44-;

cl<H&4 Blc(L(6@2 d .p/88-;-H =5+*44*%&E.

d&d&A@ 5:c4&5\$@)

2 :\$*5-&43;- -1/0*<9%\47 4 pG\$5-& 3p)*[4 p*:+%0\$G&% -3p*4+7&% % 8p-(e44%7&%[4
&\$-.-1p*:%e& *p%*\$3-; 8p-(e44%-\$*+,\$-.- ;G1-p*f

2 ;+e0e\$%e[8-;G#e\$%e &-3%;*W%% 5 4-;ep#e\$%< 8p-(e44%-\$*+,\$-.- ;G1-p*f

2 8-&-9, #5-+,\$%5*& ; 8-\$%&*\$%%[; 5*5-& \$*8p*+e\$%% -\$% \-373 p*::%;*3,47
)*+,#e.

V/)*"/Be%u5 "&7m/"2u 4--3\$-47347 4 1*:-;G&% 8p-(e44%-\$*+,\$G&% 8p-(%+7&% %
-4\$-;\$G&% ;%)*&% c5-\$-&%0e45-H)e73e+,\$-43%[4/&&*p\$- -\;*3G;*7 1-+ee 9@Ü pG\$5*
3p)* V]. Upe)43*+e\$G 4+e)/<9%e 4pe)G =*\$8p*+e\$%7Ee Jd1<15&2K \$1HCl<46&2K GH6&2K
;(JIB&c6&2K @6dGc4<@&z76&2K c1D@&z76&2K d(z15&2K \$<(&4@56&2 % &3<&<6&2 c<(d&.

R8%4*\$%e \$*8p*+e\$%H 8pe)43*+e\$- ; Up%+-`e\$%% Y.

Tm*12m1*/ "&7m/"2u

QG43*5* 8pe)8-+*.*e3 p*:)e+e\$%e :*+-; 8- \$*8p*+e\$%7& =)%\$:*+ d -)\$-
\$*8p*+e\$%eE. k*5%& -1p*:-&[-(p&+e\$%e % 4-)ep`*\$%e ;G43*5% ;5+<0*e3 ;

4e17e 2 T 551d6:9 :*+f

2 9 4(H&4@A(c\$@M :*+-; 8- \$*8p*+e\$%7&. Q\$/3p% 5*`)-- \$*8p*+e\$%7 8p%4/343;/<3
N -3p*4+% =*\$8p%&ep[; Ib)-p-;/< 4pe)/K &-./3 ;\)%3, IOe)%W%\$*K[I]*p&*5-+-.%7K[IJ
%-3e\\$/+-.%%K[Ih5-+-.%7KEf

2 T C@6&z76:9 :*+)7 8-);e)\$%7 %3-.-; 8-4e9e\$%7f

2)- Y /B<IM1d6:M8 :*+-; =3.e. :*+-;[\$e \$e4/9%\ 4-)ep`*3e+,\$-H \$*.p/:5%[\$-
;:%:/*+,\$- 8-))ep`%;*<9%\ *3&-4(ep/ ;G43*5%f %\ 5-+%0e43;- &-`e3 &e\$73,47 ;
:;%4%&-43% -3 pe.%-\$*Ef

2 L B<&\$4@A(c\$@M :*+*)+7 -p.*\$%:*W%% 8p-(e44%-\$*+,\$G\ 8p-1.

U-4+e 8-4e9e\$%7 ;G43*;5% 5*`GH -1/0*<9%H47 :*8-+\$7e3 *\$5e3/ -1p*3\$-H 4;7:% \$*
pe4/p4e U+*3(-p&G =4&. Up%+-`e\$%e P[0*43, TE.

)BoZAHHFoEDJKESA MBoWS

Up-(e44%-\$*+,\$Ge 8p-1G =4-5p*9e\$\$- d 8p-(8p-1G %+% 8p-1GE -4/9e43;+7<347 ;
4--3;e343;%% 4 kp/)-;G& 5-)e54-& V]. Up% 4-43*+;e\$%% 8p-(8p-1G[5-3-p*7 &-)e+%p/e3
c+e&e\$3G 5-\$5pe3\$-.- ;%)* 8p-(e44%-\$*+,\$-H)e73e+,\$-43%[/0%3G;*<347 ;:-p*43\$Ge
-4-1e\$\$-43% -1/0*<9%\47.

Up-1G ;4e\ (-p&*3-; % /p-;\$eH -p.*\$%:/<347 \$* 1*:e % 4%+*&% pe.%-\$*+,\$G\ 8+
9*)-5. U+-9*)5* -1e48e0%;*e3 4;-% 8p-(e44%-\$*+,\$Ge &ep-8p%73%7
5;*+%(W%p-;*\$G&% \$*43*;\$%5*&%[%\$43p/&e\$3*&%[-1-p/)-;*\$%e& % p*4-)\$G&%
&*3ep%*+*&%.

R4-1e\$\$-43% 8p-(e44%-\$*+,\$G\ 8p-1 % pe5-&e\$)*W%% 8- %\ -p.*\$%:*W%%

Up-(e44%-\$*+,\$*7 8p-1* 7;+7e347 4pe)43;-& *53/*+:*W%% 8p-(e44%-\$*+,\$-.-
4*&--8pe)e+e\$%7 -1/0*<9%\47. k*5-H 8-)\-) -p%e\$3%p-;\$ \$* p*4#%pe\$%e .p*\$%W
8-\$%&*\$%7 8p-(e44%-\$*+,\$G\ (/5W%H % 8p%-1pe3e\$%e -1/0*<9%&%47 48eW%(0e45-.-
-8G3* 8p-(e44%-\$*+,\$-H)e73e+,\$-43%. R)\$-H %: -4\$-;\$G\ -4-1e\$\$-43eH)*\$\$.-- 8p-We44*
7;+7e347 8pe-1+)*\$%e 8-:;\$*;*3e+,\$-.- c((e53*[; 3- ;pe&7 5*5 (-p&%p-;*\$%e
8p-(e44%-\$*+,\$G\ :*\$%eH[/&e\$%H % \$*;G5-; %p.*e3 ;48-&-.*3e+,\$/< p+; % 4+/\%3
4pe)43;-&)%*.\$-43%5% %\$)%;)/+,\$G\ 5*0e43;[%\$43p/&e\$3*p%e& 5 8-:;\$*\$%< 4(ep
8p-(e44%-\$*+,\$-H)e73e+,\$-43%.

R)\$%& %: 5+<0e;G\ ;-8p-4-; 8p% -p.*\$%:*W%% 8p-(e44%-\$*+,\$-H 8p-1G 7;+7e347
-8pe)e+e\$%e ee p+%; -19e& 5-\$3e543e pe*+:*W%% Up-e53*. Q -)\$-& 4+0*e 8p-(8p-1*
;G43/8*e3 ; 5*0e43;e -3\$-4%3e+,\$- %:-+%p-;*\$-H I3-05% ;\)*K ; 8p-(-p%e\$3*W%-\$\$/<
8p-1+e&*3%5/f ;)p/.-& d ; 5*0e43;e 0*43% 43p/53/p%p-;*\$\$.-- 8+-\$-We\$\$-.-
8p-(-p%e\$3*W%-\$\$-.- 8p-We44*[;G43p-e\$\$-.- 4 /0e3-& 3epp%3-p%*+,\$-H[pe.%-\$*+,\$-H %
-3p*4+e;-H 48eW%(0e5% =; 3.0. d ; /4+;,%7\ pe*+:*W%% Up-e53*E.

R4-1e\$\$-437&% 8p-(e44%-\$*+,\$-H 8p-1G 7;+7<347¹*e

¹* U-)p-1\$*7 4e&* -p.*\$%:*W%% 8p-(e44%-\$*+,\$G\ 8p-1 8p-8%4*\$* ; 8-4-1%%e l%4375-*
_.q.[V-)%0e; q;].[Sep\$ep U. _[^*8-\$e\$5- F.Q. Up-(e44%-\$*+,\$Ge 8p-1Ge 3e\$-+-.%7 % &e3-)
%5* 8p-;e)e\$%7e &e3-)%0e45-e 8-4-1%e)+7 /0%3e+eH Y2TT 5+*44-;. d O.e i:)*3e+;45%H
We\$3p IF5*)e&%7K[>@TN. d T9> 4.

- d@&361c4@A(c\$@9 M&<&\$4(<[3.e. \$* 5*)-& c3*8e 8p-(e44%-\$*+,\$-H 8p-1G
-4/9e43;+7e347)%*. \$-43%5* -19%\ % 48eW%*+,\$G\ 8p-(e44%-\$*+,\$- ;*\$G\ 5*0e43;f

2 8-+/0e\$%e J&5(<P(66131 B<1dG\$4&)e73e+,\$-43% =%:)e+%7[/:+[pe#e\$%7 5eH4*E[
;G8-+\$e\$%e (/5W%-\$*+,\$G\ -17:*\$-43eH 8p-(e44%-\$*+ 5*5 pe:/+,3*3 5*)-.- c3*8* %
%3-. * 8p-(e44%-\$*+,\$-H 8p-1Gf

2 (-p&%p-;*\$%e / -1/0*<9e.-47 ; 8p-We44e ;G8-+\$e\$%7 8p-1G D(zlc46131
B<(dc4&5z(6@2 1 \$16\$(<(4619 B<1C(cc@@@[.p/88e p-)43;e\$G\ 8p-(e44%H[4(epG[%\
;5+<0*<9eHf

- <&J5@5&IL@9 M&<&\$4(< 8p-(e44%-\$*+,\$-H 8p-1G[\$*8p*;+e\$SGH \$* %\$3epe4G[
45+-\$-43%[48-4-1\$-43%[8p-(e44%-\$*+,\$- ;*\$Ge 5*0e43;* +%0\$-43% -1/0*<9e.-47[
)-43%.*e&GH :* 40e3 8-43e8e\$-.- /4+-`\$e\$%7 ;G8-+\$e\$%7 8p*53%0e45%\ :)*\$%H
8p-(e44%-\$*+,\$-H 8p-1G ; 4--3;e343;%% 4 /p-;\$e& 8-).-3-;+e\$-43% -1/0*<9e.-47 5 ee
;G8-+\$e\$%<[;\$e4e\$%7 ; 4-)ep`*\$%e 8p-1G c+e&e\$3-; 3;-p0e43;* % 4*&-43-73e+,\$-43%f

- c@c4(H11;<&JGIL&2 CG6\$D@2 8p% (-p&%p-;*\$%% 3141561c4@ -1/0*<9e.-47 5
;G1-p/ 8p-(e44%%e -\$* %\$3e.p%p/e3 e.- :\$*\$%7 - &%pe 8p-(e44%H ; p*&5*)*\$-H
4(epG[84%\-+-.%0e45%\ -4-1e\$-437\)e73e+,\$-43% 8p-(e44%-\$*+ %
4-:)*e3 /4+-;%7)+7
8p*53%0e45-H 8p-;ep5% 4-143;e\$G\ %\$)%;)/*+,\$-284%\-+-.%0e45%\ 5*0e43;[-3-#e\$%7 5
4(epe 8p-(e44%-\$*+,\$-H)e73e+,\$-43%.

Up% p*:p*1-35e 8p-(e44%-\$*+,\$G\ 8p-1 43-%3 /0%3G;*3,[03- p*:-;e[-)\$-5p*3\$-e[
%:-+%p-;*\$-e ;G8-+\$e\$%e 8p-(e44%-\$*+,\$-H 8p-1G ;\$e 3-H %+% %\$-H %\
8-4+e)-;3e+,\$-43% 7;+7e347 \$e`e+*3e+,\$G&. i&e\$- 4-8-43*;+e\$%e pe:/+,3*3-;[
;8e0*3+e\$%H[-9/9e\$%H 8-:-+7e3 pe*+%;-;3, \$e-1\)%&Ge 8p-We)/pG 4p*;\$e\$%7 %3-.-;
8p-;e)\$%7 8p-1. Q)*\$-& 4+/0*e *\$*+%; 8pe)+-`e\$G\ +%1- ;-:%5#\ *+,3ep\$*3%; \$*
-4\$-;*\$%% 8p%-1pe3e\$-.- ; \-)e 8p-1G -8G3* pe(+e54%;\$-H)e73e+,\$-43% 7;+7e347
\$e-1\)%&-H 4-43*;+7<9eH 8-;G#e\$%7 .-3-;-\$-43% 5 8p-(e44%-\$*+,\$-&/
4*&-8pe)e+e\$%<. _+e)/e3 p*44&*3p%;*3, ;4e ;-:&-`\$Ge ;*p*\$3G 8p-;e)\$%7 8p-1f ; 3.0. d
-\$+*H\$ =*\$ 1*:e U+*3(-p&GE[03- &-`\$- 4-0e3*3, 4 8p-1*&% \$* 1*:e U+-9*)5%. jp-&e 3-.-
[Up-e53 p*440%3*\$ \$* \$e45-+,5- +e3f 4--3;e343;e\$-[5*)GH -1/0*<9%H47 1/)e3
%&e3,
;-:&-`\$-43, /0*43%7 ; 8p-(e44%-\$*+,\$G\ 8p-1*[p*440%3*\$G\ \$* /0*43%5-; 4+e)/<9e.-
=1-+ee 43*p#e.-E ;-:p*43*.

i3-.% 8p-(e44%-\$*+,\$-H 8p-1G -1/0*<9e.-47

Up-(e44%-\$*+,\$Ge 8p-1G 43*\$-;7347)+7 /0*43\$%5* 8p-;ep5-H ;G1p*\$-H
-1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H 3p*e53-p%%. R\$% 8-&-.*<3 -We\$%3, 43e8e\$, p*::;%3%7
:\$*\$%H[/&e\$%H % \$*;G5-; % ; We+& .-3-;\$-43, 5 8epe\)/ \$* 1-+ee ;G4-5%H c3*8 8p-
(e44%-\$*+,\$-.- 43*\$-;+e\$%7 =/0*43%e ; 5-\$/p4*\ 8p-(e44%-\$*+,\$-.- &*43ep43;*[
-1/0e\$%e ; 8p-(%+,\$-& 5+*44e[8-43/8+e\$%e ; /0e1\$-e :*;e)\$%e 8p-(e44%-\$*+,\$-.-
-1p*:-;*3%7[4*&-*\$73-43, % 3.).E.

