

Dc`]nY]`k Ufbh. '5_hi Y`Y`B chZÄ`Y`]b
@Y]dn]['!'Gc`fYU[]YfYb`G]Y`f]W h][°

5_hi Y`Y`Dc`]nY]a Y`Xi b[Yb`Ui g`@Y]dn]['Ua`%) "\$+ "&\$&).
Bchfi Zbi a a Yfbž`H]ddg`i bX`k]W h][Y`?cbhU`hY`ZØf`BchZÄ`Y`"



@Y]dn][ž`8Yi hgW`UbX`!'8Yf`%) " ' † '] & \$ &) `]gh`b]W h`bi f`Y]b`[Ubn
bcfa U`Yf`HU[]b`@Y]dn][/j]Y`a Y`f`ghY`h`Yf`]a`NY]W`Yb`XYf
G]W`Yf`Y]h`'5_hi Y`Y`Dc`]nY]a Y`Xi b[Ybž`X]Y`]b`Y]bYa`@j`Yh]W`Yf
VYfY]h[YghY`h`k YfXYbž`[YVYb`YXY`A Yb[Y`9]bV`]W`Y`]b
J Yf`Y`fgi bZÄ`Yž`GdYffi b[Yb`i bX`UbXYfY`J cfZÄ`Y`'8]Y`j n`XY
]bZcfa]Yfh`Zcfh`Ui ZYbX`ØVYf`X]Y`; YgW`Y`b]ggY`]b`i bX`i a`@Y]dn]["

Gc`hY`g]W`]a`BchZU`hUhgÄW`]W`Yhk Ug`YfY][bYbž`k]ggYb`j]Y`Y
b]W`hž`k Y`W`Y`Bi a a Yf`g]Y`k Ä`Yb`gc`Yb`": Øf`Dc`]nY]ž: Yi Yfk Y`f
cXYf`FYhhi b[gX]YbghY`]b`8Yi hgW`UbX`[]h`X]Y`Bchfi Zbi a a Yf`
%%&ž`k Ä`fYbX`X]Y`Dc`]nY]i bhYf`XYf`Bi a a Yf`%%\$`YffY]W`VUf`]gh`
6Y]XY`g]bX`&(#+_cghYb`cg`i bX`Ui W`]b`j YfgW`]YXYbYb`GdFUW`Yb
j YfZØ[VUfž`k Ug`h`]ZFY]W`]ghž`ZU`g`a Ub`b]W`h`dYfZY`h`8Yi hgW`

gdf]W hž'k]Y`Ui Z`W]h]Yg]bg]XYf"WŁa`ghY\h"Gc`k]fX`g]W Yf[YghY`hž
XUgg`U`Yž`Y[U`cV`9]b\Y]a]gWXY`cXYf;`AghYž`a` : U`Y`Y]bYg
BchZU`g`gW`bY`<]`ZY`VY`_ca`a`Yb`_ÖbbYb"

K]W h][Y`HY`YZcbbi`a`a`Yfb`i`bX

J Yf\ U`hYbgfY[Y`b

: Øf`Y]bYb`fY]Vi`b[g`cgYb`5V`Ui`Z]a`BchZU`g]bX`b]W h`bi`f`X]Y
f]W h][Yb`Bi`a`a`Yfb`k]W h][ž`gcbXYfb`Ui`W`XUg`f]W h][Y
J Yf\ U`hYb`"9g`k]fX`[YfUhYbž`Ua`i`bZU`cfh`ni`V`Y]VYbž`i`a`k]W h][Y
`bZcfa`Uh]cbYb`VYfY]hni`ghY`Yb`"A`Ub`gc`hY`fi` \][V`Y]VYb`i`bX
UbXYfY`i`bhYfghØhnYbž`k`À`fYbX`a`Ub`XUfUi`Z`k`UfhYhž`XUgg`<]`ZY
Y]bhf]Zh`"8`Uni`[Y\`Öfh`Ui`W`ž`X]Y`)`K`!`fU[Yb`ni`VY`Ubhk`cfhYb.`K`Yf
fi`Zh`Ub`3`K`Ug`]gh`d`Ugg]Yfh`3`K`c`]gh`Yg`d`Ugg]Yfh`3`K`]Y`j`]Y`Y`g]bX
VYhfc`ZYb`3`l`bX`k`c`[]Vh`Yg`B`UW`ZfU[Yb`3`Gc`W`Y`H]ddg`\`Uh`X]Y`
UYfnhY!bc hX]Ybgh"XY`ni`gUa`a`Yb[YhfU[Ybž`i`a`X]Y`^`ZYbh]W`_Y]h
Ui`Zni`_`À`fYb"

6YgcbXYfg`k]W h][`]b`@Y]dn][`g]bX`X]Y`5XfYggYb`XYf
Dc`nY]fYj]YfY`"X`XYg`F`Yj]Yf`]gh`ZØf`j`YfgW`]YXYbY`GhUXhhY`Y
ni`gh`À`bX]["`<]Yf`Y]bY` ,`VYfg]W`h`

