

B]bc `XY`5b[Y`c`_ca a h°`Hci f`&\$&)
VY[Y]ghYfh': Ubg`]b`[Ubn`8 Yi hgWΛ`Ub X`°

B]bc `XY`5b[Y`c`ghUfhYhgY]bY`Hci f`/ ei ch/≠[YbXk Ubb`]a
@YVYb/ ei ch/a]hY]bYa `?cbnYfh]b`Gi \`Ua `%"`8YnYa VYf
&\$&) "`H]W_Yhg`Yf\`À`h]WΛ`°



Gi \`ž`8Yi hgWΛ`Ub X`!`8]Y`J cfZfYi XY`]gh[fc» žXYbb`B]bc `XY`
5b[Y`c`a Y`XYhg]WΛ`a]hY]bYf`bYi Yb`Hci f`ni fØW_°`I bhYf`XYa
A chhc` B]bc `XY`5b[Y`c` `≠[YbXk Ubb`]a `@YVYb `k]fX`XYf`VY`Y]VhY
GÅb[Yf`gY]bY': Ubg`]b`a Y`fYfYb`XYi hgWΛYb`GhÅXhYb`VY[Y]ghYfb`
@Ui h`bYk g`"XY`ghUfhYh`X]Y`Hci f`Ua `&`"Bcj Ya VYf`&\$&) `i bX`YbXYh
Ua `%"`8YnYa VYf`&\$&) "

5i ZXYa `Dfc[fUa a `ghY`Yb`]bg[YgUa h` \$`?cbnYfhYž`X]Y`]b`nk Y]
D\UgYb` `: fØ\`U\`f`i bX`<YfVgh` `ghUhhZ]bXYb`"8Yf`GhUfhgWΛi gg`ZÅ`h
]b`: fY]Vi f[`]a `6fY]g[Ui ž`[YZc`[hj`cb`nU`fY]WΛYb`k Y]hYfYb
GhÅXhYbž`XUfi bhYf`BØfbVYf[ž`6]Y`YZY`X`i bX`6Yf`]b`"b`XYf`nk Y]hYb
D\UgY`XYf`Hci f`k]fX`B]bc `XY`5b[Y`c`Ui WΛ`]b`@Y]dn][ž`Gi \`i bX
7chVi g`Ui ZhYhYb`"8]Y`j`c`ghÅbX][Y` , VYfg]WΛh`XYf`Hci f`XUHyb`]a

< YfVgh`Ui hYh

- \$&"%%"&\$&) ž: fY]Vi f[ž'? cbnYfh\Ui g
- \$' "%%"&\$&) ž B ØfbVYf[ž'A Y]ghYfg]b[Yf\U`Y
- \$("%%"&\$&) ž 6]Y`YZ`Xž'GhUXh\U`Y
- \$) "%%"&\$&) ž 6Yf`]bž'HYa dcXfca
- \$- "%%"&\$&) ž'A ØbghYfž'A YggYž 7cb[fYgg'7Ybhfi a `<U`Y
A ØbghYf`UbX
- %\$ "%%"&\$&) ž 6cW\i a ž'Fi \f7cb[fYgg
- %%"%%"&\$&) ž K i ddYfhU`ž'<]ghcf]gW\Y`GhUXh\U`Y
- \$- "%&"&\$&) ž@Y]dn][ž'E I 5FH9F 657? `a a cV`]Yb'5fYbU
- %\$ "%%"&\$&) ž'Gi \`ž'7cb[fYgg'7Ybhfi a `Gi \`
- %%"%%"&\$&) ž'7chVi gž'GhUXh\U`Y
- %&"%%"&\$&) ž'Nk]W_Ui ž'GhUXh\U`Y

H]W_Yhd fY]gY`i bX`J YfZØ[VUf_Y]h

8]Y`H]W_Yhg`ZØf`X]Y`? cbnYfhY`g]bX`gY\ f[YZfU[hž'XU\Yf`]gh
gW\ bY`Yg`< UbXY`b`Ub[YgU[h`8]Y`DfY]gY`Y]Y[Yb`nk]gW\Yb`*`i bX
+` `9i fcž'UV\Åb[] [j cb`XYf`D`Uhnk U\`" `bZcfa Uh]cbYb`ni`XYb
H]W_Yhg`g]bX`Ui Z`XYf`cZZ]n]Y`Yb`K YVg]hY`j cb`B]bc`XY`5b[Y`c`i bX
VY]`XYb`J YfUbghU`hYfb`j YfZØ[VUf`"Ni`VYUW\hYb`]ghž'XUgg`Yg
ŸbXYfi b[Yb`]b`XYb`HYfa]bYb`cXYf`gc[Uf`Ni`gUhn`cbnYfhY`[YVYb
_ØbbhYž'k]Y`gU`gU!i bX!hUb[c"XY`Yfk Å\bh"

