

? `Y]bY`@YgYk Ò`ZY`j YfUVgW`]YXYb`g]W`.
Gca a YfdUi gY`V]g`GYdhYa VYf`°

8]Y`?fUVVY`[fi ddY` ?`Y]bY`@YgYk Ò`ZY`]b`Df]hnk U`_`dUi g]Yfh
]a`Gca a Yf`"BÀW`ghY`HfYZZYb`UV`GYdhYa VYf`ni f
ZFØ_]bX`]W`Yb`': ÒfXYfi b["



5a`?`]Yhn`* (ž`%* - &, `Df]hnk U`_`ž`8Yi hgW`UbX`!`8]Y
Gca a YfdUi gY`bU`hž`i bX`XUg`VYXYi hYh`ZØf`X]Y`?fUVVY`[fi ddY
?`Y]bY`@YgYk Ò`ZY`]b`XYf`GhUXhV]V`]ch`Y`_`Df]hnk U`_`. ?`Y]b`HfYZZYb
]a`†`]i bX`5i [i gh`8Ug`YhnhY`A U`"\UVYb`g]W`X]Y`_`Y]bYb
6ØW`YfZfYi bXY`i bX`]\fY`6Y[`Y]hdYfgcbYb`Ua`" \$`"† b]j cb`-`" \$
V]g`%&`I` \f`j YfgUa a Y`h`9`hYfb`i bX`'; fc»Y`hYfb`bi hnYb`X]YgY
; Y`Y[Yb`Y]hž`i a`g]W`ØVYf`XUg`YfghY`J cf`YgYb`i bX`[YY][bYhY
6ØW`Yf`ZØf`?`]bXYf`j cb`\$`V]g`" `†\fYb`Ui gni hUi gW`Yb`" K]f`\UVYb
X]YgY`'; fi ddY`]a`†]bi Uf`&\$&) `]bg`@YVYb`[Yfi ZYbž`i a`9`hYfb`i bX
\fYb`?`]bXYfb`Y]bYb`FUi a`ZØf`9fZU`fi b[gUi ghUi gW`i bX
[Ya Y]bgUa Yg`@YfbYb`ni `V]YhYb ž`Yfn`À`h`7]bXm`9W`Yfh]j ca
BYhmk Yf`_`; Ygi bXY`?`]bXYf`Df][b]hž`k Y`W`Yg`X]Y`J YfUbghU`hi b[
i bhYfghØhnh`"8]Y`?`]bXYf`\UVYb`X]Y`A Ò[`]W`_Y]hž`X]Y`6]V`]ch`Y`_`ni

Yf_i bXYbžk Å\fybX'X]Y'; fc» Yb'g]W\ VYfUHYb'UggYb'i bX
X]g_i h]YfYbžk]Y'k]W\h]['J cf'YgYb'ZØf'X]Y'6]bXi b['nk]gW\Yb
9'hYfb'i bX'?]bX'gh"

8Yf'YfghY'HYfa]b'bUW\XYf'Gca a YfdUi gY'ghY\h'VYfY]hg'ZYgh'5a
) "'GYdhYa VYf'j cb'-' '\$'V]g'%'&'l \f'_ØbbYb'X]Y'?'Y]bYb
@YgYk Ò'ZY 'k]YXYf'j]b'X]Y'K Y'h'XYf'6ØW\Yf'Y]bhUi W\Yb"'9]bY
gdUbbYbXY'BYi Yfi b['Yfk UfhYh'X]Y'HY]'bY\ a Yft]bbYb'ja
GYdhYa VYf.'8]Y'?fUVVY'[fi ddY'k]fX'_ØbZh]['Ui W\ 'bUW\ a]hhU[g
ghUhhZ]bXYbž'a]h'XYa 'YfghYb'BUW\ a]hhU[g!HfYZZYb'Ua '&- "
GYdhYa VYf'j cb'%'("' '\$'V]g'%'* 'l \f"'Gc'\UVYb'X]Y': Ua ']Yb'bcW\
a Y\ f': 'YI]V]'hÅh'VY]' \fyb'6Ygi W\Yb"

F Y[Y`a Å»] [Y'HfYZZYb'i bX'≡b\U`hY

8]Y'HfYZZYb'XYf'?'Y]bYb'@YgYk Ò'ZY 'Z]bXYb'ZcfhUb'ja a Yf'Ua
'YhnhYb'A cbhU['Y]bYg'A cbUhg'ghUhhž'k Ug'XYb'9'hYfb'Yf'Ui Vhž'Y]bYb
fY[Y`a Å»] [Yb'F \mh\ a i g'ni 'YhUV'YfYb"'a 'š\ f'&\$&) 'g]bX
Zc'[YbXY'k Y]hYfY'HYfa]bY'VYfY]hg'j]b'XYf'D]dY'j]bY.

