

9 < J ' 5i Y ' Xca]b]Yfh'; `Ui W\Ui 'i bX 'ZY]Yfh
dYfZY_hYb 'GU]gcbghUfh°

9 < J ' 5i Y 'ZY]Yfh'XYb 'YfghYb 'G]Y['i bhYf 'HfU]bYf' & b[UbXfYUg"
BÅW ghY 'Gd]Y 'Y 'ja 'GUW\gYbW d ']b '7\Ya b]hn'ghY\Yb 'VYj cf"



7\Ya b]hnž'8Yi hgW\`UbX '! '9]b 'gdUbbYbXYg' < UbXVU`gd]Y` \ Uh
Ua ' %- " ' & \$ &) 'XYb '9 < J ' 5i Y 'b]W\h'bi f'U'g'; Yk]bbYf' [Y[Yb 'XYb
< 7'; `Ui W\Ui #A YYfUbY '\Yfj cf[YVfUW\hž'gcbXYfb 'Ui W\U'g'ghUf_Yg
HYUa žXUg'X]Y 'bYi Y 'GU]gcb 'Yb[U[]Yfh'Ub[Y'h" 'A]h'Y]bYa
VYY]bXfi W_YbXYb '(%.&&!G]Y['bUW\ 'Y]bYf' %+. %&!DUi gYbZØ\ fi b[
nY][hYb 'X]Y '5i Yfž'XUgg'g]Y 'Ui Z'XYb 'Di b_h'VYfY]h'g]bX" '5`Y 'Gd]Y 'Yf
_Ua Yb 'ni a '9]bgUhnž'i bX 'HfU]bYf' l k Y' & b[UbXfYUg'Ài »YfhY 'g]W\
ni Zf]YXYb 'ØVYf'X]Y 'gd]Y 'Yf]gW\Y '@Y]ghi b['i bX 'X]Y 'k Yb][Yb
hYW\ b]gW\Yb ': Y\ 'Yf" ' K]f '\UVYb ': fYi XY 'XUfUbž'k]YXYf' < UbXVU`
ni 'gd]Y 'Yb žYf_ 'ÀfhY' & b[UbXfYUgž'XYf'X]Y 'A ch]j Uh]cb 'i bX 'XYb
HYUa [Y]gh'gY]bYf' & b[g' `cVhY"

6YgcbXYfg '\Yfj cfni \VYb ']gh'X]Y '@Y]ghi b['j cb '5`Yi UbXYf'8 ØV`Yfž

XYf'a]h'UW h'HcfYb'a U» [YV`]W`Ua`G]Y[`VYhY`][h'k Uf"5VYf`Ui W
UbXYfY`5_hYi fY`k]Y`5`U`=GUbWYn`i bX`DZY`ž`X]Y`Yk Y`]g`gYW`g
HcfY`Yfn]Y`hYbž`hfi [Yb`ni a`9fZc`[`VY]"`a`HcfGw`ØhnYbj YfnY]W`b]g
Zc`[Yb`6cbYg'a]h`ZØbZ`HfYZZYfb`fj]Yf`XUj cb`dYf`G]YVYba`YhYfŁ`i bX
DYfY]fUž`XYf`YVYbZU`g`ZØbZ`HcfY`VY]ghYi`YfhY"8]Y`k`Y]hYfYb
HcfGw`ØhnYb`k UfYb`DUfUgW`j ž`G]a`YbUgž`>"Gk Uhž`F`cW`ž`<]bn`i bX
<cZa`Ubbž`X]Y`U`Y`]\fYb`HY]"`ni a` \c\Yb`G]Y[`VY][YhfU[Yb`\UVYb"

