

< c Wk UggYf[YZU\ f. '9`VY`ghY\ h'[YZÀ\ f`]Wk
 \ c Wk `]b`K]hhYbVYf[Y`

5a `%, "\$+ "&\$&) `]bZcfa]Yfh`Y]b`5fh]_Y`ØVYf
< c Wk UggYfk Ufbi b[Yb` `]b`K]hhYbVYf[Y`Ub`XYf`9`VYž
U_hi Y`Y`K UggYfgh`AbXY`i bX`G]WkYf\Y]hga U» bU\ a Yb"



K]hhYbVYf[Yž`8Yi hgWk`UbX`!`5a` \Yi h][Yb`%, " ' & \$ &) `]gh`X]Y
9`VY`]b`K]hhYbVYf[Y`k]YXYf`]b`XYb` : c_i g`XYf`5i Za Yf_gUa _Y]hYb
 [YfØW_h" `b`XYb`j Yf[Ub[YbYb`š\fnY\bhYb`\Uh`XYf` : `i gg`]a a Yf
k]YXYf`ZØf`U`Ufa]YfYbXY`< c Wk UggYfgh`AbXY` [Ygcf[hž`k]Y`Yhk U`]b
XYb`š\`fYb`&\$&\$`i bX`&\$%` ž`U`g`YI hYbg]j Y` , VYfZi hi b[Yb`X]Y
FY []cb`gWk Yf` [YhfcZZYb`\UVYb" `5_hi Y`Y` `bZcfa Uh]cbYb`ni a
K UggYfghUbX`i bX`XYb`Yb`hgdYfWkYbXYb`< c Wk UggYfk Ufbghi ZYb
g]bX`XU\Yf`j cb` [fc» Yf`6YXYi hi b[ž`k]Y` a **Un!cb`]bY`"XY`VYf]Wk`hYh"**

A ca YbhUb`VYk Y[h`g]Wk`XYf`K UggYfghUbX`nk]gWkYb`%`\$`Wá` `i bX
%`-` Wá` ž`k Ug`g]Wk`]a` `@Ui ZY`XYg`HU[Yg`Y]Wk`h`Yf`\Ø\Yb`_ØbbhY"
@Ui h`XYb`Dfc[bcgYb`XYf`9@K =G`Y[Yb`X]Y`K YfhY`\Yi hY`ZFØ\`VY]
%`\$`!`%`-` Wá` `i bX`k YfXYb`j cfUi gg]Wk`h`]Wk`]a` `NY]hj Yf`Ui Z

UbgHY][Yb"6Y]Y]bYa K UggYfghUbX j cb`Yhk U(A YhYfb`k]fX
 YXcW`VYfY]hg`XYf`BYXk][\ UZYb`VYhfc ZYb`gY]bž`i bX`DUF_d`ÀhnY
 a ØggYb`g]W`Yf\Y]hg\ U`VYf`[YgdYffh`k YfXYb"K]Y`A Ufh]b`YfW
 j cb`XYf`GhUXh`K]hYbVYf[Y`VYhcbhž`gc`hY`g]W`X]Y`6Yj Ò`_Yfi b[
 ØVYf`X]Y`K Ufbi b[Yb`]bZcfa]YfYb`i bX`a Ò[`]W`gh`GW`Ui`i gh][Y
 j Yfa Y]XYb"

< cW`k UggYfk Ufbghi ZYb`Yf`_`Àfh

8]Y`<cW`k UggYfk Ufbi b[Yb`k YfXYb`]b`j YfgW]YXYbYb`Ghi ZYb
 _`Ugg]Z]h]Yfh"8 UVY][]`h

- 5`Ufa ghi ZY`%. `?`Y]bYg`<cW`k UggYf`6Y[]bb`XYf
 5i gi ZYfi b["
- 5`Ufa ghi ZY`&. `A]h`YfYg`<cW`k UggYf` , VYfZi hi b[`j cb
 ; fØb`UbX"
- 5`Ufa ghi ZY`" . ; fc»Yg`<cW`k UggYf` , VYfZi hi b[`j cb
 ; fi bXghØW`Yb`i bX`GhfU»Yb"
- 5`Ufa ghi ZY`(. `GY`f[fc»Yg`<cW`k UggYf` , VYfZi hi b[
 [fØ»YfYf` : `ÀW`Yb`]b`VYVUi hYb` ; YV]YhYb"