U- %3-.*& ;G8-+\$e\$%7 8p-(e44%-\$*+,\$G\ 8p-1 -1/0*<9%H47)-+`e\$:\$*3,e
2 4-)ep`*\$%e % *p*53ep 3p/)* ;)*\$-H 4(ep e)e73e+,\$-43%f
2 3pe1-;*\$%7[8pe)67;+7e&Ge 5 +%0\$-43% % 8p-(e44%-\$*+,\$G& 5*0e43;*&f
2 -19%e 3e-pe3%0e45%e 4;e)e\$%7[4;7:*\$Ge 4 *p*53ep-& ;G8-+\$7e&-H 8p-1Gf
2 3e\\$-+-.%< ;G8-+\$e\$%7 8p-(e44%-\$*+,\$-H 8p-1Gf
2 8p*;%+* 1e:-8*4\$-43% 3p/)*[4*\$%3*p%0%[.%.\$%Gf
2 %\$43p/&e\$3G[&*3ep%*+G[-1-p/)-;*\$%e % 8p*;%+* %\ %48-+;:-;*\$%7 \$* 8p%&epe
8p*53%0e45-H 8p-1G.

k*5`e -\$)-+`e\$ /&e3, 4--3\$-4%3, 4;-% %\$)%%;%)/*+,\$Ge -4-1e\$-43%
4 8p-(e44%-\$*+,\$G&% 3pe1-;*\$%7&%.

Ve#e\$%e pe*+,\$G\ 8p-(e44%-\$*+,\$G\ :*)*0 =5eH4-;E -3 p*1-3-)*3e+eH d c3- (-p&* pe*+
%:*W%0% 8p-(e44%-\$*+,\$G\ 8p-1[8p% 5-3-p-H p*1-3-)*3e+% 4-:)*<3)+7 -1/0*<9%47
:*)*0%[*53/*+,\$Ge)+7 4;-eH -3p*4+% . R1/0*<9%e47 =; 5-&*\$)e %+% %\$)%%;%)/*+,\$-E
;G1p*%<3 5eH4 % .-3-;73 8- \$e&/ pe#e\$%e. k*5%& -1p*:-&[/ -1/0*<9%\47 8-7;+7e347
;-:&-`\$-43, 8-:\$*5-&%3,47 4 *53/*+,\$G&% :*)*0*&% p*1-3-)*3e+eH[* / p*1-3-)*3e+eH d
/;%e3, :-:&-`\$Ge \$-;3-p45%e pe#e\$%7 4;-%\ :*)*0.

Q p*&5*\ &ep-8p%73%7 /0*43\$%5*& &-./3 8pe)+*.*3,47 1-+ee 4+-`\$Ge[\$e+%\$eH\$Ge
:*)*\$%7 4 ;-:&-`\$-43,< ;*p%*3%;\$-.- ;G8-+\$e\$%7[3;-p0e45-H 4-43*;+7<9eH % 3.8.

U-4+e /0*43%7 ; 8p-(e44%-\$*+,\$-H 8p-1e 5*)GH -1/0*<9%H47 :*8-+\$7e3 *\$5e3/
-1p*3\$-H 4;7:% =4&. Up%+-`e\$%e P[0*43, >E.

]p&*3 8p-(e44%-\$*+,\$G\ 8p-1

Up-;e)\$%e 8p-(e44%-\$*+,\$G\ 8p-1 ;-:&-`\$- ;);/\ (-p&*3*\e -0\$-& % -\$+*H\$.

Up% oUEoR (-p&*3e -p.*\$%:/e347 ;Ge:)\$*7 8+-9*)5* ; -p.*\$%:*W%7\ 8p-(e44%-\$*+,\$-.- %)-8-+\$%3e+,\$-.- -1p*:-;*\$%7[We\$3p*\ -8epe`*<9eH 8p-(e44%-\$*+,\$-H 8-).-3-;5% % 3.8. R0\$GH (-p&*3 8-)p*:/&e;*e3 \$e8-4pe)43;e\$\$-e 8-43-7\$\$-e 8p%4/343;%e \$*43*;%5* U+-9*)5% ; &e43e 8p;e)\$%7 &ep-8p%73%7.

OEJDVE28p-1G 8pe)8-+*.*<3 8-43-7\$\$-e /)*+e\$\$-e 8p%4/343;%e \$*43*;%5*[5-3-pGH ;:.*%&-)eH43;/e3 4 /0*43\$%5*&%e %\$43p/53%p/e3[)e&-\$43p%p/e3 ;G8-+\$e\$%e p*1-0%\ -8ep*W%H[5-\$3p-+%p/e3 8p-We44 ;G8-+\$e\$%7 % ; pe`%&e pe*+,\$-.- ;pe&e\$% 5-\$4/+;3%p/e3[-We\$%;*e3 pe:/+;3*3[)*e3 -1p*3\$/< 4;7:, % -p.*\$%:/e3 4 /0*43\$%5*&% pe(+e54%< 8- %3-.*& 8p-1G. Q:.*%&-)eH43;%e 8p-%4\-%)3 0epe: 4pe)43;* ;%)e-4;7:% %+% i\$3ep\$e328+-9*)5%)+7 4-;&e43\$-H p*1-3Ge \$* -4\$-;e U+*3(-p&G[0epe: ;e1%\$*p28+-9*)5%[4ep;%4G ;%)e-5-\$(epe\$W%H[0*3 % 3.8. QG1-p 4pe)43;* 4;7:% % %\$43p/&e\$3-; /)*+e\$\$-H p*1-3G -1/4+-;+e\$ *p*53ep-& 8p*53%0e45%\ :)*\$%H % &-`e3 8-)1%p*3,47 8-) 5-\$5pe3\$/< 8p-.p*&&/ 8p-(e44%-\$*+,\$-H 8p-1G. j*5 8p*;%+[-\$+*H\$28p-1G pe*+%/<347)+7 8p-(e44%-\$*+,\$G\ \$*8p*+;e\$%H[4;7:*\$\$G\ 4 Čá23e\\$-+.%7&%[)%:*H\$-& % 3.8.

Xp-;\$\$ 8p-(e44%-\$*+,\$G\ 8p-1

QG)e+7<347);* /p-;\$7 8p-(8p-1e

2 **9#SeBu*1WFuü** d 8p-(e44%-\$*+,\$*7 8p-1* 8pe)+*.*e347 /0*43\$%5/ 0epe: &-)e+,)e73e+,\$-43%. O-)e+, &-`e3 1G3, ;%p3/*+,\$-H =5-&8,<3ep\$-HE[p*1-3-H \$* 3pe\$`epe[4%&/+7W%eH. q*8p%&ep[4-43*+;e\$%e 1%:\$e428+*\$*[/0*43%e ; 4/e[/8p*+;e\$%e 3e\\$-+-%0e45%& 8p-We44-&[/8p*+;e\$%e 3p*\$48-p3\$G& 4pe)43;-& % 3.8.[* 3*5`e &-`e3 1G3, pe*+%;-;*\$* 0epe: pe#e\$%e pe*+,\$-H 8p-(e44%-\$*+,\$-H :)*0% =5eH4*Ef

2 **)*/2muche72uü** d 8p-1* 8pe)8-+*.*e3 pe*+,\$/<)e73e+,\$-43, -1/0*<9%\47 ; -8pe)e+e\$\$-H 8p-(e44%-\$*+,\$-H 4(epe 4 8-+/0e\$%e& 5-\$e0\$-.- pe:/+;3*3* =4-:)*\$%e& 5-\$5pe3\$-.- 8p-)/53* %+%)-43%`e\$%e& 5-\$5pe3\$-.- 8p-(e44%-\$*+,\$-.- pe:/+;3*3* 4 %48-+;:-;*\$%e& pe*+,\$G\ 4pe)43; ; pe*+,\$G\ 8p-(e44%-\$*+,\$G\ /4+-;%7\E. Up-1* c3-.- /p-;\$7)-+`\$*)*3, /0*43\$%5/ ;:-&`\$-43, 8-8p-1-;*3, 4e17 ; p-+% \$-4%3e+7 8p-(e44%-\$*+, \$-.- \$*8p*+;e\$%7 % -8pe)e+%3,47 4 4-143;e\$\$G& -3\$-#e\$%e& 5 \$eH[)*3, 43*p3-;/< -We\$5/ :*\$%7&[/&e\$%7& % \$*;G5*& /0*43\$%5* ;)*\$-H 4(epe. Q p*&5*\ &ep-8p %73%7 /0*43\$%5*& 8pe)+*.*<347 8p-43Ge :)*\$%7 4 +%\$eH\$G& ;G8-+\$e\$%e&[1e: 48eW%*+,\$-H 8pe);*p%3e+,\$-H 8-).-3-;5%.

Q%)G pe*+:%*W%% 8p-(e44%-\$*+,\$G\ 8p-1

O-`\$- ;G)e+%3, 4+e)/<9%e ;%)G 8p-;e)e\$%7 8p-1e

a #;%/2#9umeBG%&ũ d /8p-9e\$\$GH ;*p%*\$3 8p-;e)e\$%7. Up%&e\$7e347 8p% 8ep;-& :\$*5-&43;e 4 8p-(e44%-\$*+,\$G& \$*8p*+;e\$%e&. O-`e3 4-0e3*3,);* =8- NY &%\$/3E %+% 3p% =8- L@ &%\$/3E 8p-(e44%-\$*+,\$G\ \$*8p*+;e\$%7. Oep-8p%73%e c3-.- /p-;\$7)+%347 \$e &e\$ee > *5*)e&%0e45%\ 0*4-; =9@ &%\$/3E. O*54%&*+,\$-e 5-+%0e43;- /0*43\$%5-; &ep-8p%73%7 d TY 0e+-;e5f

a D;/#"&ũ d 8p*53%0e45%H /p-;e\$, 8p-(e44%-\$*+,\$-H 8p-1G 4- ;4e&% e.- c+e&e\$3*& %e pe*+,\$G&% /4+-;,%7&%[5-\$e0\$G& pe:/+,3*3-&[pe*+,\$G&% 4pe)43;*&%. Up-;e)e\$%e)*\$ \$-H 8p-1G ;-:&`\$- 3-+,5- 8- **o@EoRQ** 8p-(e44%-\$*+,\$-&/ \$*8p*+;e\$%<. Oep-8p%73%e)+ %347 \$e &e\$ee > *5*)e&%0e45%\ 0*4-; =9@ &%\$/3E. O*54%&*+,\$-e 5-+%0e43;- /0*43\$%5-; d TY 0e+-;e5 8p% -17:*3e+,\$-& /4+-;,%% 4--3;e343;%7 %\$(p*43p/53/p\$-&/ +%43/. Ve5-&e\$)/e&-e 5-+%0e43;- d a2T@ 0e+-;e5.

U-)p-1\$-e -8%4*\$%e &*5e3* 8p-(e44%-\$*+,\$-H 8p-1G ; -0\$-& (-p&*3e[-\$+*H\$2 (- p&*3e % \$* -4\$-;e U+*3(-p&G 4&. ; Up%+-`e\$%7\ C29.

