

: U`gWÅ Yf`Dc`n]gh`YfVYi hYh'; c`X`j`cb
,)!Å\ f][Yf`]b`GhY[Ui fUWÅ °

-a`@UbX_fY]g'6Ua VYf[`VYhfØ[h`Y]b`ZU`gWÅ Yf`Dc`nY]VYUa hYf
Y]bY',)!Å\ f][Y': fUi`i`a` ; c`X!`i`bX`G]`VYfa ØbnYb"8]Y`?f]dc
gi WÅh`NYi [Yb"

GhY[Ui fUWÅ ž`8`Yi hgWÅ`UbX`!`-a`@UbX_fY]g'6Ua VYf[`Yf`YVhY
Y]bY',)!Å\ f][Y': fUi`i`Ui`g`GhY[Ui fUWÅ`Ua`8`c`b`b`Y`f`g`h`U[`Y]b`Y`b
XfY]ghYb`6`Y`hfi ["9]b`i`b`VY`_`Ub`b`h`Y`f`5`b`fi`Z`Y`f`[`U`V`g]WÅ`U`g
Dc`nY]VYUa hYf`Ui`g`i`b`X`]b`Z`c`f`a`]`Y`f`h`Y`X`Y`G`Y`b`]`c`f`]`b`Ø`V`Y`f
Z`Y`g`h`[`Y`b`c`a`a`Y`b`Y`9]b`V`f`Y`WÅ`Y`f`ž`j`c`b`X`Y`b`Y`b`Y]b`Y`f`Z`Ø`WÅ`h`[`g`Y]"8]Y
A`U`g`WÅ`Y`]`g`h`b`]WÅ`h`b`Y`i`ž`X`Y`b`b`X`Y`J`c`f`[`Y`Å`Y`b`g`k`Y]g`Y`]`g`h`h`m`d`]`g`WÅ`Z`Ø`f
6`Y`h`f`Ø`[`Y`f`ž`X`Y`g]WÅ`Ua`H`Y`Y`Z`c`b`U`g`Dc`nY]VYUa hY`Ui`g`[`Y`V`Y`b`ž`i`a
Ub`X`U`g`J`Y`fa`Ø`[`Y`b`]\`f`Y`f`C`d`Z`Y`f`ni`[`Y`Ub`[`Y`b`"b: fUb`_`Y`b`VYf]WÅ`h`Y`h`ž
X`U`g`g`X`Y`': fUi`i`Ui`Z`[`Y`Z`c`f`X`Y`f`h`k`i`f`X`Y`ž`]\`f`J`Y`fa`Ø`[`Y`b`ni`g]WÅ`Y`f`b`i`b`X
X`U`f`Ui`Z`[`b`Y]b`Y`f`Y`f`Å`Y`V`]WÅ`Y`A`Y`b`[`Y`Ub` ; c`X!`i`b`X`G]`V`Y`fa`Ø`b`n`Y`b`V`Y`
]\`f`Y`f`6`Ub`_`U`V`\`c`V"