K]W`h][Y`VYj`c`f`g`hY`Yb`XY`6Y[Y[bi`b[Yb

B`UhØf`]W`]gh`XYf`G]Y[`[Y[Yb`;`Ui`W`Ui`#`YYfUbY`bi`f`XYf`5i`ZhU`h
]b`X]Y`bYi`Y`GU]gcb"?'ca`a`YbXYb`8]YbghU[ž`XYa`' &'`"ž`ghY`h
VYfY]hg`Y]b`HYghgd]Y`[Y[Yb`XYb`G7`8`<Z?`@Y]dn][`]a`F`U`a`Yb`XYg
GUW`gYbW`dg`Ui`ZXYa`D`Ub"8]Y`DUfh]Y`Z]bXYhi`a`%`.\$`\$`I` \f`]b`XYf
GUW`gYb`U`Y`7`Y`a`b]h`ghUhh`K`Y]hYfY`J`c`f`VYfY]hi`b[`ggd]Y`Y`g]b`X
YVYbZU`g`hYfa`]b]Yfh

- &*`"ž`].`HYghgd]Y`[Y[Yb`8i`_`U`DfU[ž`%+`.\$`\$`I` \fž
9fn[YV]f[g`U`Y`@Ø»`b]hn"
- &-`"ž`].`HYghgd]Y`[Y[Yb`<`7`9`VZc`fYbn`8`fYgXYbž`%`.\$`\$`
I` \fž`9fn[YV]f[g`U`Y`@Ø»`b]hn"
- ` `%"ž`].`HYghgd]Y`[Y[Yb`GJ`;`fØb!`K`Y]»`K`]hYbVYf[ž`%`.`\$`
I` \fž`GhUXh`U`Y`K`]hYbVYf["
-)`"5i`[i`gh`HYghgd]Y`[Y[Yb`I`&`"G7`8`<Z?`@Y]dn][ž`%-`.\$`\$`
I` \fž`9fn[YV]f[g`U`Y`@Ø»`b]hn"
- ,`"5i`[i`gh`Z`ZYbh`]W`Yg`HfU]b]b[`i`bX`:`UbZYghž
9fn[YV]f[g`U`Y`@Ø»`b]hn"
- %\$`"!%`"5i`[i`gh`HfU]b]b[g`U[Yf`]b`K`UfbYa`ØbXY"
- %&`"5i`[i`gh`HYghgd]Y`[Y[Yb`<`7`9a`dcf`F`c`ghc`W`ž`%*`.\$`\$`
I` \fž`Gdcfh`U`Y`A`Uf]YbY`Y"
- %*`"5i`[i`gh`HYghgd]Y`[Y[Yb`7`cbW`cfX]U`8Y`]hngW`ž`%`.\$`\$`
I` \fž`A`Y`fnk`YW`U`Y`8Y`]hngW`"

J`Yf`Y`hni`b[`gZU`_`hc`fYb`]a`'`<`Ub`XV`U`

B`UW`X]YgYa`Z`a`]b`Ub`hYb`GU]gcbghUfh`[]`h`Ygž`Ui`Z`X]Y`G]W`Yf`Y]h
XYf`Gd]Y`Yf`ni`UW`hYb"J`Yf`Y`hni`\UVYb`g]W`nk`Uf`5`b`hc`b`6f]Ygh
fP`b]YŁ`i`bX`5fa`]g`Df]g_i`g`fA`i`g_Y`Łž`Y`XcW`]gh`Yg`k`]W`h][ž`

dfÄj Ybhj] `ni ` \UbXY`bži a `XUg`J Yf`Yhni b[gf]g]_c`ni `a]b]a]YfYb"
9l dYfhYb`Ya dZY`Ybž`gdYn]Y``Y`<U``YbgdcfhgWxi \Y`ni `hfU[Ybž`X]Y
Y]bYb`cdh]a U`Yb`<U`h`V]YhYb`i bX`XUg`K Y[fi hgWXYb`j Yf\]bXYfb"
9]b`A i bXgWxi hn]gh`VYgcbXYfg`VY]a `Gd]Y`Yb`i bX`HfU]b]YfYb
fUhgUa ži a `NU\bj Yf`Yhni b[Yb`j cfni VYi [Yb``9VYbgc`gc``hYb
Hcf\ØhYf`i bX`Gd]Y`Yf`ØVYf`X]Y`J Yfk YbXi b[`j cb
9``YbVc[Ybdc`ghYfb`i bX`UbXYfYb`GWxi hma U» bU\ a Yb`]bZcfa]Yfh
k YfXYbž`i a `J Yf`Yhni b[Yb`VY]`5i ZdfÄ``Yb`Ui ZXYb`<U``YbVcXYb`ni
j Yfa Y]XYb"