0UDHIFA @AIAV H obBDEFUAEESRF ToLRoCEoHIGRF L@oBoTKG :O2;< F FETDJF@EoHIK_

Up-e53 8pe)/4&*3p%;*e3 4-:)*\$%e /4+-; %H)+7 /0*43%7)e3eH 4 RQb % %\$;*+%)\$-43,<
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Q p*&5*\ 8p-(p%e\$3*W%-\$\$-H -\$+*H\$2)%*.\$-43%5% ;4e& /0*43%5*&)-43/8\$G 3e43G[
*)*83%p-;*\$Ge 8- 4-)ep`*\$%<)+7 3pe\ ;-:p*43\$G\ 5*3e.-p%H =P2C[a29[T@2TT 5+*44GE %
NJ_UATS` EoLoJobFUAHNF` bBQMMe

2 \$*p/#e\$%e :pe\$%7 =4+*1-;%)79%eEf

2 \$*p/#e\$%e 4+^* =.+^%e % 4+*1-4+G#*9%e[8-:)\$--.-\#%eEf

2 \$*p/#e\$%e -8-p\$-2);%. *3e+,\$-.- *88*p*3*f

2 -19%e :*1-+e;*\$%7 =*\$p/#e\$%e)G*3e+,\$-H 4%43e&G[8%9e;*p%3e+,\$-H[
c\$)-5p%\$\$-H 4%43e&[4ep)e0\$-24-4/)%43-H 4%43e&G % 3.).Ef

2 :*)ep`5* 84%\%0e45-.- p*::;%3%7 =+e.5*7 43e8e\$,Ef

2 37`e+-e \$e)-p*::;%3%e pe0% =-1/0*<9%e47 8- We\$:-;-H 8p-.p*&&eEf

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o+7 1-+ee c((e53%;\$-.- -4/9e43;+e\$%7 8p-(p%e\$3*W%-\$\$-H p*1-3G 4 c3%&% 5*3e.-p
%7&% -1/0*<9%\47 pe5-&e\$)/e347 8p%;+e5*3, MBBoZAHHFoEDJKESA
oWBDLoTDIAJKESA oBbDEFLLD[FF[-1e48e0%;*<9%e 8-))ep`5/ (/5W%-)\$p-;*\$%7 pe.%-
\$*+,\$G\ 4%43e& %\$5+<:%;\$-.- 8p-(e44%-\$*+,\$-.- -1p*:-;*\$%7 %\$;*+%)<; % +%W 4 RQb
; 4/16e53*\ V][0,% pe4/p4G 8-:-;+7<3 -p.*\$%:-;G;*3, % -4/9e43;+73, &ep-8p%73%7 8-
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X0*43%e ; &ep-8p%73%7\ 8- 8p-(e44%-\$*+,\$-.&/ ;G1-p/ +%W 4 %\$;*+%)\$-43,< % RQb
;:-&-`\$- 4 ;G8-+\$e\$%e& 4+e)/<9%\ QHJoTFVe

e c1 c41<16: Bz1L&d1\$)

2 *p\%3e53/p\$*7)-43/8\$-43, 8+-9*)5% =*\$+%0%e \$e-1\-%&-H %\$(p*43p/53/pG[
-1e48e0%;*<9eH 1e:1*p,ep\$< 4pe)/)+7 /0*43%5-; 4 p*:\$G&% 3%8*&% \$-:-.-%HEf

2 \$*+%0%e / -p.*\$%:*3-p*[8p-;-)79e.- &ep-8p%73%e 8- 8p-(e44%-\$*+,\$-.&/ ;G1-p/[
4--3;e343;/<9eH 5;*+%(%5*W%% 8- p*1-3e 4)e3,&% -8pe)e+e\$\$-H \$-:-.-.%0e45-H .p/88Gf

e c1 c41<16: GA&c46@\$15)

2 4-.*4%e p-)%3e+eH =:*5-\$\$G\ 8pe)43*; %3e+eHEf

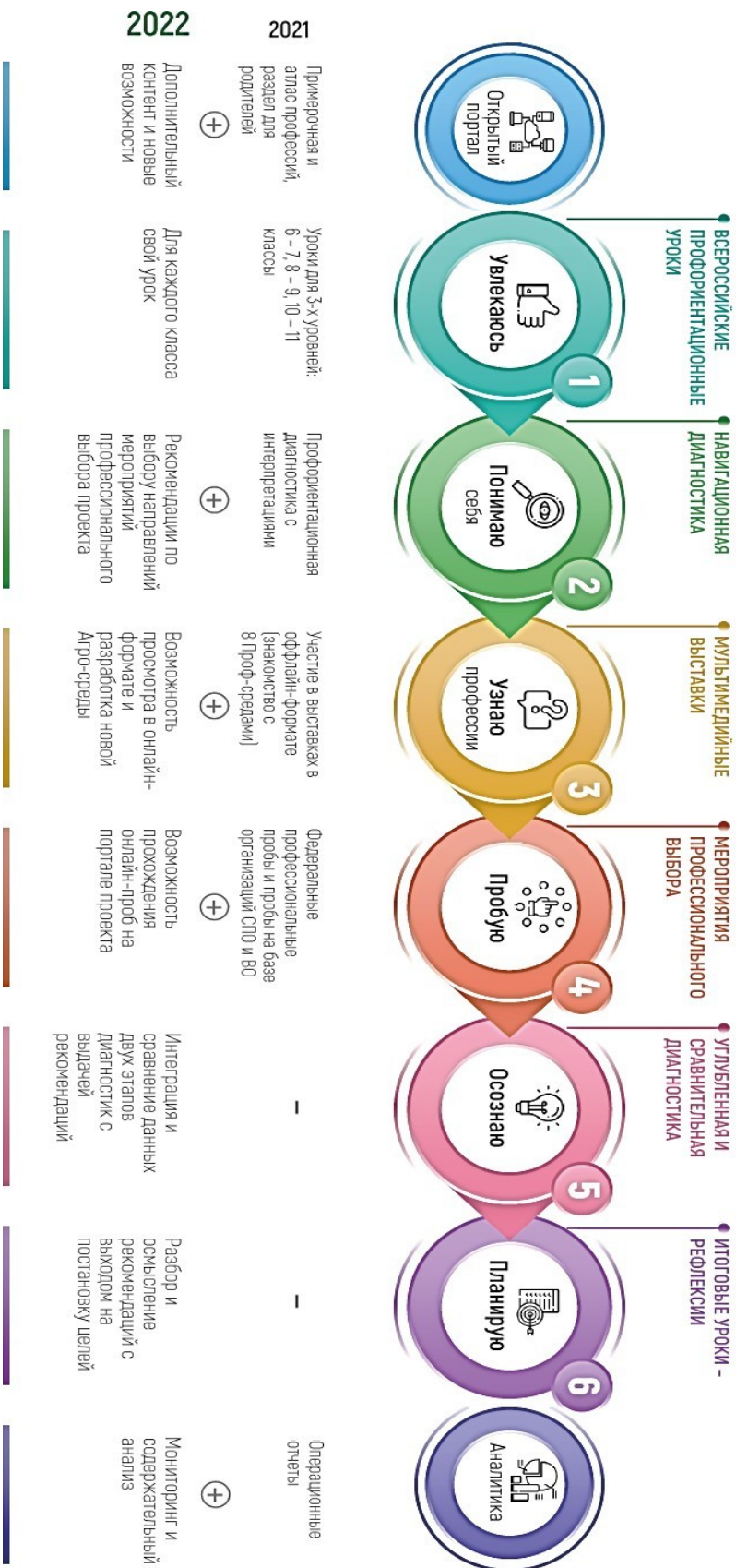
2 \$*+%0%e 4-8p-;-)*<9%\ +%Wf

2 -34/343;%e -.p*\$%0e\$%H 8- 5-\$5pe3\$G& \$:-+-.%7&)+7 5-\$5pe3\$G\ 8p-(e44%H % 8-
;G8-+\$e\$%< 8p*53%0e45%\ :*)*0 ; p*&5*\)*\$G\ 8p-(e44%H.

V-)%3e+<D:*5-\$-&/ 8pe)43*;%3e+<[-p.*\$%:/<9e&/ /0*43%e pe1e\$5* 4 RQb %+%
%\$;*+%)\$-43,< ; &ep-8p%73%7\ 8- 8p-(e44%-\$*+,\$-&/ ;G1-p/[pe5-&e\$)/e347
:*1+*.-;pe&e\$\$- /3-0\$%3, *p*53ep % 4-)ep`*\$%e &ep-8p%73%7 % /1e)%3,47 ; e.-
)-43/8\$-43%)+7 pe1e\$5*.

Ve5-&e\$)*W%% 8- 8-43p-e\$%< %\$)%;)/*+,\$-H -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$-H
3p*e53-p%% 8pe)/4&*3p%;*<3 -3&e35/ -)-43/8\$-43% pe5-&e\$)-;*\$-H *53%;\$-43%)e37& 4
3e&% %+% %G&% \$:-+-.%7&%.

РАЗВИТИЕ ПРОЕКТА «БИЛЕТ В БУДУЩЕЕ» В 2022 ГОДУ



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:@oMoJEAFA N oHEoTEoRQ IBANQ)BoANID<

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&e43/ e.- \$*\`-`e)\$%7. _-;&e9*e3 ; 4e1e 8p*53%0e45% ;4e 5*\$*+G 8epe)*0% %\$(-p&*W%% -
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-1-\$73e+,\$GH % -47:*3e+,\$GH. i\$*0e .-;-p7[8p% c3-H (-p&e 8-+/0e\$%7 %\$(-p&*W%% p*1-
3*<3 ;4e -p.*\$G 0;/43;.

h545/p4%7 (-p&%p/e3 &%p-;:-:pe\$%e /0*43\$%5-; =; #%p-5-& 4&G4+e 4+-; *E[8-;:-+7e3
p*::;%3, \$*1+<)*3e+,\$-43,[-5*:G;*e3 ;+%7\$%e \$* (-p&%p-;*\$%e ;:+7)-;[;5/4-;[* 3*5`e 8p
%;%;*e3 c3%0e45%e % \$p*;43;e\$GGe 8pe)43*+e\$%7.

h545/p4%7 5*5 (-p&* -19e\$%7 *p*53ep%:/e347)e&-5p*3%0\$-43,<[-34/343;%e& 43p-
%\ (-p& % \$*+7)\$-43,<. Q 8p-We44e c545/p4%% ee /0*43\$%5% &-./3 \$e8-4pe)43;e\$-\$
5-\$3*53%p-;*3, 4 -16e53-&[-19*3,47 4 c545/p4-;-)& % &e`)/ 4-1-H[-14/`)*7 8-4+e
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%\$(-p&*W%<Ef
- 5<(H2 =)*3* % ;pe&7 8p-;e)e\$%7Ef
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pe:/+,3*3-;E d &-`e3 \$-4%3, *p*53ep 5*5 /43\$-.- -14/`e)\$%7[3*5 % 3e543-;-H %+% %\$-H
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30%5*E. 1*43- c3- 8*p3\$ep45*7 =4-;&e43\$*7E)e73e+,\$-43,[\-37 ;-:&-`\$* % 4%3/*W
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2 B<@6@H&IL&2 1<3&6@J&D@2 =8+-9*)5*Ef

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2 c<(dc45& C@\$c@<15&6@2 @6C1<H&D@@ =(-3-[;%)e-[:*8%4% % 3.).Ef

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- 8p-(e44%-\$*+,\$-H)e73e+,\$-43%e -1 /4+-;,%7\ 3p/)*[4pe)43;* \ 3p/)* % 3.). U- 4/3%[-\$*
)e3 8-+-\$-e 8pe)43*+;e\$%e - 8p-(e44%-\$*+,\$-H)e73e+,\$-43%[:* %45+<0e\$%e&
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2 5*5 8p*;%+-[6(4<(;G(4 cB(D@&z7619 B1d31415\$@ /0*43\$%5-;f

2 &-3%;%p/e3[B<@5z(\$&(4 GA&c46@\$15 =;G;G;*e3 %\$3epe4E.

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2 8-)p*:/&e;*e3 1461c@4(z76GI B&cc@561c47 GA&c46@\$15[8- 4p*;\$e\$%< 4)p/.%&%
&e3-)*&% =8p-e53\$-H)e73e+,\$-43,<[8p-(e44%-\$*+,\$-H 8p-1-HE.

)BFJoCAEFA PO OBbDEFLLD[FG MBoANIEoV @AGIAJKEoHIF oWQUd_XF`HG

Up-e53\$*7)e73e+,\$-43, -1/0*<9%\47 ; -1p*:-,*3e+,\$-H -p.*\$%:*W%% 8-)p*:/&e;*e3
8-) 4-1-H pe#e\$%e 5*5-H2+%1- *53/*+,\$-H 8p-1+e&G ; p*&5*\ %\$3epe4-; -1/0*<9%\47.
k*5-.- p-)*)e73e+,\$-43, \$*8p*+e\$* \$*)-43%'e\$%e 4-W%*+,\$- :\$*0%&G\ pe:/+,3*3-; =\$-

\$e
-17:*3e+,\$- 8p% c3-& 7;+7e347 4-W%*+,\$G& 8p-e53%p-;*\$%e&E. Up-e53\$(<)e73e+,\$-43,
pe5-&e\$)/e347 4--3\$-4%3, 4 ;G1%p*e&G&% 8p-(%+7&% -1/0e\$%7. h3- *53%,\$*7 (-p&*
-1/0e\$%7[\$*8p*+e\$*\$7 \$* 8pe)&e3\$Ge pe:/+,3*3G[* 3*5`e \$* (-p&%p-;*\$%e 5*5
/\$%;ep4*+,\$G\ % .%15%\[3*5 % 5-\$5pe3\$G\ [8p%5+*)\$G\ \$*;G5-;

)BoANI ; #%p-5-& 4&G4+e =-3 +*3 fghijklmn[1/5;. d I1p-#e\$GH ;8epe)KE d c3- 3-[03-
:*)/&G;*e347[8+*\$%p/e347f c3-)e73e+,\$-43,[-p*\$%0e\$*\$7 ; - ;pe&e\$% % ; 8+*\$e pe4/p4-;[/
5-3-p-H e43, We+,e 8p%H3% 5 5*5-&/23- ;G;-)/[4-:)*3, 8p-)/53 %+% /4+/./.

