

6YWX YfgdYbXY`&\$&) .`Gh]a a Y`Z0f`X]Y
VYghYb`Dfc ^Y`_hY`XYf`F Y[]cb`°

9fZU\ fYb`G]Y`U`Yg`0VYf`X]Y`6YWX YfgdYbXY`&\$&) #&*'`]b
A U[XYVi f[ž`X]Y`c`_U`Y`[Ya Y]bb0hn][Y`C f[Ub]gUh]cbYb
i bhYfgh0hnh`i bX`cdh]a]YfYb`G]Y`≠fY`6Yk YfVi b["



A U[XYVi f[ž`8Yi hgWX`UbX`!`!b`XYf`F Y[]cb`A U[XYVi f[`k`]fX`Yg
gdUbbYbX` `X]Y`6YWX YfgdYbXY`Z0f`&\$&) #&*'`ghY`h`j`cf`XYf`H0f`i bX
\Uh`Y]b`_`UfYg`N]Y`.`I bhYfgh0hni b[`Z0f`[Ya Y]bb0hn][Y
C f[Ub]gUh]cbYb`Ui g`XYf`I a [YVi b[""Gc`VYf]WX`hY`h`XYf`%"`': 7
**A U[XYVi f[ž`XUgg`X]Y`5i`gk`U\`XYf`C f[Ub]gUh]cbYb`]b`[`Y]WX`j`]Yf
?UhY[cf]Yb`YfZc`[hž`X]Y`g]WX`a`]h`XYb`H\Ya`Yb`?]bXYfb`i bX
6`]Xi b[ž`Gdcfhi bX`6Yk Y[i b[ž`Gcn]U`Yg`i bX`; Ygi bX\Y]h`gck`Y
H]YfYb`i bX`G]WX`Yf\Y]h`VYgWX`ÄZh][Yb"**

K Yf`]b`XYb`; Ybi gg`XYf`6YWX YfgdYbXY`_ca`a`Yb`a`0WX`hY`ž`_Ubb
Ui`Z`XYb`c`ZZ]n]Y`Yb`K` \Uhg5dd!`?`UbU`ni`f0W`_[fY]ZYb`ži`a`gY]bY
Gh]a`a`Y`UVni`[YVYb`"8]Y`j`]Yf`a`Y]gh[Yk`Ä`hYb`C f[Ub]gUh]cbYb
Y`XYf`?`UhY[cf]Y`Yf\U`hYb`Y]bY`Z]b`Ubn]Y`Y`I`bhYfgh0hni`b["

6YgcbXYfg`Yfj cfni \YVYb`]gh`XYf`; bUXYb\cZ?UhnYb]bgY`Y"J"ž
XYf`X]Y`6YWXyfgdYbXY`i bUV\Àb[][`j ca`Jch]b[`Yf\À`h"8Ug`nY][hž
k]Y`k]W h][`XYf`GW i hn`j cb`H]YfYb`i bX`gcn]U`Yb`Dfc`Y`_hYb`i]b`XYf`
FY[]cb`]gh`

6Yk YfVi b[Yb`]b`j]Yf`? UhY[cf]Yb

8]Y`Y]b[Y[Ub[YbYb`6Yk YfVi b[Yb`g]bX`j]Y`ZÀ`h][`i bX`XYW`Yb`Y]b
VfY]hYg`GdY`_hfi a`UV.

- ?]bXYfž`đ [YbX`/`6]`Xi b[.
 - ?]bXYfZ`a ghi X]c`A U[XYVi f[`Y"J" " `i bhYfghØhni b[
ZØf`A`ÀfWX`YbZ]`a`dfc`Y`_hY
 - ?]hU`GhcfWX`YbbYgh` `; ÒfXYfi b[`j cb
ZfØ_]bX`]WX`Yf`6Yk Y[i b[
 - 9W`_ghY]b`Gcn]U`X]U`_cb]Y` `GhUX`hhY]`UfVY]h`ZØf
[YgY`gWX`UZh]WX`Y`_hY[fUh]cb
 - ?]bXYf!`/`đ [YbXZY`i Yfk Y`f`C`j YbghYXh`
5i gV]`Xi b[`]a`6fUbXgWX`i hn
 - : Ua`]`Yb\Ui g`A U[XYVi f[` `C`ZYbY`HfY`ZZg`ZØf
đ [YbX`]WX`Y
- Gdcfh`/`6Yk Y[i b[.
 - G7A`!GdcfhU`_fcVUh]_` `hY[fUh]cb`]a`đ [YbX!`i bX
?]bXYfVYfY]WX
 - A U[XYVU`" `Hi fb]Yfi bhYfghØhni b[`ZØf`?]bXYf`i bX
đ [YbX`]WX`Y
 - GJ`?U`]`K`c`a`]fghYXh`i`<`]ZY`ZØf`X]Y`<UbXVU`"↑ [YbX
 - GJ`9]bhfUWX`h`K`U`g`YVYb` `; ÒfXYfi b[`ZØf`XYb
: fUi YbZ`»VU`"
- Gcn]U`Yg`/` `; Ygi bX`Y]h.
 - Bi a`a`Yf`[Y[Yb`?i a`a`Yf` `HY`YZcb\]`ZY`ZØf`?]bXYf`
i bX`đ [YbX`]WX`Y
 - A U`hYgYfA`cV]` `i bhYfghØhni b[`ZØf`cVXUWX`cgY
A`YbgWX`Yb
 - HUZ`"A U[XYVi f[` `@YVYbga`]hhY`\]`ZY`ZØf
6YXØfZh][Y
 - I a`gcbgh`UXYb`GU`V`_Y` `5b[YVchY`ZØf`gcn]U`Y
6YbUWX`hY]][hY