B]Wxh`ni `Yhnh`g]bX`Ui Wx`X]Y`F U\ a YbVYX]b[i b[Yb`XYf`<U``Y
Ui ggWx`U[[YVYbX`ZØf`X]Y`J Yf`Yhni b[gdfÄj Ybh]cb``9]bY`<U``Yž`X]Y
b]Wxh`XYb`8 Æ!B cfa Yb`Yb hgd]Wx hž`_Ubb`ni `[YZÄ`f`]WxYb
G]hi Uh]cbYb`ZØ`fYb``8]Y`6YhfY]VYf`g]bX`Ub[Y\U`hYbž`X]Y`6ØXYb
fY[Y`a Ä»][`ni `k UfhYbž`XUa]h`U``Y`Gd]Y`Yf`g]WxYf`]\fYb`Gdcfh
Ui gØVYb`_ØbbYb``Æ`X]YgYa `?cbhYI h]gh`Yg`YVYbgc`k]Wxh][`ni
VYhcbYbž`XUgg`fY[Y`a Ä»][Y [Ygi bX\Y]h]WxY`7\YW_gž
]bgVYgcbXYfY`VY]`VYghY\YbXYa `J YfXUWxh`Ui ZJ Yf`Yhni b[Yb`cXYf
9f_fUb`_i b[Ybž`UVgc`i h`bchk YbX][[`g]bXž`i a `k Y]hYf\]b`Y]bY
g]WxYfY`GdcfhUi gØVi b[`ni `[Yk Ä`f`Y]ghYb``8Yf`8Yi hgWxY
<UbXVU``Vi bX`V]YhYh`ZØf`Gd]Y`Yf`i bX`HfU]bYf`FUh[YVYf`ni f
K]YXYfUi ZbU\ a Y`XYg`Gdcfhg`bUWx`J Yf`Yhni b[Yb`Ubž`i a `XYb
HYUa g`ni ` \Y`ZYbž`g]WxYf`]b`X]Y`GU]gcb`ni `ghUfhYb"

8Yg\U`V`VYXYi hYh`X]Y`bYi Y`GU]gcb`b]Wxh`bi f`gdUbbYbXY`Gd]Y`Yž
gcbXYfb`Ui Wx`Y]b`j YfUbhk cfhi b[gVYk i gghYg`<UbXY`b`]a `G]bbY
XYf`G]WxYf\Y]h`ZØf`U``Y`6YhY][[hYb``8]Y`J cfZYi XY`Ui ZX]Y
_ca a YbXYb`<YfUi gZcfXYfi b[Yb`]gh`g]WxYf`]Wx`VY]`Gd]Y`Yfb`i bX
: Ubg[fc»` `i bX`X]Y`I bhYfghØhni b[`Xi fWx`X]Y`7ca a i b]hm]gh
a Y`f`XYbb`Y`[YZfU[h"

K Y]hYfY`ÆZcfa Uh]cbYb`ØVYf`XYb`H]W_Yhj Yf`Ui Z`ZØf`X]Y`bYi Y
GU]gcb`i bX`UbXYfY`BYi][_Y]hYb`Z]bXYb`G]Y`X]fY`_h`Ui Z`XYf`K YVg]hY
XYg`9<J`5i Y.`9<J`5i Y"

C fh	7\Ya b]hnž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\UbXVU``!k cf`X"bYk g • Y\j !Ui Y"XY • k k k "g]W\Yf\Y]h"gd cfh

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