)BFLEDNF[-3+%0*<9%e 8p-e53\$(<)e73e+,\$-43, ; -1p*:-,*3e+,\$-H -p.*\$%:*W%%e

2 13<&6@A(6@(8- 4p-5*&[pe4/p4*& % pe:/+,3*3/f

2 6(B1541<@H1c47 % G6@\$&z761c47 =\$*45-+,5- c3- ;-:&-`\$-Ef

2 \$IHBz(\$c61c47) \$*+%0%e \$e45-+,5%\ 4pe))+7 ;G8-+\$e\$%7 8p-e53*[5p-&e #5-+Gf
\$*+%0%e \$*43*;\$%5* %: %\$)/43p%%[1+%:5-H 5 ;G1p*\$H 3e&e 8p-e53*f

2 1<3&6@J&D@1661(1;(cB(A(6@(e 4-:)*\$%e 48eW%(%0e45-H -p.*\$%:*W%-\$\$-H 43p/53/pG
\$* ;pe&7 pe*+:%W%% =p*:)e+e\$%e p+eH ; 5-&*\$)eE.

^FLEAEESV [FNJ MBoANID d c3- 8-4+e)-,*3e+,\$-43, c3*8-; -3 e.- \$*0*+*)-
:;*ep#e\$%7[:*)*;*e&G\ ; 4--3;e343;%% 4 /4+-;/%7&% pe*+:%W%% 8p-e53*. Up-e53 &-`e3
;5+<0*3, ; 4e17 4+e)/<9%e c3*8Ge

2 @6@D@@@<15&6@(e -8pe)e+e\$%e 8p-1+e&\$-H 4%3/*W%%[-8pe)e+e\$%e :%\$3epe4-;*\$G\
43-p-\$[4-:)*\$%e 5-&*\$)Gf

2 Bz&6@<15&6@(e p*:p*1-35* 8+*\$*[-8pe)e+e\$%e 4-)ep`*\$%7 8p-e53*[4-:)*\$%e
43p/53/pG % 4-43*;* p*1-3[-We\$5* pe4/p4-;[-8pe)e+e\$%e -p.*\$%:*W%-\$\$-H 43p/53/pG %
8-4+e)-,*3e+,\$-43% p*1-3[-We\$5*)+%3e+,\$-43% p*1-3[p*:p*1-35* p*48%4*\$%7[-We\$5* :*3p*3
=;pe&e\$G\ %[e4+% \$/\$-[(%\$*\$4-;G\E[-8pe)e+e\$%e % -We\$5* p%45-;f

2 @cBlz6(6@(e \$e8-4pe)43;e\$*\$7 p*1-3* 8- 8p-e53/[/8p*+e\$%e :%\$3epe4-;*\$G&%
43-p-\$&@[p*:%3%e 5-&*\$)G 8p-e53*[(-p&%p-;*\$%e -3\$-#e\$%7 5 p%45*&[-1e48e0e\$%e
3pe1-;*\$%H 5*0e43;*[(%54*W%7 ;4e\ c+e&e\$3-; %48-+\$e\$%7 8p-e53*f

2 J&5(<P(6@(e :*5pG3%e -3)e+,\$-H (*:G %+% 8p-e53*[* 3*5`e (-p&/+%p-;5* -4\$-;\$G\
;G;-); % *\$*+%; /48e#-\$-43% 8p-e53* =%:;+e0e\$GGe /p-5%Ef

2 BlzGA(6@(/1;<&4619 c52J@ 8- pe:/+,3*3/[-We\$5* pe:/+,3*3*.

OHEoTESA IBAWoTDEFG N MBoANIQg

2 \$*+%0%e 4-W%*+,\$- :\$*0%&-H :*)*0% =8p-1+e&GEf

2 8+*\$%p-;*\$%e)eH43;%H 8- p*:pe#e\$%< 8p-1+e&Gf

2 8--8ep*W%-\$\$*7 p*:p*1-35* 8p-e53* 4 /5*:*\$%e& pe4/p4-;[4p-5-; % -3;e343;e\$\$G\

2 4*&-43-73e+,\$*7 =%\$)%%;%)/*+,\$*7[8*p\$*7[.p/88-;*7E)e73e+,\$-43,f

2 43p/53/p%p-;*\$%e 4-)ep`*3e+,\$-H 0*43% 8p-e53* =4 /5*:*\$%e& 8-c3*8\$G\
pe:/+,3*3-;Ef

2 %48-+;,-;*\$%e %44+e)-;*3e+,45%\ &e3-)-;.

fAJK MBoANIEoV @AGIAJKEoHIFe 8-.p/'e\$%e &-+)-G\ +<)eH ; 3e&/ 8p-e53\$-H :*)*0%[

p*.:;%3%e /&e\$%7 %48-+;,-;*3, 8p-e53\$Ge 3e\\$/+-.% % p*.:;%3%e 8p-e53\$G\ 5-&8e3e\$W%H.
Q5+<0e\$\$-43,[:*&-3%;%p-;*\$-43, 4*&-.- 4/16e53* ;G43/8*e3 :)e4, ; 5*0e43;e ;*\$`\$-.-
/4+;,%7 /48e* 8p-e53*[-4-1e\$\$- ; 5-\$3e543e 8p-(p%e\$3*W%-\$\$-H p*1-3G.

Up-e53\$*7)e73e+,\$-43, 5*5 c+e&e\$3 8p-(p%e\$3*W%-\$\$-H p*1-3G 4 -1/0*<9%&%47
%&ee3 &\$`e43;- MBAFRQXAHIT[4pe)% 5-3-pG\ &-`\$- ;G)e+%3,e

- B<1C(cc@16&z76GI B<1;G) %44+e)-;*\$%e % 8p*53%0e45/<)e73e+,\$-43, ;/3p%
;G1%p*e&-.- 8p-(e44%-\$*+,\$-.- \$*8p*+;e\$%7f

- H(Qd@cd@Bz@6&<61c47) 8p-e53[5*5 8p*;%+-[4-0e3*e3 ; 4e1e \$e45-+,5- 8p-(%+eH
-1/0e\$%7[03- 8-;G#*e3 ;ep-73\$-43, 1-+ee 3-0\$-.- 4--3;e343;%7 8p-(e44%-\$*+,\$G&
%\$3epe4*& -1/0*<9e.-47. S<1-H 8p-(e44%-\$*+,\$GH ;G1-p 8pe)8-+*.e3 5-&1%\$%p-;*\$%e
\$e45-+,5%\ %\$3epe4-;[5-3-pGe ; 0e&23- &-./3 5*:*3,47)*`e 8p-3%;-pe0%;G&%. k*5[
\$*8p%&ep[\$*8p*+;e\$%e IUp-&G#+e\$GH)%:*H\$K -16e)%\$7e3 %\$3epe4 5 3;-p0e43;/ %
%\$`e\$ep\$G&)%4W%8+%\$*&f

- <&J5@4@/ \$&\$ G6@5(<c&z76:M 6&5:\$15 =*\$8p%&ep 5-&*\$)\$-H p*1-3G[
5-&&/5%*1e+,\$-43%E[4&\$ @ B<1C(cc@16&z76:M =)+7 pe#e\$%7 8p-e53\$-H :*)*0% 3pe1/<347
\$*;G5%[;G\)-79%e :* p*&5% #5-+,\$-H 8p-.p*&&G % 1+%;5%e 5 \$*;G5*&[\$e-1\)-)%&G&
48eW%*+%43*& ; 8p-(e44%-\$*+,\$-H -1+*43%E.

_pe)% EA@oHIDINoT F obBDEFUAEFV ; -p.*\$%:*W% 8p-e53\$-H)e73e+,\$-43% &-`\$-
;G)e+%3,e

2 d(C@D@4 6&c4&56@\$15 8- #%p-5-&/ 5p./ 8p-(e44%-\$*+,\$G\ \$*8p*+;e\$%H[-4-1e\$\$-
; &*+G\ .-p-)*\ % 4e+*\ =-30*43% c3- &-`e3 1G3, pe#e\$- 4 8-&-9,< %48-+;,-;*\$%7 4e3%
i\$3ep\$e3Ef

2 14cG4c45@/ c@c4(H: 1D(6\$@ 8p-e53\$-H)e73e+,\$-43%f

2 NC(H(<61c47[\$e;:&-'\$-43, %48-+,:-;*3, ; `%:\$% 8-+/0e\$\$Ge ;G;-)G[5-.)*
p*1-3* ;G8-+\$7e347 (-p&*+,\$-[1e: pe*+,\$-H :*%\$3epe4-;*\$-43%f

2 cz1Q61c47 8p-e53\$-H)e73e+,\$-43%)+7 ;G8-+\$e\$%7 -1/0*<9%&%47.

Q 4+/0*e pe*+%:*W%% 8p-e53\$-H)e73e+,\$-43% ; 3e0e\$%% \$e45-+,5%\ +e3 8-)p7)[
-1/0*<9%e47 8-4+e)-;*3e+,\$- :\$*5-&7347 4 8p-e53\$G&% 3e\-\$-+. %7&% ; 4--3;e343;%% 4
8p-.p*&&-H P2C[a29[T@2TT 5+*44-;. R1/0*<9%e47[4 -)\$-H 43-p-\$G[%48-+,:/<3 /`e
-4;-e\$\$GH &*3ep%*+[* 4)p/.-H d)-8-+\$7<3 e.- \$-;G&% 8p*53%5*&[/8p*`\$e\$%7&[
%\$43p/&e\$3*&%)+7 -p.*\$%:*W%% 4+e)/<9e.- 8p-e53*. Up-)/53-;GH pe:/+,3*3 8p-e53* &-
`e3 1G3, 8pe)43*+e\$; ;%)e 43*3,%[43e\$)-;.-)-5+*)*[8p-3-3%8* 8p-)/53*
:*;ep#e\$-.- 8p-)/53* %+% /4+/.% =&%\$%&*+,\$GH `%:\$e48-4-1\$GH 8p-)/53E.

)BFJoCAEFA eO \$ANoRAE@D[FF Mo RoEFIoBFEBQ FHMojEAefG RABoMBFGIFV
oWBDLoTDIAJKESRF oBbDEFLD[FGRF T BDRND`)BoANID

V*1-3* 4)*\$G&% ; p*&5*\ %48-+\$e\$%7 &ep-8p%73%H 8p-(-p%e\$3*W%-\$\$.- &%\$
%&/&* ;5+<0*e3 ; 4e17 41-p[&-\$%3-p%\$. % *\$*+%; 5-+%0e43;e\$G\ % 5*0e43;e\$G\ 8-
5*:*3e+eH[* 3*5`e -We\$5/ c((e53-; % +-\$.%3<)\$Ge %44+e)-;*\$%7. Up%&epG 8-5*:*3e+eH
8pe)43*+e\$G \$%'e.

/oJFUAHITAEESA MoNDLDIAJFg

2 5-+%0e43;- 8e)*.-.;[8p-#e)#%\ 8p-p*&/ 8-;G#e\$%7 5;*+%(5*W%% 8-
8p-(-p%e\$3*W%-\$\$.-H p*1-3e[4 /5*:*\$%e&)+%3e+,\$-43% -1/0e\$%7f

2 5-+%0e43;- -1/0*<9%\47 P2TT 5+*44-;[8p%\$7;#\ /0*43%e ; 8p-(e44%-\$*+,\$G\
8p-1*[-3 -19e.- 5-+%0e43;* -1/0*<9%\47 P2TT 5+*44-;f

2 5-+%0e43;- 8p-#e)#%\ -\$+*H\$2)*%.\$-43%5/[-3 -19e.- 5-+%0e43;* -1/0*<9%\47 P2TT
5+*44-;f

2 43*3%43%5* 8- ;G7+e\$G& 8p-(%+7& %\$3epe4-; % 48-4-1\$-43eH ; pe:/+,3*3e -\$+*H\$2
)%*.\$-43%5%f

2 43*3%43%5* -1p*:-;*3e+,\$-28p-(e44%-\$*+,\$G\ 8+*\$-;[;G7+e\$G\ ; p*&5*\ -\$+*H\$2
)%*.\$-43%5%f

2 5-+%0e43;- % 3e&*3%5* pe.%-\$*+,\$G\ % (e)ep*+,\$G\ &ep-8p%73%H[8p-;)%&G\ #5-
+H[; p*&5*\ 8p-(-p%e\$3*W%-\$\$.-G\ &ep-8p%73%H 8- ;G1-p/[4 /5*:*\$%e& 5-+%0e43;*
-1/0*<9%\47 P2TT 5+*44-;[8p%\$7;#\ /0*43%e ; 5*`)-& &ep-8p%73%)[-3 -19e.- 0%4+*
-1/0*<9%\47 P2TT 5+*44-; #5-+Gf

2 5-+%0e43;- -1/0*<9%\47 P2TT 5+*44-;[8p%\$7;#\ /0*43%e ; 8p-e53\$-H)e73e+,\$-43%\
-3 -19e.- 0%4+* -1/0*<9%\47 P2TT 5+*44-; #5-+Gf

2 8p-We\$3 &ep-8p%73%H[4--3;e343;/<9%\ 8p-(%+< % :*8p-4*& /0e\$%5-;[-3 -19e.-
0%4+* &ep-8p%73%H[8p-;e)\$G\ #5-+H ; p*&5*\ &ep-8p%73%H 8- ;G1-p/[
%)p.

