

K]`Zf]YX`DYhYfg.`BYi Yf
J YfZUggi b[ggWł i hnWł YZ`]b`6fUbXYbVi f[
UV`> `]°

K]`Zf]YX`DYhYfg`k]fX`Ua`%("`> `]`&\$&)`bYi Yf
J YfZUggi b[ggWł i hnWł YZ`]b`6fUbXYbVi f[ži a`XUg`J YfhfUi Yb
]b`XYb`8]Ybghini`ghÅf`_Yb"



6fUbXYbVi f[ž`8 Yi hgWł`UbX`!`&`6fUbXYbVi f[`[]Vh`Yg`Zf]gWłYb
K]bX`ja`J YfZUggi b[ggWł i hn.`K]`Zf]YX`DYhYfg`k]fX`bYi Yf`7\YZ`XYf
&gh]hi h]cb`9f`hf]h`Ua`%("`> `]`gY]b`5a`h`Ub`i`bX`Zc`[`h`XUa`]h`Ui`Z
>Ŧf[`A`Ŧ`Yfž`XYf`ja`A`U`]Yb`h`UggYb`k`i`fXY`"8]Yg`VYf]Wł`hY`h`X]Y`
6Yf`]bYf`NY]hi b["`&bYba`]b]ghYf`F`Yb`Å`K]`_Y`VY`hcb`ž`XUgg`DYhYfg
Ui`Z[`fi`bX`gY]bYf`6Yg`cb`bYb`\\Y]hž`gY]bYg
J YfUb`hk`cf`hi`b[`gVYk`i`gghgY]bg`i`bX`gY]bYf`?`ca`dYhYbn`X]Y`YfghY
K`U`\\`ZŦf`X]YgYb`Dc`ghYb`k`Uf"

DYhYfgž`XYf`gY]h`5df]`&\$%\$`J]nYdf`Åg]XYb`h`XYg
J Yfk`U`hi`b[`g[`Yf]Wł`hg`6Yf`]b`]gh`i`bX`ni`j`cf`Ui`Wł`U`g`F`]Wł`hYf`]b

6fUbXYbVi f['hÅh]['k Ufž'ghY`h'g]WÅ`Y]bYf` gdUbbYbXYb`i bX
 Ubgdfi WÅgj c`Yb`<YfUi gZcfXYfi b["'GY]bY`YfghY`5i Z[UVY`k]fX`X]Y
 , VYfUFVY]hi b[`XYg`J YfZUggi b[ggWÅi hn[YgYhnYg`gY]bž`Y]b`H\Ya Už
 XUg`Xi fWÅ`XYb`GhfY]hi a`A Ø`Yfg`9bh`Uggi b[`VYgcbXYfY`6f]gUbn
 YffY]WÅh`U`K]`_Y`a ÒWÅhY`\\Yfa]h`J YfhfUi Yb`]b`XYb
 J YfZUggi b[ggWÅi hn`ghÅf`_Yb`i bX`dfØZ`h`a Ò[`]WÅY`Y`bXYfi b[Yb`Ub
 XYb`[YgYhn`]WÅYb`]; fi bX`U[Yb`"

8]Y`<]bhYf[fØbXY`XYf`DYfgcbU`Yb hgWÅ Y]Xi b[

8Yf`<]bhYf[fi bX`j cb`A Ø`Yfg`9bh`Uggi b[ž`X]Y`j cb`XYf`ZfØ`YfYb
 ðbYba]b]ghYf]b`?Uhf]b`@Ub[Y`fGD8`k`j YfUb`Uggh`k`i fXYž`XfY`\\h'g]WÅ
 i a`X]Y`j Yfgd`ÅhYhY`ðZcfa Uh]cb`ØVYf`X]Y`9]bghi Ži b[`XYf
 VfUbXYbVi f[]gWÅYb`5Z8`U`g`[Yg]WÅYfh`fYWÅhgYI hfYa]gh]gWÅY
 6YghfYVi b["'@Ub[Y`ghY`hY`ZYghž`XUgg`A Ø`Yf`g]Y`b]WÅh`fYWÅhnY]h][
 ØVYf`X]Y`<cWÅghi Ži b[`]bZcfa]YfhY`"8]YgY`i b[YfY]a h\Y]hYb
 ZØ`fhYb`ni`Y]bYa`idc`]h]gWÅYb`GhfY]hž`XYf`Y`hnhYbX`]WÅ`XUni`ZØ`fhYž
 XUgg`@Ub[Y`gY`VghY]bY`K`cWÅY`bUWÅ`A Ø`Yfg`9bh`Uggi b[`j`cb
]\fYa`DcghYb`ni`fØW`hfUh`8Yf`78I`]b`6fUbXYbVi f[`k UfZ`@Ub[Yg
 8UfghY`i b[`ni XYa`i`fU[Yb`Ui`Zž`k Ug`X]Y`G]hi Uh]cb`ni`gÅhn`]WÅ
 _ca`d`]n]YfhY`"

9]bY`XYf`nYbhfU`Yb`i`fU[Ybž`X]Y`i`bhYf`DYhYfg`bYi`Ya`fY[]a`Y
 [Y`_`Åfh`k`YfXYb`gc`Ybž`]ghž`k`Yf`_ØbZh][`ØVYf`X]Y`6Yk`Yfhi`b[
 k`]WÅh][Yf`6YcVUWÅhi`b[gcV`Y`_hY`Yb`hgWÅ Y]XYb`gc`hY`"8Yf
 J YfZUggi b[ggWÅi hn`ghY`h]b`Y]bYf`Yb`hgWÅ Y]XYbXYb`D`UgYž`XU`X]Y
 fYWÅhgYI hfYa`Y`GnYbY`]b`8Yi`hgWÅ`UbX`b]WÅh`bi`f]b`6fUbXYbVi f[ž
 gcbXYfb`Ui`WÅ`Vi`bXYgk`Y]h`ni`bY`a`YbX`]b`XYb`i`c`_i`g`XYf`Dc`]h]_
 fØW`h`"

NU\`Yb`i`bX`i`U`_hYb`ni`f`fYWÅhgYI hfYa`Yb
 GnYbY

8YhU]`g	
Cfh	6fUbXYbVi f[ž`8Yi`hgWÅ`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]bYf!nY]hi b["XY • k k k "bcfX`_i`f]Yf"XY • k k k "j`YfZUggi b[ggWÅi`hn"XY

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