

9`VY`i bhYf`8fi W_.`5_hi Y``Y < cWk UggYfk Ufbi b[Yb`ZØf`8fYgXYb

5_hi Y``Y`DY[Y`ghÅbXY`XYf`9`VY`]b`8fYgXYb`Ua`%&"\$+`&\$&).
< cWk UggYfk Ufbi b[Yb`i bX`k]Wk h][Y`†Zcfa Uh]cbYb`ni f
: `i gg`U[Y"



8fYgXYbž`8Yi hgWk`UbX`!<Yi hY`V`]W_h`X]Y`FY[]cb`[YgdUbbh`Ui Z
XYb`K UggYfghUbX`XYf`9`VYž`XYbb`X]Y`DY[Y`k YfhY`j YfgdfYWkYb
gck c`\<`<YfUi gZcfXYfi b[Yb`U`g`Ui Wk`7`UbWk`b"@Ui h`X**bb`"XY`]**gh
X]Y`9`VY`Y]bYf`XYf`[fØ»hYb`:`ØggY`9i fcdUg"†Af`K Y[`ZØ\fhj cb
HgWkYWk]Yb`ØVYf`CghXYi hgWk`UbX`V]g`ni f`BcfXgYY`VY]
6fi bgVØhhY`ž`k c`g]Y`i bhYf`UbXYfYa`Xi fWk`GWk`Ygk][!<c`ghY]b`i bX
B]YXYfgUWk`gYb`Z]Y»h`K]Wk h][Y`5b`Ui ZghY``Yb`Yb`h`Ub[`XYg`:`i ggYg
g]bX`8fYgXYbž`8YggUi ž`A U[XYVi f[`i bX`K]hhYbVYf[Y"

5_hi Y``g]bX`]b`GUWk`gYb`< cWk UggYfk Ufbi b[Yb`Ui g[Y[YVYb
k cfXYb"††`8fYgXYbž`k c`X]Y`DY[Y`ghÅbXY`Yb`hgWkY]XYbX`ZØf`X]Y
9]bgWk`Åhni b[Yb`g]bXž`k i fXY`XYf`K UggYfghUbX`Ua`%&"'†`]'&\$&)
i a`&%. \$`\$`i \f`a]h)`(`Wá`[Ya YggYbž`k Ug`Ua`i bhYfYb`9bXY`XYf

K Ufbghi ZYb`Ubni g]YXY`b`]gh"8]Y`GhUXh`U`X]Y`6Øf[Yf]bbYb`i bX
 6Øf[Yf`ØVYf`]\fY`K YVgY]hY`ØVYf`X]Y`A U» bU`a Yb`]bZcfa]Yfh`i bX
 5`Ufa ghi ZYb`VY`Ubbh`[Y[YVYbž`X]Y`VY]`ghY][YbXYa`K UggYfghUbX
 U_hj]]Yfh`k YfXYb"

< cWk UggYfk Ufbghi ZYb`i bX`DY[Y`ghÀbXY

8]Y`<cWk UggYfk Ufbghi ZYb`g]bX`_`Uf`XYZ]b]Yfh

- 5`Ufa ghi ZY`%`?`Y]bYg`<cWk UggYf`f`bY[]bb`XYf
 5i gi ZYfi b[Ł
- 5`Ufa ghi ZY`&.`A]h`YfYg`<cWk UggYf`f] VYfZi hi b[`j cb
 ; fØb`UbXŁ
- 5`Ufa ghi ZY`"`. ; fc» Yg`<cWk UggYf`f] VYfZi hi b[`Y]bnY`bYf
 ; fi bXghØW_YŁ
- 5`Ufa ghi ZY`(. `GY`f`[fc» Yg`<cWk UggYf`f] VYfZi hi b[
 [fØ» YfYf`:`ÀW`YbŁ

8]Y`_f]h]gW`Yb`DY[Y`ghÀbXY`]b`8fYgXYb`VfYW`Yb`g]W`nk]gW`Yb
 gdUbbYbXYb`@Yj Y`g.`8 Ug`HYffUggYbi ZYf`k]fX`UV`) ž) `a`[YgdYffhž
 XUg`:`i hgW`i hnhcf`Ub`XYf`K Y]» Yf]hngfhU» Y`U_hj]]Yfh`g]W`VY]`* ž%\$
 a žk À\fybX`XUg`:`i hgW`i hnhcf`Ua`CghfUi ZYf`VY]`+`a`]b`5_h]cb
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 GWk]ZZU`fh`VYY]bZi`ggh"GWk]ZY`VYb`Øh][Yb`a`]bXYghYbg`Y]bYb
 K UggYfghUbX`j cb`) \$\$`W`ZØf`Y]bYb`fY]Vi b[g`cgYb`6Yhf]YVž`k Ug
 XYfnY]h`b]W`h`[Y[YVYb`]gh"

8]Y`DY[Y`ghÀbXY`Ub`UbXYfYb`CfhYb`Yb`h`Ub[`XYf`9`VY`j Uf]]YfYb

ghUf_"6Y]gd]Y`gk Y]gY`Y[h`XYf`DY[Y`b`GW`ObU`VY]'+'`W` ž
 k`À`fYbX`Yf`]b`A`U[XYVi f[!6i W`Ui`VY]'-&`W` `ghY`h`9]b`6`]W`Ui`Z
 U`Y`U`hi`Y`Yb`GhUbXcfhY`VYk Y]gh`X]Y`i`bhYfgW`]YXY.

GhUbXcfh	DY[Y`ghUbX`fW` ě
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8 fYgXYb) (
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8]Y`U`hi`Y`Y`G]hi`Uh]cb`nY][hž`k`]Y`k`]W`h][`Y`g`]ghž`X]Y`DY[Y`gh`AbXY
]a`5i` [Y`ni`VY`U`hYb`"K`À`fYbX`X]Y`9`VY`Y`h`h`]W`ØVYfk`UW`h`k`]fXž
 g]bX`X]Y`<cW`k`UggYfnYbhfU`Yb`[YZcfXYfhž`K`Ufbi`b[Yb`gW`bY`i`bX
 YZY`_hj`ni`j`YfVfY]hYbž`gY]Y`g`ØVYf`F`UX]cž: YfbgY`Yf`cXYf
 Ga`Ufhd`cbY!5ddg"

: Øf`X]Y`A`YbgW`Yb`Ybh`Ub[`XYg: `i`ggYg`V`Y]Vh`Yg`gd`UbbYbXž`cV
 ghY][YbXY`K`UggYfgh`AbXY`XYb`Gca`a`Yf`&\$&)`VYgh]a`a`Yb`k`YfXYb
 cXYf`cV`X]Y`9`VY`gY]W`hYb`K`UggYfg`_UhUghfcd`YbZfY]
 Ybh[Y[YbZ]Y»`h`8]Y`Y`h`hYb`J`fY``À`hYb`[YnY][hž`XUgg`X]Y`9`VY
 gck`c`<cW`k`UggYf`U`g`Ui`W`B]YXf][k`UggYf`a`]hY]bYa`GW`i`gg
 j`cb`GdUbbi`b[`[Y`]YZYfh`U`h"

8YhU]`g	
Cfh	8fYgXYbž8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "Xbb"XY • k k k "dY[Y`cb`]bY"k gj "XY • k k k "Y`k`]g"XY

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