/DUAHITAEEOaNoJFUAHITAEESA MoNDLDIAJFg

2 8epe0e\$,)e(%W%3-;[8- 5-3-pG& We+e4--1p*:\$- 8-)5+<0*3, 8*p3\$ep-;f

2 5-+%0e43;- -1/0*<9%\47 P2TT 5+*44-;[)+7 5-3-pG\ *p*53ep\$G /5*:*\$GGe)e(%W%3G
% ;G1p*\$G\H (-p&*3 I8p%+;e0e\$%e 8*p3\$ep-;Kf

2 48%4-5 8*p3\$ep-;[8p%+;e0e\$G\ 5 p*1-3ef

2 8epe0e\$, % 5-+%0e43;- &ep-8p%73%H 4 8*p3\$ep*&%f 5-+%0e43;- -1/0*<9%\47 P2TT
5+*44-;[8p%\$7;#\ /0*43%e ; 5*`)-& &ep-8p%73%[% -3 -19e.- 0%4+* -1/0*<9%\47 P2TT
5+*44-; ; #5-+ef

2 Ü 4--3;e343;%7 &ep-8p%73%H 4 8*p3\$ep*&% 8p-(%+7& %)e(%W%3*& -1/0*<9%\47 8-
%3-.*&)%*.\$-43%5%f

2 -1p*3\$*7 4;7:, 8- %3-.*& 8p-;e)\$G\ 8p-(e44%-\$*+,\$G\ 8p-1 % &ep-8p%73%Hf

2 -We\$5* \$.p/:5% \$* /0*43%5-; 8p-e53*f

2 -We\$5*)-+.-4p-0\$G\ c((e53-; 8p-e53* =;)%\$*&%5e 8- /0e\$%5*&[-p.*\$%:*W%7& %
8p.E[%)p.

)BFJoCAEFA iO OMFHDEFA MBoZAHHFoEDJKES' HBA@

&DLTDEFA)o@oIBDHJF	OMFHDEFA
<p>;@oBoTDG HBA@D</p>	<p>Oe)%W%\$* % 3e+e&e)%W%\$*]*p&*W%7 J%-3e\\$\\$+-.%% =1%-%\\$`e\$ep%7 % .e\$e3%5* %44+e)-;*\$%7[3e\\$\\$+-.%%E h5+-.%7</p>	<p>b*1-3* - :)-p-;,e 0e+-;e5*[1-p,1* 4 1-+e:\$7&% % /;e+%0e\$%e 8p)-+`%3e+,\$-43% `%:\$% d c3- -4\$-;* +<1-- 4-;pe&e\$\$.- -19e43;* =%+% -19e43;* 1/)/9e.-E. Q c3- \$*8p*+e\$%e ;\`)%3 ;4e[03- 4;7:*\$- 4 \$*#%& :)-p-;,e&[e.- \p*\$-H % :*1-3-H - \$e&.</p>
<p>/oRZoBIEDG HBA@D</p>	<p>_3p-%3e+,43;-[*p%3e53/p* 1+*./43p-H43;- kp*\$48-p3[3p*\$48-p3\$*7 %\$(p*43p/53/p* h\$ep.e3%5*</p>	<p>le+-;e5/ \$e-1\`)%&-[03-1G 8p-43p*\$43;- ;-5p/. \$e.- 1G+- 5-&(-p3\$G& d 03-1G 1+%;5- 1G+* ;47 \$e-1\`)%&*7 %\$(p*43p/53/p* 03-1G 1G+% /)-1\$Ge % \$*)e`\$Ge)-&*[03-1G ; %%\` 1G+- 4;e3+- % 3e8+-[03-1G &-\`\$- 1G+- +e.5-)-1p*3,47 %: 3-05% F ; 3-05/ B[03-1G / \$*4 \$* 43-+e ;4e.)* 1G+* 4;e`*7 % ;5/4\$*7 e)* () * % [; 5-\$We 5-\$W-;[03-1G 1G+- 5p*4%;- ;5p/.â j3-)e+*e3 3*5[03-1G \$*##* `%:\$, 1G+* /)-1\$-H % 8p%73\$-Hm</p>
<p>#ALoMDHEDG HBA@D</p>	<p>j%1ep2 =%\$(-p&*W%-\$*\$7E 1e:-8*4\$-43, O%\$%43ep43;- V-44%H45-H]e)ep*W%% 8-)e+*& .p*)*\$45-H -1-p-\$G[0pe;;G0*H\$G& 4%3/*W%7& %</p>	<p>Je:-8*4\$-43, d -)\$* %: 1*:-;G\ 8-3pe1\$-43eH 0e+-;e5*[\$*p*;\$e 4- :)-p-;,e& % 5-&(-p3-&. 13- &-`e3 \$*\$e43% ;pe) 0e+-;e5/m _3%/%H\$Ge 1e)43;%7[3e\\$\\$-e\$GGe 5*3*43p-(G *,*p%[4-W%*+,\$-28-+%3%0e45%e 5-\$(+%53G. jp-&e 3-.-[ääÇ ;e5 8p%\$e4 0e+-;e5/ \$e 3-+,5-)-43%`e\$%7 \$*/0\$-23e\\$\\$%0e45-.- 8p-.pe44*[\$- % \$-;Ge 8p-1+e&G[; 3-& 0%4+e %:&e\$e\$%e 5+&*3*[c5-+-.%0e45%e 5*3*43p-(G. o* % %\$53- I\$e -3&e\$7+K 8p-43-.- \v+%.*\$* ; 3e&\$-H</p>

	<p>+%5;%)*W%% 8-4+e)43;%H 43%\%H\$G\ 1e)43;%H =Ol_E % 8-`*p\$Ge U-+%W%7[-\p*\$* Q--p/`e\$\$Ge 4%+G =Q_E % Q-e\$\$-2 8p-&G#+e\$\$GH 5-&8+e54 =QUjE</p>	<p>8-);-p-3\$e. F 5*5 \$*40e3 5%1e-8pe43/8\$%5-;m j3- :*9%3%3 -3 ;4e.- c3--m</p>
<p>0REDG HBA@D</p>	<p>](\$)*&e\$3*+,\$*7 \$*/5* _(ep* -1p*:-,*\$%7 ke+e5-& i45/443;e\$\$GH %\$3e++e53 =iiE % p-1-3-3e\%\$5*</p>	<p>QG4-5%H /p-;e\$, -1p*:-,*\$%7 \$e 8p-43- 3*5 40%3*e347 8p%:\$*5-& p*::;%3-- -19e43;*[* /0e\$Ge[%44+e);*3e+% % \$*/0\$Ge 4-3p/)\$%5% d e.- 1e4We\$\$G&% I&-:.*&%K. ke\\$-+-.% [5-3-pGe e43, / \$*4 4e.-)\$7[+e5*p43;* % /p-;e\$, &e)%W%\$G[;4e \$*#% :\$*\$%7 - 8+*\$e3e d c3- ;4e pe:/+,3*3 p*1-3G &\$-.%\ 8-5-+e%H /0e\$G\ [%\ %44+e)-;*\$%H % c548ep%&e\$3-;. F 45-+,5- ;4e.- e9e 8pe)43-%3 /:\$*3,â q- /&\$G&% 4e.-)\$7 &-./3 1G3, \$e 3-+,5- +<)% d &*#%\$G 3-`e 4/9e43;e\$\$- I/&\$e<3K. Upe)43*:, [5*5 W%(p-;:%*W%7 ;+%7e3 \$* `%:\$, We+-.- .-p)*. Q4e 8p-We44G *;3-&*3%:%p/<347[4-:)*<347 -.p-&\$Ge 1*:G)*\$G\$G\ [5-3-pGe -1p*1*3G;*<3 4/8ep5-&8,<3epGf %45/443;e\$\$GH %\$3e++e53 8-&-.*e3 8pe)-43*:+73, ;4e \$-;Ge % \$-;Ge 4ep;%4G.</p>
<p>/BADIFTEG HBA@D</p>	<p>i45/443;- =:%-1p*:%3e+,\$-e[*p3%43%0e45-e[+%3ep*3/p*[&/:G5*E o%:*H\$[&-)* Oe)%*e 4pe)43;*</p>	<p>j*`)GH 0e+;e5 /\$%5*+e\$[/ 5*`)-H 43p*\$G % *\$p-)* e43, 4;-7 %43-p%7 % 4;-7 5/+,3/p*. _\p*\$e\$%e % p*::;%3%e c3-H 5/+,3/pG[;-:&-`\$-43, 4*&-;Gp*`e\$%7 %)/\-;\$-.- p*::;%3%7[;-:&-`\$-43, 8p-43-)e+*3, \$*#/ `%:\$, 7p0e % ;e4e+ee d 5+<0e;Ge &-&e\$3G)+7 +<1--</p>

	&*44;-H %\$(-p&*W%% =_OiE % 1+-.-4(ep* i\$)/43p%7 p*.;+e0e\$%H	-19e43;* U-c3-&/ ;4e[03- 4;7:*\$- 4 %45/443;-&[5pe*3%;-&[3;-p0e43;-&[d 7;+7e347 \$e-36e&+e&-H 0*43,< +<1-.- .*p&-\$%0\$-.- 4-W%/&*. J-+ee 3-.-[0*43- ; 4*&Ge 37`e+Ge ;pe&e\$* %&e\$\$- %45/443;- 43*\$-;%347 :*+.-& ;G`%;*%\$7 -19e43;*â Q c3/ 4(ep/ ;\-) %3e 3;-p0e43;-[%:-1p*:%3e+,\$-e % 8p%5+*)\$-e %45/443;-[3e*3p[5%\$-[+%3ep*3/p* [&/:e% % 1%1+%-3e5% [&/:G5*)%:*H\$ [&e)%% % &/+,3%&e)%*.
1o FDJKEDG HBA@D	_ep;%4 % 3-p.-;+7 k/p%:& % %\$)/43p%7 .-43e8p%%&43;* _-W%*+,\$*7 4(ep* Q+--\$3ep43;-	le+-;e5/ %48-5-\$;e5-; 4;-H43;e\$\$- 4-1%p*3,47 ; .p/88G[(-p&%p-;*3, 4--19e43;* [.-p-)*[43p*\$G. i[5*5 1G \$e p*:p*43*+-4, -19e43;-[;4e p*;\$- %&e\$\$- &e`+%0\$-43\$-e -19e\$%e -43*e347 -4\$;-H +<1-.- 4-W%/&*. S<)% 8-&-.*<3)p/.)p/./[8pe)+*.*<3)p/.)p/./ p*:\$Ge /4+/.% 43*p*<347 /-;+e3;-p73, 8-3pe1\$-43% % `e+*%\$7)p/.)p/.*. _-:)*\$%e -19e43;e\$\$G\ 1+*. % 8-&-9, 0e+-;e5/ d -4\$-;* 4-W%*+,\$-H 4pe)G.
"AJoTDG HBA@D]%%*\$4G[c5-\$-&%5*[1*\$5% Åp%48p/)e\$W%7 % 8p*;- ^~4/)*p43;e\$\$*7 4+/\`1* Upe)8p%\$%&*3e+,2 43;-	h5-\$-&%0e45-e p*:%3%e % (%*\$4-;*7 `%:\$, -19e43;* 3*5 `e 7;+7e347 -)%\$& %: ;*\$eH#%\ (*53-p-; ; e.- 4/9e43;-;*%\$. le+-;e5[-35pG;#%H \$e1-+,#-H 8p-)/53;-GH &*.:%\$ [%+% \)-`%\$5[p%4/<9%H %++<43p*W%% \$* :*5*:[d c3- ;4e 3*5 %+% %*\$0e 8pe)8p%\$%&*3e+% [% ;4e -\$% 7;+7<347 \$e-36e&+e&-H 0*43,< :)-p-;-H c5-\$-&%5%. jp/8\$Ge 1%:\$e4&e\$G % \$e1-+,#%e 43*p*3*8epG[1*\$5%pG % (%*\$4%43G d le: %\ \$e;-:&`\$- 4/9e43;-;*%e (%*\$4-;-H 4%43e&G -19e43;* Q c3- \$*8p*+e\$%e ;\-) %3e 8pe)8p%\$%&*3e+,43;-[(%*\$4G[1*\$5-;45-e)e+-[5-&&/%5*W% [&*p5e3%\$.