8]Y`g`Y`k`Y`f`h`j`c`Y`b`A`Ø`b`n`Y`b`k`i`f`X`Y`b`]b`Y]b`Y`a`f`c`h`Y`b`9]b`_`Ui`Z`g`_`c`f`V
g`c`k`]Y`Y]b`Y`f`f`c`h`Y`b`G`h`c`Z`h`U`g`WÅ`Y`Ub`X`Y`b`6`Y`h`f`Ø`[`Y`f`Ø`V`Y`f`[`Y`V`Y`b`"5`i`Z
X`Y`g`Y`a` , VYf[`U`V`Y`_`c`f`V`k`U`f`X`Y`5`i`Z`g`WÅ`f`]`Z`h`i`H`c`c`a`ni`g`Y`Å`Y`b`ž
k`Å`Å`f`Y`b`X`X`Y`G`h`c`Z`h`U`g`WÅ`Y`X`Y`5`i`Z`g`WÅ`f`]`Z`h`i`@`]`h`d`c`X`U`d`c`h`Å`Y`_`Y`h`fi`[`"
8`Y`f`H`Å`h`Y`f`g`Y`V`g`h`k`]`f`X`U`g`a`Å`b`b`]WÅ`ž`Y`h`k`U`&)`\`Å`f`Y`U`h`ž`a`]`h`Å`Y`Y`f
<`Ui`h`Z`U`f`V`Y`i`b`X`Y]b`Y`f` ; f`O`»`Y`j`c`b`%-`\$`W`Å`V`Y`g`WÅ`f`]`Y`V`Y`b`"9`f`k`U`f
g`WÅ`Ub`_`ž`h`fi`[`Y]b`Y`X`i`b`_`Y`Å`W`_`Y`i`b`X`<`c`g`Y`i`b`X`g`d`f`U`WÅ`U`_`n`Y`b`h`ž`f`Y]"
5`i`Z`U`Y`b`X`k`U`f`Y`b`X`Y`k`Y`»`Y`b`?`c`d`Z`Ø`f`Y`f`ž`X`Y`Y`f`]`a`C`Å`f`h`fi`[`"

5`b`g`h`]Y`[`j`c`b`6`Y`h`fi`[`g`j`Y`f`g`i`WÅ`Y`b`Ub`G`Y`b`]`c`f`Y`b`

8`Y`b`G]WÅ`Y`f`Å`Y]`h`g`V`Y`Å`Ø`f`X`Y`b`ni`Z`c`[`Y`]`g`h`X`Y`5`b`n`U`Å`Y`f`
6`Y`h`fi`[`g`j`Y`f`g`i`WÅ`Y`ž`V`Y]`X`Y`b`Y`b`g]WÅ`H`Å`h`Y`f`Ua`H`Y`Y`Z`c`b`U`g`Z`U`g`WÅ`Y`

Dc`nY]VYUa hY`Ui g[YVYbž`ni`Yhnh[Ygh]Y[Yb`"8]Y`Dc`nY]!
6YfUhi b[`YVh`Yfj cfž`XUgg`X]YgY`HÀhYf`cZi`hYW`b]gW`Y`A`]hY`
bi`hnYbž`i`a`X]Y`YW`hY`B`chfi`Zbi`a`a`Yf`%%`\$`cXYf`c`_U`Y`Bi`a`a`Yfb
Ui`Z`XYa`8]gd`Um`XYf`C`dZYf`Ub`nY][`Yb`ni`UggYb`"G]Y`ZÀ`gW`Yb
gc[`Uf`Dc`nY]X]YbghUi`gk`Y]gYž`i`a`g]W`Ni`hf]h`ni`X`Yb`K`c`b`i`b[`Yb
XYf`6Yhfc`ZY`bYb`ni`j`YfgW`UZY`b`"

6YgcbXYfg`GYb]cf]bbYb`i`bX`GYb]cfYb`g]bX`Ài`Z][`N]Y`gc`W`Yf`
6Yhfi`[`ga`UgW`Yb`"9]b`Yf`\`Ò`hY`g`G]W`Yf`Y]hg[`YZ`Ø`\\`]gh`Xi`fW`X]Y
gi`V`Y`_h]j`Ya`dZi`bXYbY`Y`YZU`f`Y]bYg`_f]a`]bY`Yb`VYf[`f]Zg
cZha`U`g`[`Yhf`ØVh`"8Ya`Ybhgd`fYW`YbX`]gh`X]Y`5b[`ghj`cf`_f]a`]bY`Yb
6YXfc`i`b[`Yb`ghUf`_Ub[`Ygh]Y[`Ybž`cV`k`c`\\`GYb]cf]bbYb`i`bX
GYb]cfYb`]a`J`Yf[`Y]W`ni`UbXYfYb`5`hYfg[`fi`ddYb`gY`hYbYf`C`dZYf
j`cb`GhfUZhYb`k`YfXYb`"8Ug`6i`bXYga`]b]ghYf]i`a`Z`Øf`:`Ua`]Yž
GYb]cfYbž`:`fUi`Yb`i`bX`š`[`YbX`ghY`h`]b`X]YgYa
Ni`gUa`a`Yb`Ub[`_`Ufž`XUgg`X]Y`HÀhYf`j`Yfgi`W`Ybž`À`hYfYb
A`YbgW`Yb`a`]h`@[`Yb`i`bX`Hf]W`g]`f`J`Yfa`Ò[`Yb`ni`Yb`h]Y`Yb`"