: fØ\`U\ f`&\$&) ` `9]b` , VYfV`]W_

8cW\`b]W\h`bi f`X]Y`< YfVghhci f`j Yfgdf]W\h`a`i g]_U`]gW\Y
<][\`][\hg` `a` : fØ\`U\ f`&\$&) `k]fX`B]bc`XY`5b[Y`c`VYfY]hg`Y]bYb
HY]`gY]bYf` `f[YbXk Ubb`]a`@YVYb`!Hci f`ghUfhYb`"<]Yf`g]bX`Y]b][Y
XYf`HYfa]bY`a]hXUVY].

- \$' "'5df]ž'@Y]dn][ž'E i UfhYfVUW_`a a cV`]Yb'5fYbU
- \$("'5df]ž'< Ubbcj Yfž'?i ddY`gUU`< 77
- \$) "'5df]ž'ègYbVi f[ž'< Ufn`UbX\U`Y
- \$- "'5df]ž'XbUž'GdUf_UggYb'5fYbU
- %%"5df]ž'F cghcW_ž'GhUXh\U`Y

8]YgY' ? cbnYfhY'g]bX'HY]'Y]bYg' [fc» 'Ub[Y`Y[hYb' Hci fd`Ub gž'XYf
]bg[YgUa h' \$'5i Zhf]hhY' i a ZUggh"8]Y': Ubg'XØfZYb'g]W`Ui Z
 i bj Yf[Ygg`]W`Y'5VYbXY'a]h?'`Ugg]_Yfb' i bX' bYi Yb' <]hg'ZFYi Yb"

GY`Vghj YfghAbX`]W`k]fX`B]bc`XY'5b[Y`c`Ui W`VY]`k Y]hYfYb
 J YfUbghU`hi b[Ybžk]Y`XYf' GW`U[YfbUW`h'XYg' ɔ\`fYg'&\$&) ž`X]Y
 nU\`fY]W`Yb'? ØbghYf'j YfY]bhž'j YfhfYhYb'gY]b"GY]bY`F ØW__Y`f`Ui Z
 X]Y'6Ø\`bY'k]fX'g]W`Yf'Y]b' [Ub n`VYgcbXYfYg'9f`YVb]g`K Yf'g]W`
 X]Y`H]W`Yhg'b]W`h'Ybh[Y\`Yb`UggYb'a ØW`hYž'gc`hY'gW`bY`
 ni gW`U[Yb' `XUg'a UW`hY]b' [i hYg'; YgW`ÀZn`

A]h'XYf'Hci f' ɸ[YbXk Ubb'ja `@VYb `Vf]b[h'B]bc`XY'5b[Y`c`b]W`h
 bi f'gY]bY`A i g]_ž'gcbXYfb'Ui W`gY]bY`@Y]XYbgW`UZh'ni fØW`_Ui Z`X]Y
 6Ø\`bY"CV'j]b': fY]Vi f[`cXYf'6Yf']bž`X]Y'? cbnYfhY'j YfgdfYW`Yb
 l bhYf\U`hi b[`ZØf'ž b[`i bX'5'h"8Yf'J cfj Yf_Ui Z`Ài Zh`VYfY]hg'i bX
 X]Y`YfghYb': Ubg`\UVYb']\fY`D`ÀhnY'[Yg]W`Yfh' `gY]Yb'G]Y`gW`bY`
 XUVY]ž`k Ybb`XYf'? Øb][`XYg'GW`U[Yfg'j]b'8Yi hgW`UbX'k]YXYf'ZØf
 6Y[Y]ghYfi b[`gcf[h`

8YhU]`g	
Cfh	Gi \`ž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "gcb[_]W`W`a • k k k "gU`gU!i bX!hUb[c"XY

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