<p>*E@QHIBFa DJKEDG HBA@D</p>	<p>k7`e+*7 8p-&G#+e\$\$-43, Se.5*7 8p-&G#+e\$\$-43, O*#%\$-43p-e\$%e =*;%*43p-e\$%e[*3-&-1%+e43p-e\$%e[4/-43p-e\$%eE o-1G0* % 8eep*1-35*</p>	<p>o+7 -1e48e0e\$%7 `%:\$e)e73e+,\$-43%[-19e43;/ \$e-1\-%&G pe4/p4G % 8p-&G#+e\$\$-43,. o+7 3-.-[03-1G 43p-%3,)-&* %)-p-%[-1e48e0%;*3, %\ 3e8+-& % c+e53p%0e43;-&[8p-%;:-)%3, 3e\%5/[*3-&-1%+%[&e1e+,[c+e53p-8p%1-pG % ;--19e ;4e[03- \$*4 -5p/^*e3[d \$/'\$G pe4/p4G % 8+e:\$Ge %45-8*e&Ge[* 3*5`e :*;-)G % 8p-&G#+e\$\$Ge 8pe)8p%73%7[5-3-pGe 1/)/3 %: 4Gp,7 8-+/0*3, \$e-1\-%&Ge 0e+;-e5/ ;e9%. Q c3/ 4(ep/ ;\-%)3e &e3*++/p.%7[)-1G0* % 8eep*1-35* 8+e:\$G\ %45-8*e&G\ [37`e+*7 % +e.5*7 8p-&G#+e\$\$-43,[&*#%\$-43p-e\$%e =8p%1-p-43p-e\$%e[43*\$5-43p-e\$%e[*;%*43p-e\$%e[*3-&-1%+e43p-e\$%e[4/-43p-e\$%eE[*3-&\$*7 8p-&G#+e\$\$-43,[8eep*1-35*D/3%+%:*W%7 &/4-p*.</p>
<p>'bBDBEDG HBA@D</p>	<p>_e+e5W%7 % .e\$e3%5* V*43e\$%e;-)43;- % 4*)-;-)43;- ã%;-3\$;-)43;- U%9e;*7 8p-&G#+e\$\$-43,</p>	<p>R)\$* %: ;*\$eH#%\ -3p*4+eH c5-\$-&%5% d c3- -3p*4+,[\$*8p*+e\$\$*7 \$* -1e48e0e\$%e \$*4e+e\$%7 8p-);-+,43;%e& =8%9eH[e)-HE % 8-+/0e\$%e 4Gp,7)+7 p7)* -3p*4+eH 8p-&G#+e\$\$-43%. Q c3-H -3p*4+% 4&-./3 \$*H3% 4e1e 8p%&e\$e\$%e % 3e[53- \-3e+ 1G 1-+,#e ;pe&e\$% ; 4;-eH p*1-3e 8p-;-%)3, \$* -35pG3-& ;:-)\e[:*\$%&*3,47 ;Gp*9%;*\$%e& p*43e\$%H[W;e3-;[7.-)[(p/53-; % -;-9eH[:*\$%&*3,47 ;Gp*9%;*\$%e& % \-)-& :* '%;-3\$G&%[% 3e[5-&/ %\$3epe4\$- 8p%&e\$73,)+7 p*1-3G ; c3-H -3p*4+% p*:+%0\$/< 3e\%5/.</p>

- X&\$*7
- jpe*3%;\$*7
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- i\$)/43p%*+,\$*7

C. q*8%#% 8-`e+*\$%7 5 -p.*\$%:*3-p*& =-35pG3GH ;-8p-4E.

- ç F.p*p\$*7
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2 8-+/0e\$%e :\$*\$%H -)*\$H 8p-(e44%-\$*+,\$-H)e73e+,\$-43% % ee p-+% ; 4-;pe&e\$-\$& & %p ef

2 8p*53%0e45-e :\$*5-&43;- 4 4-)ep`*\$%e& 8p-(e44%-\$*+,\$-H)e73e+,\$-43%[ee 48eW%(%5-Hf

2 (-p&%p-;*\$%e -3\$-#e\$%7 /0*43\$%5* 5 3*5-.- p-)*)e73e+,\$-43%f

2 8-+/0e\$%e -1p*3\$-H 4;7:% -3 \$*43*;\$%5*.

_-)*\$%e -(-p&+e\$\$. - 8p-)/53* d ; -48p%\$%&*e&-.-)p./%&% % -1+)*<9e.- :\$*0%&-43,< d 4/9e43;e\$\$. 8-;G#*e3 pe:/+,3*3%,\$-43, 8p-1.

o*`e 8p-&e`/3-0\$Ge pe:/+,3*3G[8-+/0e\$Ge /0*43\$%5*&% ; \-)e 8p-(8p-1G[8pe)43* ;+7<3 -3)e+,\$/< We\$\$. -43,. R\$% &-./3 48-4-143;-;*3, pe#e\$%< :*)*0[\$e 3-+,5- \$*8p7&/<[\$- % -8-4pe)-;\$\$. 4;7:*\$G\ 4 4-143;e\$\$. 8p-(e44%-\$*+,\$-H)e73e+,\$-43,<. i&ee3 :\$*0e\$%e \$e 3-+,5- 3-[03-)e+*e3 /0*43\$%5[\$- % 3-[5*5 -4/9e43;+7e347)e73e+,\$-43, % .)e -\$* pe*+%/e347.

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Q p*&5*\ pe*+%. *W%% 8p-(8p-1G /0*43\$%5% 8-4+e)-;*3e+,\$- :\$*5-&7347 4 8p-(e44%-\$*+,\$G&% 5-&8e3e\$W%7&% % ;G8-+\$7<3 8p*53%0e45-e :*)*\$%e 8-) p/5-;-)43;-& \$*43*;\$%5*[8-+/0*7 -3 \$e.- -1p*3\$/< 4;7:, 8- %3-.*& p*1-3G.

1IBQNIQBD LDEGIFG TNJ_UDAIg

2 <&cc\$&J 6&c4&56@\$& - 5-\$5pe3\$-H 8p-(e44%-\$*+,\$-H -1+*43% d ee p-+% ; 4-;pe&e\$\$. -H c5-\$-&%5e[8ep48e53%;*\ W%(p-;:%*W%)[3e\$)e\$W%7\ p*%;%3%7[\$e-1\)-)%&G\ \$*;G5*\)+7 -4;-e\$%7 8p-(e44%)[;-:&-` \$G\ 48-4-1*\ 8-+/0e\$%7 -1p*:-;*\$%7 ; 5-\$5pe3\$-& .-p-)e[pe.%-\$ef

2 5:Blz6(6@/(B<&\$4@A(c\$131 J&d&6@2 8-) p/5-;-)43;-& \$*43*;\$%5*. oe73e+,\$-43,)-+`\$* 1G3, 5-\$5pe3\$-H % 8p-)/53%,\$-H[8p7&- 4--3;e343;-;*3, 8p-(e44%-\$*+,\$-H)e73e+,\$-43% 1e: %.p-;-H *)*83*W%%. U-:%3%,\$G& c+e&e\$3-& &-`e3 43*3, 8p-)/53D%:)e+%e[5-3-p-e /0*43\$%5 8p-%;;e)e3 ;- ;pe&7 8p-1G % 4&-`e3 :*1p*3, 4 4-1-H. Up-1G)-+`\$G 4-)ep`*3, \$*1-p 8p-43G\ 8p*53%0e45%\ -8ep*W%H ; p*&5*\ 8p-(e44%-\$*+,\$-H 5-&8e3e\$W%)[8p%.-)\$G\)+7 ;G8-+\$e\$%7 /0*43\$%5-& 1e: 8pe);*p%3e+,\$-.- -8G3* % 48eW%*+,\$G\ :\$*\$%H[;G\)-79%\ :* p*&5% -1G0\$-H #5-+,\$-H 8p-.p*&&Gf

2 1<3&6@J&D@I <(Cz(\$c@@ % 8-+/0e\$%e -1p*3\$-H 4;7:% -3 \$*43*;%5*. Up-(8p-1* 8-)p*/:&e;*e3)%*. \$-43%5-2p*:*;%;<9/< -We\$5/)e73e+,\$-43% /0*43\$%5* 4- 43-p-\$G \$*43*;%5*[5-3-p/< 8-4+e)\$%H)*e3 /43\$- \$e8-4pe)43;e\$- 8- %3-.*& 8p-1G[%4\)-7 %: 8-+/0e\$-.- /0*43\$%5-& pe:/+,3*3*.

o+7 -:\$*5-&%3e+,\$-.- /p-;\$7[&*54%&*+,\$-e 5-+%0e43;- /0*43\$%5-; 8p-(8p-1G)-+`\$- 4-43*;*+73, TY 0e+-;e5f)+7 1*:-;.- /p-;\$7 pe5-&e\$)/e&-e 5-+%0e43;- /0*43\$%5-; d a2T@ 0e+-;e5.

b*)*\$%7)+7 8p-(8p-1 p*45pG;*<3 8p-(e44%-\$*+,\$/<)e73e+,\$-43, 0epe: ;G8-+\$e\$%e p*1-0%\ -8ep*W%H[8p-;e)e\$%e -8G3-;[4-:)*\$%e %:)e+%H[8p-\`')e\$%e %\$3ep*53%;\$G\ -8p-4; % 3e43-; =\$* c3*8e pe(+e54%%E. o-8/45*e347 %48-+,:-;\$%e 3pe\$`ep-; %4%&/+73-p-;[* 3*5`e ;;e)e\$%e &-)e+%p/<9%\ &-&e\$3-;.

Up% ;G1-pe 4-)ep`*\$%7 8p-(8p-1 \$e-1\)-)%&- /0%3G;*3, pe.%-\$*+,\$/< % 3epp%3-p%*+,\$/< 48eW%(%/5/ pG\$5* 3p/)*[* 3*5`e 48e53p 8p-(e44%H % 48eW%*+,\$-43eH[8- 5-3-pG& pe*+%;/<347 -1p*:-;*3e+,\$Ge 8p-.p*&&G ;G4#e.- -1p*:-;\$%7 % 4pe)\$e.- 8p-(e44%-\$*+,\$-.- -1p*:-;\$%7.

Up% pe*+%;*W%% 8p-1 ;`e\$ 8p-(e44%-\$*+,\$GH 5-\$3e543e &*3ep%*+,\$*7 % 0e+-;e0e45*7 4pe)*[;-48p-%;;e)e\$%e %+% 5*0e43;e\$*\$7 %&%3*W%7 3e\\$-+-.%0e45%\ 8p-We44-;[;-43pe1-;\$-43, 3e\ %+% %\$G\ 8p-(e44%-\$*+,\$G\ 5-&8e3e\$W%H[)e&-\$43p*W%7 \$-p& 8p-(e44%-\$*+,\$-.- 8-;e)e\$%7[:*5-\$-&ep\$-43eH 8p-(e44%-\$*+,\$G\ 4/15/+3/p.

i\$(-p&%p-;\$%e =p*445*: \$*43*;%5*E % 5-\$4/+3%p-;\$%e =8-+/0e\$%e -1p*3\$-H 4;7:% -3 \$*43*;%5*E 8p% 8p-;e)e\$%% 8p-(8p-1 \$e)-+`\$G :*\$%&*3, 1-+,#/< 0*43, ;pe&e\$% % pe*+%;-;G;*3,47 ; /9ep1 8p%-1pe3e\$%< -8G3* 8p*53%0e45-H)e73e+,\$-43%. Up%-p%3e3\$*7 :*)*0* 8p-(8p-1 d 8-;G#e\$%e .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<[(-p&%p-;\$%e / /0*43\$%5* +%0\$-H 8-:%W%%[e.- ;-;+e0e\$%e ; *53%;\$/< 8pe)&e3\$/<)e73e+,\$-43,[%45+<0*<9/< 8p-43- 8p%4/343;%e % 8*44%;\$-e \$*1+<)e\$%e.

Q`\$G& c+e&e\$3-& ;G8-+\$e\$%7 8p-(e44%-\$*+,\$G\ 8p-1 7;+7e347 ee ;43p*%;*\$%e ;)p/.%e (-p&G 8p-(p%e\$3*W%-\$\$-H p*1-3G % -4&G4+e\$%e 3e\ 8p-1[5-3-pGe 1G+% / /0*43\$%5* ; -8G3e. Q`\$/< p-+, %.p*e3 4-8-43*;*+e\$%e pe:/+,3*3-;[;8e0*3+e\$%H % -9/9e\$%H -3 p*:+%0\$G\ 8p-(8p-1. oe73e+,\$-43, 8- pe(+e54%% 8-)-1\$-.- -8G3* 7;+7e347 -)\$-H %: 4-43*;*+7<9%\ 8-;G#e\$%7 .-3-;\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<.

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U+-9*)5*&% 8- pe*+:%*W%% 8p*53%0e45%\ :*\$73%H &-./3 1G3, -p.*\$%:*W%%
8p-(e44%-\$*+,\$-.- %)-8-+\$%3e+,\$-.- -1p*:-;*\$%7[We\$3pG -8epe`*<9eH
8p-(e44%-\$*+,\$-H 8-).-3-;5%[* 3*5`e 8p-0%e -p.*\$%:*W%%[5-3-pGe 4--3;e343;/<3
3pe1-;*\$%7& 5 &*3ep%*+,\$-23e\%0e45-&/ -1-p/-;*\$%< % 5;+%(%5*W%% \$*43*;%5-;
=c548ep3-;E[-1+*)*<3 \$/\$-H %\$(p*43p/53/p-H)+7 8p-;e)e\$%7 8p*53%0e45%\ :*\$73%H %
8p-#+% 8p-We)/p/ 8pe);*p%3e+,\$-.-[/3;ep`)e\$\$-.- pe.--\$-& 5;+%(%5*W%-\$\$-----31-p*.

