

B c hZU``]b Zc fa Uh]c bYb `ZØf`C VYf\ Uj Y`. `Gc
` UbXY`b `G]Y`f]W\ h][` °

5_hi Y``Y`Dc`]nY]a Y`Xi b[Yb`Ui g`C VYf\ Uj Y`Ua `%' "\$+ "&\$&) .
I bZÄ`Yž`Bchfi Zbi a a Yfb`i bX`k]W\ h][Y`J Yf\ U`hYbg\]bk Y]gY"



C VYf\ Uj Y`ž`8Yi hgW\`UbX`!`5a `%' " ' & \$ &) []Vh`Yg`]b`XYf
F Y []cb`C VYf\ Uj Y`k]W\ h][Y`bZcfa Uh]cbYb`ni `U_hi Y``Yb`J cfZÄ`Ybž
X]Y`X]Y`G]W\ Yf\ Y]h`XYf`6Yk c\ bYf`VYhfYZZb`"6YgcbXYfg`]b`Y]bYa
X]W\ h`VYg]YXY`hYb` ; YV]Yh`]gh`Yg`YbhgW\ Y]XYbXž`]a a Yf`ØVYf`X]Y
f]W\ h][Yb`Bchfi Zbi a a Yfb`6YgW\ Y]X`ni `k]ggYb`"Gc`VYf]W\ hYh`a **Un!**
**c b`]bY`"XY`ØVYf`U_hi Y``Y`I bZÄ`Yž`J c`gdYffi b[Yb`gck]Y
9]bVfØW\ Y`i bX`UbXYfY`J YfVfYW\ Yb`]b`XYf`F Y []cb`"**

9]b`k]W\ h][Yf`5gdY`hž`XYb`X]Y`Dc`]nY]`]a a Yf`k]YXYf`VYhcbhž`]gh
XUg`f]W\ h][Y`J Yf\ U`hYb`]b`BchZÄ`Yb`"K Yf`]b`gc`W\ Y`G]h`i Uh]c bYb
[Yf`Ähž`gc`h`Y`k]ggYbž`XUgg`X]Y`Bchfi Zbi a a Yf`%&`ZØf`Dc`]nY]ž
: Yi Yfk Y\ f`i bX`F Yh`i b[gX]YbghY`ni gh`ÄbX][`]gh`Ni g`Äh`n`]W\ `]gh`j cb
6YXYi hi b[ž`]b`XYf`DUb]_`fi \][`ni `V`Y]VYb`i bXž`ZU`g`a Ò[`]W\ ž

9fghY'<]ZY'ni''Y]ghYb"5a' CfhiXYg; YgWXY\Ybg'ni'V`Y]VYb'i bX
bÒh][Y' ðZcfa Uh]cbYb'ZØf'X]Y'F'Yhi b[g_fÀZhY'VYfY]hni ghY''Ybž
_Ubb'@YVYb'fYhhYb"

K]W h][Y' B chfi Zbi a a Yfb

8]Y'5i Z_`Àfi b['ØVYf'X]Y'j YfgW]YXYbYb' Bchfi Zbi a a Yfb']b
8Yi hgW`UbX']gh'VYgcbXYfg'k]W h]["'B'YVYb'XYa' U''[Ya' Y]bYb
Bchfi Z'%%&'V]YhYh'XUghY`YZcbVi W "XY'Y]bY', VYfg]W'h'Ubž'X]Y
j]Y'Y'gdYn]Y''Y' BchZÀ`Y'UVXYW_h"Gc'gc`hY'VY]'a' YX]n]b]gWYb
BchZÀ`Yb'ghYhg'X]Y'%%&[Yk'À`h'k'YfXYbž'k'À'fYbX'X]Y'Bi a a Yf
%%\$'Ui'ggW`Y]Y»`Y]W`]b'; YZU'fYbg]hi Uh]cbYb'ni'f'5bk'YbXi b[
_ca a h`9g'[]Vh'Ui'W'gdYn]Y''Y' Bchfi Zbi a a Yfb'ZØf': U''Y]bYg
J YfXUW'hg'Ui'Z'J'Yf[]Zhi b[Yb'f%- &(\$'L'cXYf'ZØf'X]Y'Àfnh]W'Y
6YfY]hgW'UZhg\]'ZYž'X]Y'i bhYf'%%*`%%+`YffY]W'VUf`]gh"

- Dc`nY]. %%\$
- F'Yhi b[gX]Ybgh'%%&
- Y'fnh]W'Yf'6YfY]hgW'UZhgX]Ybgh'%%*`%%+
- ;]Zhbchfi Z' %- &(\$