- Dc`nY]fYj]Yf`NYbhf`i`a` .`8]a`]hfc`ZZghfU» Y`%ž`\$`(%\$+
`@Y]dn][`HY`YZcb.`Ž`(-`"(`%`-`*`*\$`
- Dc`nY]fYj]Yf`@Y]dn][!B`c`f`X.`9ggYbYf`GhfU» Y`%ž`\$`(%`)-
`@Y]dn][`HY`YZcb.`Ž`(-`"(`%`)-`"`)`\$`
- Dc`nY]fYj]Yf`@Y]dn][!GØX`c`gh.`F`]W`UfX!`@Y`a`Ubb!
GhfU» Y`%-`ž`\$`(&+)`@Y]dn][`HY`YZcb.`Ž`(-`"(`%`"``\$`"``\$!`\$`
- Dc`nY]fYj]Yf`@Y]dn][!GØX`k`Y`gh.`F`UhnY`ghfU» Y`&&&ž
\$`(&\$+`@Y]dn][`HY`YZcb.`Ž`(-`"(`%`-`(`*\$`\$`\$`
- 5i`hc`V`U`b`d`c`nY]fYj]Yf`@Y]dn][.`GW`cb[`Ui`Yf`Ghf`"``%`ž
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: Øf`a`YX]n]b]gWXY`BchZ`Ä`Y`gc`hY`a`Ub`X]Y`Bi`a`a`Yf`%`%`*`%`%`+
k`À`Y`b`"8]Yg`]gh`X]Y`NU\`ZØf`b]W`h`Xf]b[YbXY`a`YX]n]b]gWXY`<]`ZYž
X]Y`VYbZU`g`fi`bX`i`a`X]Y`i`\f`_cghYb`cg`]gh`"A`Ub`W`a`U`_`Ubb`Yg
Ui`W`g]b]bj`c`g`Y]bž`X]fY`_h`XUg`i`b]j`Yfg]h`Ä`hg`_]b]_i`a`@Y]dn][`i`bhYf
Ž`(-`"(`%`-`+`%\$`ni`_cbhU_h]YfYbž`VYgcbXYfg`k`Ybb`Yg`i`a`

Yfbgh\UZhY'; Ygi bX\Y]hgdFcV`Ya Y'[Y\h"

J c f V Y f Y] h i b ['] g h ' U ` ` Y g

C V ` V Y] ` Y] b Y a ` I b Z U ` ` c X Y f ` Y] b Y a ` a Y X] n] b] g W X Y b ` B c h Z U ` ` ž ` Y] b Y ` [i h Y
J c f V Y f Y] h i b [' _ U b b ` V Y f i ` \] [Y b X ` g Y] b " ` 9 g ` Y a ` d Z] Y \ ` h i g] W X ž ` X] Y
b Å W X g h [Y ` Y [Y b Y b ` K U \ f n Y] W X Y b ` c X Y f ` 5 X f Y g g Y b ` n i ` _ Y b b Y b ž ` i a ` X] Y
Y] [Y b Y b ` G h U b X c f h U b [U V Y b ` n i ` Y f ` Y] W X h Y f b " ` 9 V Y b g c ` \] ` Z f Y] W X ` g] b X
B c h Z U ` ` 5 d d g ` k] Y ` B ` B 5 ` c X Y f ` ? U h k U f b ž ` X] Y ` 9 W X h n Y] h i K U f b i b [Y b
V Y f Y] h g h Y ` ` Y b " ` ð ` U b [Y g d U b b h Y b ` G] h i U h] c b Y b ` g] b X ` g c ` W X Y ` X] [] h U ` Y b
< `] Z Y b ` ; c ` X ` k Y f h i b X ` a U W X Y b ` Y] b Y b ` Y W X h Y b ` I b h Y f g W X] Y X "

Ni g U a a Y b [Y Z U g g h ` n Y] [h i g] W X ž ` X U g g ` @ Y] d n] [` Ø V Y f ` Y] b ` [i h Y g ` B Y h n
U b ` B c h f i Z b i a a Y f b ` i b X ` 8] Y b g h Y] g h i b [Y b ` j Y f Z Ø [h ` A] h ` X Y b
f] W X h] [Y b ` ð Z c f a U h] c b Y b ` i b X ` Y] b Y a ` _ Ø ` \ ` Y b ` ? c d Z _ Ø b b Y b ` g c k c \ `
9] b \ Y] a] g W X Y ` U ` g ` U i W X ` 6 Y g i W X Y f `] b ` B c h g] h i U h] c b Y b ` g W X b Y ` ` X] Y
Y f Z c f X Y f `] W X Y ` < `] Z Y ` Y f \ U ` h Y b ` i b X `] a ` V Y g h Y b ` : U ` ` U i W X ` g Y ` V g h ` 9 f g h Y
< `] Z Y ` ` Y] g h Y b " ` G c ` V ` Y] V h ` @ Y] d n] [` g] W X Y f ž ` U i W X ` U b ` \ Y _ h] g W X Y b ` H U [Y b
k] Y ` \ Y i h Y "

8 Y h U] ` g	
C f h	@ Y] d n] [ž ` 8 Y i h g W X ` U b X
E i Y ` ` Y b	<ul style="list-style-type: none"> • k k k " j n " X Y • W] h] Y g] b g] X Y f " W c a • k k k " U Y f n h Y ! b c h X] Y b g h " X Y

6 Y g i W X Y b ` G] Y ` i b g ` U i Z ` b ! U [" b Y h