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8p%\$*)+e`-\$43%[%\$43p/&e\$3G[4Gp,e % 3.8.Ef p*:)3-0\$GH &*3ep%*+ =p*48e0*3*\$Ge :)*\$%7[
0ep3e`%[4e&G % 3.8.E.

eO O[AEND NDUAHITD oHToAEFG MBobBDRRS

i3-.-; *7 -We\$5* p*1-3G /0*43\$%5* ; p*&5*\ 8p-p*&&G 8p-%;:-)%347 \$*43*;%5-&[
8p-;-)79%& 8p-(8p-1/. Ve:/+3*3G c548ep3 8epe)*e3 ; 8%4,&e\$\$-& ;%)e 8e)*./2
\$*;%.*3-p/[5-3-pGH[; 4;-< -0epe),[;\$-4%3 -We\$5% 5*`)-.- /0*43\$%5* :*\$73%7 0epe: (-p&/
; +%0\$-& 5*1%\$e3e \$* U+*3(-p&e)+7)*+,\$eH#e.- (-p&%p-;*\$%7 %\$)%%;)/*+,\$G\ pe5-
&e\$)*W%H 8- 8p-(-p%e\$3*W%%.

Q :*;%4%&-43% -3 *p*53ep* 8p-(8p-1G[&-./3 -We\$%;*3,47e 8p%p*9e\$%e
8pe)43*;+e\$%H % -8G3*)e73e+,\$-43% ; 5-\$5pe3\$-H -1+*43%[)%\$*&%5* %:&e\$e\$%7 4*&--
We\$5%
-1/0*<9%\47 % ee *)e5;*3\$-43,[-19ee %:&e\$e\$%e &-3%;*W%% #5-+,\$%5* 8- -3\$-#e\$%< 5
8p-(e44%-\$*+,\$-&/ ;G1-p/ % 3.).

Q &*3ep%*+*\[%48-+;:/e&G\)+7 -We\$5% pe:/+3*3%;\$-43% 8p-1G[&-./3 1G3,
-3p*`e\$G 5*5 4-143;e\$\$- 4-43*;+7<9%e 8p-1G[3*5 % \-) ee pe(+e54%;\$-.- -4&G4+e\$%7[
-8pe)e+e\$%7 43e8e\$% ;+%7\$%7 \$* .-3-;,\$-43, 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<.

o+7 -4&G4+e\$%7 -8G3*[8-+/0e\$\$-.- ; \-)e 8p-(8p-1G[/0*43\$%5/ 8pe)+*.*<347
4+e)/<9%e ; -8p-4G =8p%&ep\$GH 8epe0e\$,Ee

- A41 5M1d@z1 5 c1d(<Q&6@(B<1;:p
- Gd&z1c7 z@ B<125@47 @6@D@&4@5G 5 B<1D(cc(B<1;:p
- A41 5: G5@d(z@ 5 d(9c45@2M c5(<c46@\$15K 4&\$Q(5:Blz625P@M B<1;Gp
- \$&\$19 B<1dG\$4 Gd&z1c7 BlzGA@47 5 B<1D(cc(B<1MIQd(6@2 B<1;:p
- \$41 HIQ(4 25z247c2 B14<(:@4(z2H@ 4&\$131 B<1dG\$4&p
- c\$1z7\$1 c41@4 B<1@J5(d(66&2 <&;14& 5 d(6(Q61H N\$5@5&z(64(T(cz@ GH(c461Up
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- A41 @JH(6@z1c7 5 5&P@M B<(ðc4&5z(6@2M 1 c;(@ Q@J6(66:M Bz&6&M B1cz(

B<1MIQð(6@2 B<1;:p

U- %3-.*& 8p-\-`)e\$%7 8p-(8p-1G /0*43\$%5 :*8-+\$7e3 *\$5e3/ -1p*3\$-H 4;7:% \$*

U+*3(-p&e.

)BFJoCAEFA oO +DNAI MBoZAHHFoEDJKEoV MBoWS :oEJDVEaZoBRDI<

\O fAJF BADJFLD|FFg

2 BlzGA(6@(J6&6@9 -)*\$H 8p-(e44%-\$*+,\$-H)e73e+,\$-43% % ee p-+% ; 4-;pe&e\$\$-& & %p ef

2 B<&\$4@A(c\$I(J6&\$IHc45l 4 ee 4-)ep`*\$%e& % 48eW%(%)5-Hf

2 C1<H@<15&6@(1461P(6@2 /0*43\$%5* 5 3*5-.- p-)*)e73e+,\$-43%f

2 BlzGA(6@(1;<&4619 c52J@ -3 \$*43*,\$%5*.

_-.)*\$%e -(p&+e\$\$-.- 8p-)/53* d ;-48p%\$%&*e&-.-)p/.%&% % -1+*)*<9e.- :\$*0%&-43,< d 4/9e43;e\$\$- 8-;G#*e3 pe:/+,3*3%,\$-43, 8p-1.

o*`e 8p-&e`/3-0\$Ge pe:/+,3*3G[8-+/0e\$\$Ge /0*43\$%5*&% ; \-)e 8p-(8p-1G[8pe)43*+7<3 -3)e+,\$/< We\$\$-43,. R\$% &-./3 48-4-143;-;*3, pe#e\$%< :*)*0[\$e 3-+,5-\$*8p7&/<[\$- % -8-4pe)-;*\$- 4;7:*\$\$G\ 4 4-143;e\$\$- 8p-(e44%-\$*+,\$-H)e73e+,\$-43,<. i&ee3 :\$*0e\$%e \$e 3-+,5- 3-[03-)e+*e3 /0*43\$%5[\$- % 3-[5*5 -4/9e43;+7e347)e73e+,\$-43, % .)e -\$* pe*+%/e347.

=O 1o@ABCDEFA MBoBDRRS

Q p*&5*\ 8p*53%0e45-.- :*\$73%7 /0*43\$%5% ; -\$+*H\$2(-p&*3e 0epe: 8p*53%0e45/<)e73e+,\$-43, -We\$%,*<3 % p*:,%;*<3 %&e<9%e47 \$*;G5%[;G8-+\$7<3 8p*53%0e45-e :*)*\$%e ; p*&5*\ -8pe)e+e\$\$-H 8p-(e44%-\$*+,\$-H)e73e+,\$-43%. R\$+*H\$28p-1* 8pe)8-+*.e3 8-43-7\$\$-e /)*+e\$\$-e 8p%4/343;%e c548ep3*[5-3-pGH ;:*%&-)eH43;/e3 4 /0*43\$%5*&%e %\$43p/53%p/e3[)e&-\$43p%p/e3 ;G8-+\$e\$%e p*1-0%\ -8ep*W%H[5-\$3p-+%/p/e3 8p-We44 ;G8-+\$e\$%7 % ; pe`%&e pe*+,\$-.- ;pe&e\$% 5-\$4/+,3%p/e3[-We\$%;*e3 pe:/+,3*3[)*e3 -1p*3\$/< 4;7:, % -p.*\$%:/e3 4 /0*43\$%5*&% pe(+e54%< 8- %3-.*& 8p-1G.

Q:*%&-)eH43;%e 8p-%4\-%)3 0epe: 4pe)43;* ;%)e-4;7:% %+% i\$3ep\$e328+-9*)5%)+7 4-;&e43\$-H p*1-3Ge ;e1%\$*p28+-9*)5%[4ep;%4G ;%)e-5-\$(epe\$W%H[0*3 % 3.8. Up% ;G8-+\$e\$% % :*)*\$%7 &-./3 %48-+,-;*3,47 %\$43p/&e\$3G /)*+e\$\$-.-)-43/8* % 48eW%*+%;%p-;*\$-e 8p-p*&&\$-e -1e48e0e\$%e. QG1-p 4pe)43;* 4;7:% % %\$43p/&e\$3-; -1/4+-;+e\$ *p*53ep-& 8p*53%0e45%\ :*)*\$%H % &-`e3 8-)1%p*3,47 8-) 5-\$5pe3\$/< 8p-p*&&/ 8p-(e44%-\$*+,\$-H 8p-1G.

1IBQNIQBD LDEGIFG TNJ_UDAIg

2 <&cc\$&J 6&c4&56@\$& - 5-\$5pe3\$-H 8p-(e44%-\$*+,\$-H -1+*43% d ee p-+% ; 4-;pe&e\$\$-H c5-\$-&%5e[8ep48e53%;*\ W%(p-;:*W%[3e\$)e\$W%7\ p*:,;%3%7[\$e-1\)%&G\ \$*;G5*\)+7

-4;-e\$%7 8p-(e44%%[;-&`\$G\ 48-4-1*\ 8-+/0e\$%7 -1p*:-;*\$%7 ; 5-\$5pe3\$-& .-p-)e[
pe.%-\$ef

2 5:Blz6(6@(B<&\$4@A(c\$131 J&d&6@2 8-) p/5;-)43;-& \$*43*;%5*. oe73e+,\$-43,
)-+`\$* 1G3, 5-\$5pe3\$-H % 8p-)/53%;\$-H[8p7&- 4--3;e343;-;*3, 8p-(e44%-\$*+,\$-H
)e73e+,\$-43% 1e: %.p-;H *)*83*W%%. U-:%3%;\$G& c+e&e\$3-& &`e3 43*3, 8p-)/53[5-3-pGH
/0*43\$%5 8p-%;e)e3 ;- ;pe&7 8p-1G. Up-1G)-+`\$G 4-)ep`*3, \$*1-p 8p-43G\
8p*53%0e45%\ -8ep*W%H ; p*&5*\ 8p-(e44%-\$*+,\$-H 5-&8e3e\$W%%[8p%.)\$G\)+7
;G8-+\$e\$%7 /0*43\$%5-& 1e: 8pe);*p%3e+,\$-.- -8G3* % 48eW%*+,\$G\ :\$*\$%H[;G\)-79%\ :*
p*&5% -1G0\$-H #5-+,\$-H 8p-.p*&&Gf

2 @6d@5@dG&z76GI <&;14G 6&c4&56@\$& c GA&c46@\$1H[03- &`e3 ;Gp`*3,47 ;
%\$)%;%)/*+%;*W%% :*)*\$%H[5-\$3p+e % 5-\$4/+3%p-;*\$%% 4 8-&-9,< %\$43p/&e\$3-;
/)*+e\$H % 4; &e43\$-H p*1-3G. U- %3-.*& 8p-1G /0*43\$%5 8-+/0e3 /43\$/< -We\$5/
)e73e+,\$-43% ; p*&5*\ 8p-1G[* 3*5`e -19%e pe5-&e\$)*W%% 8- p*:%3%< 3e\ %+% %\$G\
\$*;G5-;[:\$*\$%H %+% /&e\$%H[;G7;+e\$G\ ; p*&5*\ 8p-1G.

Up% ;G1-pe 4-)ep`*\$%7 8p-(8p-1 \$e-1\)-)%&- /0%3G;*3, pe.%-\$*+,\$/<
%3epp%3-p%*+,\$/< 48eW%(%/5/ pG\$5* 3p/)*[* 3*5`e 48e53p 8p-(e44%H % 48eW
%*+,\$-43eH[8-
5-3-pG& pe*+%;/<347 -1p*:-;3e+,\$Ge 8p-.p*&&G ;G4#e.- % 4pe)\$e.- 8p-(e44%-\$*+,\$-.-
-1p*:-;*\$%7.

Up% pe*+%;*W%% 8p-1 ;`e\$ 8p-(e44%-\$*+,\$GH 5-\$3e543e &*3ep%*+,\$*7 % 0e+-;e0e45*7
4pe)*[;-48p-%;e)e\$%e %+% 5*0e43;e\$*\$7 %&%3*W%7 3e\\$-+-.%0e45%\ 8p-We44-;[
;-43pe1-;\$\$-43, 3e\ %+% %\$G\ 8p-(e44%-\$*+,\$G\ 5-&8e3e\$W%H[)e&-\$43p*W%7 \$-p& 8p-
(e44%-\$*+,\$-.- 8-;e)e\$%7[:*5-\$-&ep\$-43eH 8p-(e44%-\$*+,\$G\ 4/15/+3/p.

i\$(-p&%p-;*\$%e =p*445*: \$*43*;%5*E % 5-\$4/+3%p-;*\$%e =8-+/0e\$%e -1p*3\$-H 4;7:%
-3 c548ep3*E 8p% 8p-;e)e\$%% 8p-(8p-1 \$e)-+`\$G :\$%&*3, 1-+,#/< 0*43, ;pe&e\$% %
pe*+%;-;G;*3,47 ; /9ep1 8p%-1pe3e\$%< -8G3* 8p*53%0e45-H)e73e+,\$-43%. Up%-p%3e3\$*7
:*)*0* 8p-(8p-1 d 8-;G#e\$%e .-3-;-\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<[
(-p&%p-;*\$%e / /0*43\$%5* +%0\$-H 8-:%W%%[;-;+e0e\$%e e.- ; *53%;\$/<)e73e+,\$-43,[
%45+<0*<9/< 8p-43- 8p%4/343;%e % 8*44%;\$-e \$*1+<)e\$%e.