◦ 6`]bXYb! / 'GY\ VY\]bXYfhYbj YfVUbX' ' ð_`i g]cbg!
i bX': fY]nY]hUb[YVchY

• H]YfYž`A YbgWYb / 'G]WYf\Y]h.

- H]Yf\Y]a `6i f[' `i bhYfghØhni b['ZØf': i hhYf`i bX
DZY[Y
- H]YfgWYi mj YfY]b`A U[XYVi f[' `<]`ZY`ZØf': i bXh]YfY
- 8F?`GW\ØbYVYW_` `5i gghUhi b['ZØf`XYb
6Yj Ø`_Yfi b[ggWYi hn
- æ\Ubb]hYf`A chcffUXghUZY`` `9\ fYbUa h]WY
BchZU``\]`ZY

: ÒfXYfa]hhY`i bX`Ni gWY ØggY

8cWY`b]WYh`bi f`X]Y`6YWYfgdYbXY`]gh`k]WYh['ZØf`X]Y`Øb[ghYb
Dfc[fUa a Y``K]Y`X]Y`6Øf[Yf[YgY`gWY UZh`Yfk Å\bž]gh`XUg
9]bk YfVYb`j cb` : ÒfXYfa]hhY`b`ZØf`[Ya Y]bbØhn][Y`C f[Ub]gUh]cbYb
]b`8Yi hgWY`UbX`nYbhfU`` `9g[]Vh`nU\`fY]WY`Dfc[fUa a Y`ni f
:]bUbn]Yfi b[žX]Y`j cb`j YfgWY]YXYbYb` ðgh]hi h]cbYb`k]Y`6i bXž
@ÅbXYfb`i bX`XYf`9I `VYfY]h[YghY`h`k YfXYb`` `8]Y`F YWYfWY
\]YfVY]`_Ubb`nY]h]bhYbg]j `gY]bž`XcWY`X]Y`Di V`_Uh]cb
: ÒfXYfa]hhY`ZØ\ fYf`&\$&) #&`*`ZØf`[Ya Y]bbØhn][Y`Dfc`Y`_hY`i bX
C f[Ub]gUh]cbYb `V]YhY`h`k Yfhj c``Y`i bhYfghØhni b['ZØf`]bhYfYgg]YfhY
C f[Ub]gUh]cbYb"

ð`XYf': ÒfXYfa]hhY`XUhYbVUb`_Z]bXYb`g]WY`ØVYf`` "\$\$\$`Dfc[fUa a Y
i bX`5i ggWY fY]Vi b[Ybž`X]Y`XUfUi Z`k UfhYbž`YbhXYW`_hni `k YfXYb"
8]YgY`8 UhYbVUb`_ž`Zc`YfXYfXUhYbVUb`_"XYž]gh`Y]bY`\]`ZFY]WY
5b`Ui ZghY``Y`ZØf`U``Yž`X]Y`g]WY`ZØf`X]Y` :]bUbn]Yfi b[
[Ya Y]bbØhn][Yf`Dfc`Y`_hY`]bhYfYgg]YfYb"

8]Y`6YWYfgdYbXY`_ca V]b]Yfh`XUa]higcn]U`Yg`9b[U[Ya Ybh`a]h
XYf`A Ò[`]WY`_Y]hž`k]WYh[Y`Dfc`Y`_hY`]b`XYf`FY[]cb`Z]bUbn]Y``ni
i bhYfghØhnyb`` `8 Ug]gh`Y]b`GWYf]hh]b`X]Y`f]WYh[Y`F]WYhi b[`i bX
nY][hž`k]Y`a Ub`a]h] YfY]bhYb`?fÅZhYb`ZØf`X]Y` ; Ya Y]bgWY UZh`Yhk Ug
VYk Y[Yb`_Ubb``GWYb`_Yb`k]f`XYb`C f[Ub]gUh]cbYb`i bgYf`C`f`i bX
i bgYfY`Gh]a a Y`

8YhU]`g	
C fh	A U[XYVi f[ž'8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • %"ZWa U[XYVi f["XY • k k k "Vi Yf[Yf[YgY``gW UZh"XY • k k k "ZcYfXYfXUhYbVUb_"XY

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