8]Y`5`Ufa ghi ZYb`g]bX`YggYbn]Y`ž`i a`X]Y`bØh][Yb`A U»bU`a Yb
 Y]bni`Y]hYb`i bX`X]Y`5bk c`bYf`ni`]bZcfa]YfYb"K Ufbi b[Yb
 YfZc`[Yb`Xi fW`c`_U`Y`A YX]Ybž`G]fYbYb`i bX
 @Ui hgdYfW`YfXi fW`gU[Yb"9bhgW`Y]XYbXY
 9j U_i]Yfi b[ga U»bU`a Yb`k YfXYb`Xi fW`XYb`?f]gYbghUV
 _ccfX]b]Yfhž`k cVY]Yg`_Y]bYb`ZYghYb`DY[Y`ghUbX`ZØf`X]Y`9]b`Y]hi b[
 X]YgYf`A U»bU`a Yb`[]Vh"

DY[Y`gh`ÀbXY`i bX` \]ghc f]gW`Y`K YfhY

8]Y`DY[Y`a Yggi b[Yb`XYf`9`VY`]b`K]hYbVYf[Y`Yfa]hY`b`Zc`[YbXY
 K YfhY.

K UggYfghUbXghmd

K YfhfW`Ł

B]YXf][ghYf`K UggYfghUbX	() `W`
A]h`YfYg`B]YXf][k UggYf	%%&`W`
A]h`YfYg`<cW`k UggYf) \$(`W`

8]Y`K YfhY`VY`Y[Yb`X]Y`[Yk U`h][Yb`GWk Ub`_i b[Ybž`X]Y`X]Y`9`VY
]a`@Ui ZY`XYf`š\`fY`Yf`YVh`\Uh"8Yf`\ÒW ghY`K UggYfghUbX`k i fXY
 Ua`-`" `š b]`&\$%` `a]h`VYY]bXfi W`YbXYb`+,) `Wá `[Ya YggYbž
 k À`fYbX`XYf`b]YXf][ghY`GhUbX`Ua`&-`"GYdhYa VYf`%-`(+`bi`f`()
 Wá`VYhfi ["`5`_hi Y``nY][h`XUg`DY[Y`\Ui`g]b`K]hhYbVYf[Y`Y]bY
 FY]\Y`j`cb`[YbUi`Yb`A`Yggi`b[Yb`Ub`j`YfgWk]YXYbYb`HU[YgnY]hhYb
 Ubž`X]Y`ZØf`X]Y`bÀW ghYb`HU[Y`YVYbZU`g`d`f`c[bcgh]n]Yfh`k`YfXYb`"

Gc`V`Y]Vh`UVni`k`UfhYbž`k`jY`g]Wk`X]Y`G]hi`Uh]cb`k`Y]hhYfYb`hk`j]W`Y`b`
 k`]fX"8]Y`6Yj`Ò`_Yfi`b[`j`cb`K`]hhYbVYf[Y`]gh`Ui`Z[Yfi`ZYbž`X]Y
 9b`hk`j]W`_i`b[Yb`i`[YbUi`ni`j`YfZc`[Yb`i`bX`g]Wk`fYWk`hnY]h][`Ub`X]Y
 9a`dZY`i`b[Yb`XYf`6Y`\ØfXYb`ni`U`hYbž`i`a`g]Wk`i`bX`UbXYfY`ni
 gWk`ØhnYb"8Ybb`VY]`<`cWk`UggYf`[]`h`J`cfVYi`[Yb`]gh`VYggYf`U`g
 BUWk`gcf[Yb`°

8YhU]`g	
C`f`h	K`]hhYbVYf[Yž`8Yi`hgWk`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "Y`k`]g"XY

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