Q`\$G& c+e&e\$3-& ;G8-+\$e\$%7 8p-(e44%-\$*+,\$G\ 8p-1 7;+7e347 ee ;43p*%;*\$%e ;
)p/.%e (-p&G 8p-(-p%e\$3*W%-\$\$-H p*1-3G % -4&G4+e\$%e 3e\ 8p-1[5-3-pGe 1G+% /
/0*43\$%5* ; -8G3e. Q`\$/< p-+, %.p*e3 4-8-43*+e\$%e pe:/+3*3-;[;8e0*3+e\$%H %
-9/9e\$%H -3 p*:%0\$G\ 8p-(8p-1. oe73e+,\$-43, 8- pe(+e54%% 8-)-1\$-.- -8G3* 7;+7e347
-)\$-H %: 4-43*+7<9%\ 8-;G#e\$%7 .-3-;-\$-43% 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<.

PO +DIABFDJKEoIA'EFUAHNFA QHJoTFG BADJFLD|FF MBobBDRRS

U+-9*)5-H)+7 8p-;e)e\$%7 8p*53%0e45-.- :*\$73%7 ; -\$+*H\$2(-p&*3e &-`e3 ;G43/8%3, 4ep;%4 ;%)e-5-(epe\$W%H %+% 8+*3(-p&*)+7 8p-;e)e\$%7 ;e1%\$*p-;[* 3*5`e)p/.-H i\$3ep\$e32pe4/p4 %+% éèv28p%+-`e\$%e[.)e pe*+%;-;*\$G ;-:&`\$-43% 8p7&-H ;%)e-4;7:%[-19e\$%7 0epe: 0*3[)e&-\$43p*W%% p*1-0e.- 43-+* %+% :*p*\$ee :*.p/`e\$G\ &e) %* &*3ep%*+-.; Q)-8-+\$e\$%e 5 c3-&/ ;-:&`\$- 45*0%;*\$%e % /43*\$-;5* \$* 5-&8,<3epG 8- +,;-;*3e+eH 8p-p*&&\$-.- -1e48e0e\$%7[\$*\`-)79e.-47 ; 1e48+*3\$-&)-43/8e %+% :*p*\$ee 8p%-1pe3e\$\$.- -p.*\$%:*3-p-& 8p*53%0e45-.- :*\$73%7. Q&e43e 4 3e&[p*1-3* &-`e3 ;e43%4, 4 %48-+,-;*\$%e& -\$+*H\$24ep;%4-; % 8p%+-`e\$%H /)*+e\$H % 4-;&e43\$-H p*1-3G[; 1%1+ %-3e5*[\$* 8p3*+*\ % 8+*3(-p&* [)-43/8 5 5-3-pG& 7;+7e347 -35pG3G& % 1e48+*3\$G& =+%1- :*p*\$ee -8+*0e\$ -p.*\$%:*3-p-& 8p*53%0e45-.- :*\$73%7E.

eO O|AEND NDUAHITD oHToAEFG MBobBDRRS

i3-.-;*7 -We\$5* p*1-3G /0*43\$%5* ; p*&5*\ 8p-p*&&G 8p-%;:-)%347 c548ep3-&[8p-;-)79%& 8p-(8p-1/. Ve:/+,3*3G c548ep3 \$*8p*+;7e3 ; c+e53p-\$-& ;%)e 8e)*.-/2 \$*;%.*3-p/[5-3-pGH[; 4;< -0epe],[-1e48e0%;*e3 ;\$e4e\$%e -We\$-5 5*)-.- /0*43\$%5*)+7)*+,\$eH#e.- (-p&%p-;*\$%7 %\$)%)*+,\$G\ pe5-&e\$)*W%H 8- 8p-(-p%e\$3*W%%.

Q :*;%4%&-43% -3 *p*53ep* 8p-(8p-1G[&-./3 -We\$%;*3,47e 8p%op*9e\$%e 8pe)43*+e\$%H % -8G3*)e73e+,\$-43% ; 5-\$5pe3\$-H -1+*43%[)%\$*&%5* %:&e\$e\$%7 4*&-- We\$5%

-1/0*<9%\47 % ee *)e5;*3\$-43,[-19ee %:&e\$e\$%e &-3%;*W%% #5-+,\$%5* 8- -3\$-#e\$%< 5 8p-(e44%-\$*+,\$-&/ ;G1-p/ % 3.).

Q &*3ep%*+*[%48-+;:/e&G\)+7 -We\$5% pe:/+,3*3%;\$-43% 8p-1G[&-./3 1G3, -3p*`e\$G 5*5 4-143;e\$- 4-43*+;7<9%e 8p-1G[3*5 % \-) ee pe(+e54%;\$-.- -4&G4+e\$%7[-8pe)e+e\$%7 43e8e\$% ;+%7\$%7 \$* .-3-;\$-43, 5 8p-(e44%-\$*+,\$-&/ 4*&--8pe)e+e\$%<.

o+7 -4&G4+e\$%7 -8G3*[8-+/0e\$\$.- ; \-)e 8p-(8p-1G[/0*43\$%5/ 8pe)+*.*<347 4+e)/<9%e ;-8p-4G =8p%&ep\$GH 8epe0e\$,Ee

- A41 5M1d@z1 5 cld(<Q&6@(B<1;:p
- Gd&z1c7 z@ B<125@47 @6@D@&4@5G 5 B<1D(cc(B<1;:p
- A41 5: G5@d(z@ 5 d(9c45@2M c5(<c46@\$15K 4&\$Q(5:Blz625P@M B<1;Gp
- \$&\$19 B<1dG\$4 Gd&z1c7 BlzGA@47 5 B<1D(cc(B<1MIQd(6@2 B<1;:p
- \$41 HIQ(4 25z247c2 B14<(:@4(z2H@ 4&\$131 B<1dG\$4&p
- c\$1z7\$1 c41@4 B<1@J5(d(66&2 <&;14& 5 d(6(Q61H N\$5@5&z(64(T(cz@ GH(c461Up
- \$&\$@/(615:(J6&6@2K GH(6@2 @ 6&5:\$@ ;:z@ B<@1;<(4(6:p

- \$&\$@(B<1;z(H: @H(I4c2 G B<(dc4&5@4(z(9 d&6619 B<1C(cc@@K cB(D@&z761c4@p

- 51JH1Q6& z@ B(<cB(\$4@5& 5:B1z6(6@2 4&\$@M @z@ cM1Q@M ò(9c45@9p

- A41 @JH(6@z1c7 5 5&P@M B<(òc4&5z(6@2M 1 c(/ @ Q@J6(66:M Bz&6&M B1cz(

B<1M1Qò(6@2 B<1;:p

U- %3-.*& 8p-\-`)e\$%7 8p-(8p-1G /0*43\$%5 :*8-+\$7e3 *\$5e3/ -1p*3\$-H 4;7:% \$*
U+*3(-p&e.

)BFJoCAEFA pO)BoZAHHFoEDJKEDG MBoWD ED oHEoTA)JDIZoBRS

Up-(e44%-\$*+,\$*7 8p-1* \$* -4\$-;e U+*3(-p&G -3\$-4%347 5 &-)e+%/p/<9e&/ /p-;
\$< 8p-(e44%-\$*+,\$G\ 8p-1 ; -\$*H\$2(-p&*3e. k*5-H (-p&*3 8p-(8p-1G 8pe)43*+;7e3 4-
1-H

;G8-+\$e\$%e :*)*\$%7[5-3-p-e &-)e+%/p/e3 8p-(e44%-\$*+,\$/<)e73e+,\$-43, 4 8-&-9,< W%
(p-;G\ %\$3ep*53%;\$G\ 3e\ \$-+-.%H =8p-.p* &&*24%&/+73-pE % 8-;+;7e3 -1/0*<9e&/47e

2 8-+/0%3, 8pe)43*+;e\$%e - 5-&8e3e\$W%7\ % -4-1e\$\$-437\ 8p-(e44%%[\$e-1\)-)%&G\
\$*;G5*\)+7 -4/9e43+;e\$%7 8p-(e44%-\$*+,\$-H)e73e+,\$-43%[\$*8p*+;e\$%[:*)*0*\ %
;-8p-4*[4 5-3-pG&% 43*+5%;*e347)*\$SGH 48eW%*+%43 8p% -4/9e43+;e\$%% 4;-eH
8p-(e44%-\$*+,\$-H)e73e+,\$-43%f

2 8-+/0%3, -8G3)*\$-H)e73e+,\$-43%[

* 3*5`e 8pe)8-+*.e3 -We\$5/ pe:/+,3*3* 8p-.p* &&\$G&% 4pe)43;* &%. b*)*\$%e \$e %&ee3
e)%\$43;e\$\$- 8p*;%+,\$-.- pe#e\$%7[8p% e.- ;G8-+\$e\$%% -1/0*<9%H47 8-+/0*e3
8-);ep`e)\$%e 8p-\`e)\$%7 8p-1G =pe:/+,3*3E ; *,3-&*3%0e45-& =8p-.p* &&\$-&E pe`%&e.

kIDMS MBoTA@AEFGg

2 J6&\$1Hc451 c B<1C(cc@/9 @ B<1C(cc@16&z7619 1;z&c47I. R1/0*<9e&/47
8pe)-43*+;7e347 %\$(p&*W%7 - 8p-(e44%%[; p* &5*\ 5-3-p-H e&/ 8pe)43-%3 8p-H3%
8p-(8p-1/f - :*)*0*[5-3-pGe pe#*e3 48eW%*+%43)*\$-H 8p-(e44%%f - e.- e`e)\$e;\$-H
8p-(e44%-\$*+,\$-H)e73e+,\$-43%f - \$*;G5*[5-3-pGe 3pe1/<347)+7 p*1-3G ; c3-H
8p-(e44%%[* 3*5`e 5p*35*7 %\$(p&*W%7 - 8p-(e44%-\$*+,\$-H -1+*43%[5 5-3-p-H -3\$-4%347
c3* 8p-(e44%7f

2 B1c4&615\$& J&d&A@. R1/0*<9e&/47 43*;%347 5-\$5pe3\$*7 :*)*0*[5-3-p/< e&/
\$e-1\)-)%&- 1/)e3 pe#%3, ; p* &5*\ 8p-\`e)\$%7 8p-(e44%-\$*+,\$-H 8p-1G. b*)*0* \$-4%3
8p*53%0e45%H *p*53ep[-3p*`e3 48eW%(%)5/ 8p-(e44%%[* 3*5`e \$e 3pe1/e3 -3 -1/0*<9e.-47
/:5-48eW%*+%:%p-;*\$SG\ :\$*\$%H[5-3-pGe \$e ;\)-73 ; p* &5% #5-+,\$-H 8p-.p* &&G %+%
5-3-pGe -\$ \$e 4&-`e3 8-+/0%3, ; p* &5*\ 8p-\`e)\$%7 8p-(8p-1Gf

2 B1d31415@4(z761=1;GA&IL@9 N4&B. R1/0*<9%H47 :\$*5-&%347 4- ;4e&% /4+-%7&%
;G8-+\$e\$%7 :*)*\$%7[8-+/0*e3 8-)p-1\$/< %\$43p/5W%<=. *H)E)+7 ;G8-+\$e\$%7 :*)*\$%7f

2 B<&\$4@A(c\$@9 N4&B. R\$ 4-43-%3 ; ;G8-+\$e\$%% :*)*\$%7[&-)e+%/p/<9e.-
8p-(e44%-\$*+,\$/<)e73e+,\$-43,)+7 8-+/0e\$%7 pe:/+,3*3* =pe:/+,3*3-& 7+;7e347 8p-3-3%8
8p-)/53*)e73e+,\$-43% ; W%(p-;& (-p&*3eEf

2 J&5(<P&IL@9 N4&B.]%54*W%7 pe:/+,3*3* ;G8-+\$e\$%7 :*)*\$%7 =4-\p*\$e\$%e %D%+%

(%54*W%7 pe:/+,3*3* ;G8-+\$e\$%7 :*)*\$%7Ef

2 <(Cz(\$c@2 % :*8-+\$e\$%e *\$5e3 -1p*3\$-H 4;7:%.

o+7 8p-;e)e\$%7 8p-(8p-1G \$* 1*:e U+*3(-p&G -1/0*<9e&/47 \$e-1\-%&)-43/8 5
8ep4-\$*+,\$-&/ 5-&8,<3ep/ %)-43/8 ; 4e3, i\$3ep\$e3. Up% -.p*\$%0e\$\$-& 5-+%0e43;e
8ep4-\$*+,\$G\ 5-&8,<3ep-; ; -1p*:-;*3e+,\$-H -p.*\$%:*W%% ;-&-`e\$;*p%*\$3 5-&*\$)\$-H
p*1-3G[\$e 1-+ee);/\ 0e+-;e5 ; 5-&*\$)e. Ve:/+,3*3 8p-\`)e\$%7 8p-(8p-1G (%54%p/e347
) +7 ;4e\ /0*43\$%5-; 5-&*\$)G. U- %3-.*& 8p-\`)e\$%7 8p-(8p-1G /0*43\$%5 :*8-+\$7e3
*\$5e3/ -1p*3\$-H 4;7:% \$* U+*3(-p&e.