- %' "'C_hcVYfž'- "' '\$'V]g'%'&'l \f
- %\$"'Bcj Ya VYfž'- "' '\$'V]g'%'&'l \f
- &('"'Bcj Ya VYfž'%'("' '\$'V]g'%'* 'l \f
- %) "'8YnYa VYfž'%'("' '\$'V]g'%'* 'l \f

8]Y'?'Y]bYb'@YgYk Ò'ZY 'V]YhYb'b]W\h'bi f'Y]bY'; Y'Y[Yb\Y]h'ZØf
X]Y'?'Y]bYbž'g]W\gd]Y'Yf]gW\ 'a]hY]bUbXYf'Ui gni hUi gW\Ybž
gcbXYfb'g]Y'ZØfXYfb'Ui W\ 'XYb'?cbhU_h'nk]gW\Yb'XYb'9'hYfb"'Gc
_ØbbYb'g]Y'j cbY]bUbXYf'YfbYb'i bX'9fZU\ fi b[Yb'k Y]hYf[YVYbž
cV'Yg'bi b'i a 'dfU_h]gW\Y'H]ddg[Y\h'cXYf'i a 'X]Y'5i gk U\`
[YY][bYhYf'?]bXYfVØW\Yfž'X]Y'X]Y'GdfUW\Ybtk]W_`i b[
i bhYfghØhnYb"

9]b'6`]W_ØVYf'X]Y'; fYbnYb'XYf GhUXhV]V`]c h\Y_`\]bUi g

Y\b`]W\Y'?fUVVY'[fi ddYb!:' cfa UHY'[]Vh'Yg'Ui W\ 'j]b'UbXYfYb

F Y[]cbYbž'k]Y'n"6"]b'6Yf"bž'k c'X]Y'; fi ddYb'X]Y'A Ō[]W_X]h
V]YhYbž'XUgg'?`Y]b_]bXYf']b`Y]bYa` [YgWØhnhYb`F Ui a
a]hY]bUbXYf`U[]YfYb`_ŌbbYb"9]bY`5ha cgd\ĀfY`a]h`VYfi \][YbXYf
A i g]_i bX`gUbZhYa`@]W`h'gcf[h`XUZŌfž`XUgg`g]W`X]Y': Ua]`Y]b
k c\`ZŌ\`Yb"8]YgY'?cbnYdhY'nY][Yb`Ui Z`k]Y`k]W`h][`XYf
5i ghUi gW`ZŌf`X]Y`9`hYfb!]?bX!6]bXi b[]gh'i bX`XUgg`Ui W`VY]
k Y]hYa`b]W`h`ia Y`f`bi f`XUg`J cf`YgYb`]a` : c_i g`ghY`hž`gcbXYfb
Ui W`XUg`GUa a Y`b`j cb`9fZU\fi b[Yb`]a` ?cbhU`h`a]h
; `Y]W`U`hf][Yb"

8]Y` ?`Y]bYb`@YgYk Ō`ZY`VYk Y]gYbž'XUgg`@YgYb`i bX`J cf`YgYb
gW`cb`]b`XYf`ZfŌ\Yb`?]bX\Y]h`Y]bY`nYbhfU`Y`F c`Y`gd]Y`Yb"K Yf`g]W`
ZŌf`X]Y'; fi ddY`]bhYfYgg]Yfhž`_Ubb`g]W`X]fY`_h`Ub`X]Y
GhUXhV]V]ch\Y`_Df]hmk U`_k YbXYb`i bhYf`XYf`HY`YZcbbi a a Yf
\$`'`-)`#`\$&)+`ž`cXYf`ŌVYf`7]bXm`9W`_Yfhj ca`BYhmk Yf`_`; Ygi bXY
?]bXYf`i bhYf`\$`'`-)`#`(\$%+&, +`k Y]hYfY`bZcfa Uh]cbYb`Y]b\c`Yb"

K]f`ZfYi Yb`i bg`Ui Zj]Y`Y`Ui ZfY[YbXY`[Ya`Y]bgUa Y`@YgYghi bXYb
UV`GYdhYa`VYf`

BcfX_i f]Yf`VYf]W`hYhž`XUgg`

BYhmk Yf`_`; Ygi bXY`?]bXYf`]bZcfa]Yfh`ŌVYf`

?]bXU`]b[`nY][hž`k]Y`? fUVVY`[fi ddYb`

8YhU]`g	
Cfh	5a` ?]Yhn`*(ž`%*- &, `Df]hmk U`_ž`8Yi hgW`_UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "bYhmk Yf`_![Ygi bXY! _]bXYf"XY • k k k "_]bXU`]b["XY

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