DfÀj`Yb]c`bga`U»`bU`a`Yb`i`bX`H]ddg

I`a`gc`W`Yb`6Yhfi`[`gj`Yfgi`W`Yb`Yb]h[`Y[`Yb`ni`k`]f`_Ybž`[`]Vh`X]Y
Dc`nY]k`]W`h][`Y`9a`dZY`i`b[`Yb`.

- 5a`HY`YZcb`b]W`h`Xf`Àb[`Yb`UggYb`i`bX`VY]`8fi`W`XUg
;`Ygd`f`ÀW`UVV`fYW`Yb`"
- ?Y]bY`dYfg`Øb`]W`Yb`8`UhYb`Ua`HY`YZcb`d`fY]g[`YVYb`"
- ;`Y`X`cXYf`K`Yfh[`Y[`Ybgh`ÀbXY`b]Ya`U`g`Ub`i`bVY`_Ubb`hY
ØVYf[`YVYb`"
- 8]Y`Dc`nY]k`]fX`b]Ya`U`g`i`a`i`Y`XVY`hf`À[`Y`V]h`hYb`"
- 6Y]Nk`Y]ZY`b`5b[`Y`Øf][`Y`i`bhYf`VY`_Ubb`hYb
HY`YZcb`bi`a`a`Yfb`_cb`hU`_h]YfYb`"
- -a`Nk`Y]ZY`j`a`a`Yf`XYb`B`chfi`Z`%%`\$`k`À`Yb`"

Ni`XYa`gc`hY`XUfUi`Z[`YUW`hY`h`k`YfXYbž`i`bVY`_Ubb`hY`DYfgcbYb
b]W`h]b`X]Y`K`c`b`i`b[`ni`UggYb`i`bX`VY]j`Yfa`Y]bh]W`Yb
5a`hgdYfgcbYb`XYb`8]YbghUi`gk`Y]g`ni`j`Yf`Ub[`Yb`"8]Y`Dc`nY]!
6YfUhi b[`V]YhYh`ni`XYa`Y]bY`6f`cgW`ØfY`a`]h`XYa`H]hY`G]W`Yf
@YVYb`"F`Uh[`YVYf`Z`Øf`Y`hYfY`i`bX`š`b[`[`YV`YVYbY`Ubž`X]Y

i a ZUggYbXY' ðZcfa Uh]cbYb'i bX'GWxi hna Ò[`]W_X]hYb'V]YhYh"

8]Y'Dc`nY]'6Ua VYf[`Uh'X]Y'9fa]hhi b[Yb'Ui Z[Ybca a Yb'i bX
V]hhYh'X]Y'6Yj Ò_Yfi b['i a '<]bk Y]gY'ni 'j YfXÅW'h[Yb'DYfgcbYb
cXYf': U\fnYi [Yb']b'GhY[Ui fUW ž']bgVYgcbXYfY'ja 'C fhghY]'< ÒZYb
cXYf']b'XYf'BA\Y'XYg'GW Òb`Y]bgd`UhnYg"<]bk Y]gY'_ÒbbYb'X]fY_h
Ub'X]Y'?f]a]bU'dc`nY]'6Ua VYf['i bhYf'XYf'HY`YZcbbi a a Yf
\$-) %# %&- !(- %[Y[YVYb'k YfXYb"

8YhU]`g	
J c fZU``	6Yhfi [
C fh	GhY[Ui fUW ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "]bZfUb_Yb"XY• k k k "dc`nY]!VYfUhi b["XY• k k k "Va ZgZ^"XY

6Ygi W_XYb'G]Y'i bg'Ui Z.'b!U["XY