J Yf\ U`hYb']a' B chZU`

9]b'ni'gÀhn]W'Yg'9`Ya'Ybh']a' BchZU`'j Yf\ U`hYb']gh'X]Y
6YUbhk'cfhi b['XYf') 'K'!: fU[Yb.'K'Yf'fi'Zh'Ub'3'K'Ug']ghidUgg]Yfh3
K'c']gh'Yg'dUgg]Yfh3'K']Y'j]Y'Y'g]bX'VYhfc'ZYb'3'K'UfhYb'G]Y'Ui'Z
F'ØW_ZfU[Yb"'Gc'_Ubb'g]W'Yf[YghY`h'k'YfXYbž'XUgg'X]Y
9]bgUhn_fÀZhY'gW'bY''i bX'YZZY_h]j' '\UbXY'b'_ÒbbYb"
Bchfi Zbi a a Yfb'g]bX']b'8Yi hgW`UbX'Y]b\Y]h]W'ž'k'Ug'VYXYi' hYhž
XUgg'g]Y'gck'c`'Vi' bXYgk'Y]h'U`g'Ui'W`'UbXYgk'Y]h[Ø'h]['g]bXž'k']Y'
UYfnhY!bc hX]Ybgh"XY'\YfUi'gghY`h"

ðg[YgUa' h]gh'Yg'i bYf`Àgg]W'ž'XUgg'X]Y'6Øf[Yf'[i' h]bZcfa']Yfh'g]bX
'b]W'h'bi'f'ØVYf'X]Y' Bchfi Zbi a a Yfbž'gcbXYfb'Ui'W'ØVYf'XUg
f]W'h][Y'<UbXY'b']b'?f]gYbg]hi Uh]cbYb"'6Y]Y]bYa' BchZU`'fi'\]['ni
V`Y]VYb'i bX'UbXYfY'ni' i' bhYfghØhnYbž'_Ubb'c'Zh'Yb'hgW'Y]XYbX'gY]b"
8Yb_Yb'G]Y'XUfUb.'B'UW'Y]bYa' BchZU`']gh'Yg'fUhgUa' ž'Àfnh]W'Y
<]ZY'cXYf'dgmW'c`c[]gW'Y' l' bhYfghØhni b[]b'5bgdfi'W'ni

bY\ a Ybž i a `X]Y`9f`YVb]ggY`VYggYf`j`YfUfVY]hYb`ni`_`ÖbbYb`"

8]Y`Dc`nY]]bgdY_h]cb`C VYf\Uj`Y``\Uh`Ui`W\`nU`\fY]W\Y``c`_U`Y`
 Dc`nY]ghUh]cbYbž`X]Y`U`g`5b`Ui`Zdi`b_hY`]b`B`chg]hi`Uh]cbYb`X]YbYb`"
 8Uni`[`Y\ÖfYb`i`bhYf`UbXYfYa`.

FY[]cb	5XfYggY	HY`YZcbbi a a Yf
C VYf\Uj`Y`	; Yfa`YbXcfZYf`5``YY` %+ž`%*`)%` C VYf\Uj`Y`	Ž`(-`'`'\$%,`)``%\$`
; fUbgYY	C fUb]YbVi`f[`Yf` GhfU»`Y``%Už`%*`++)` ; fUbgYY	Ž`(-`'`'\$*`&\$`,`!\$`
: ØfghYbVYf[`#<`Uj`Y`	A`Uf_h)`ž`%*`+-`,` : ØfghYbVYf[`#<`Uj`Y`	Ž`(-`'`'\$*` &\$`,`!%\$`())`
@Ök`YbVYf[`Yf`@UbX`	5`hY`GW`i`ghfU»`Y`)`ž` %*`++)`@Ök`YbVYf[`Yf` @UbX`C`H`@Ök`YbVYf[`	Ž`(-`'`'\$*` &\$`,`!%\$`('`

6`Y]VYb`G]Y`ghYhg`k`UW`gUa`i`bX`[`i`h]bZcfa`]Yfhž`i`bX`gW`Yi`Yb`G]Y`
 g]W`b]W`hž`X]Y`bÖh][`Y`<`]Z`Y`ni`fi`ZYbž`k`Ybb`Yg`XUfUi`Z`Ub`_ca`a`h`
 G]W`Yf\Y]h[`Y\`h]j`cf`i`bX`[`Ya`Y]bgUa`_`ÖbbYb`k`]f`XUni`
 VY]hfU[`Ybž`i`bgYfY`;`Ya`Y]bgW`UZh`ni`gW`ØhnYb`"

8YhU]`g	
C`fh`	C VYf\Uj`Y`ž`8Yi`hgW`UbX`
E`i`Y``Yb`	<ul style="list-style-type: none"> • k k k "a`Un!`c`b`b`Y"XY` • k k k "XUghY`Y`Zc`b`Vi`W`"XY` • k k k "UYfnhY!`b`c`hX]Ybgh"XY`

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b!U[`"bYh`