

@YWX ZU``]b`6UmYfb.`6Y`]YVhYghYf K UggYfZU``8Yi hgWX`UbXg`[Y_Øfh°

9bhXYW_Yb`G]Y`X]Y`VY`]YVhYghYb`K UggYfZÄ``Y`8Yi hgWX`UbXgž
a]h`XYa`@YWX ZU``]b`6UmYfb`Ub`XYf`Gd]hnY`XYg`F Ub_]b[g
VUg]YfYbX`Ui ZGi WXj c`i a Yb"



: ØggYbž`6UmYfbž`8Yi hgWX`UbX`!`#`Y]bYf`_`Y]bYb`9f\YVi b[
i bhYf`K UggYfZU``!9bh\i g]UghYb`nY][h`g]WX`ž`XUgg`XYf`@YWX ZU``]b
: ØggYb`X]Y`i bUb[YZcWXhYbY`Bi a a Yf`Y]bg`i bhYf`XYb
K UggYfZÄ``Yb`]b`8Yi hgWX`UbX`]gh`@Ui h`Y]bYa`F Ub_]b[`j`cb
K Y`bYggi`f`Ui V`W`a`ž`XUg`XUg`Gi WXj c`i a Yb`Ui Z`D`UhhZcfa Yb`k`JY
#ghU[fUa`ž`D]bhYfYgh`i bX`;`cc[`Y`UbU`mg]YfhYž`Vf]b[h`XYf`@YWX ZU``
VYY]bXfi W_YbXY`&\$&""`'`\$`Gi WXUbZfU[Yb`Ui Z`X]Y`K UU[Y``8]YgY
NU\`Yb`a`UWX`Yb`XYi h]WX`ž`k`JY`VY`]YVh`X]YgYf`K UggYfZU``]ghž`j`cf
U`Ya`k`Ybb`XUg`K UggYf`ØVYf`a`Y`fYfY`GhUi`ghi`ZYb`]b`X]Y`Yb[Y
?`Ua`a`ghØfnhi`bX`XUVY`]Y]bY`;`U``\`Ø\`Y`j`cb`Yhk`U`%&`A`YhYfb
YffY]WX`h`K`Yf`XYb`@YWX ZU``]j`cb`XYf`\]ghc`f]gWX`Yb`A`Ui`ghY[`!6fØW_Y
Ui`g`VYhfUWX`hYhž`Yf`YVh`Y]bYb`5bV`]W_ž`XYf`i`bj`Yf[Ygg`]WX`V`Y]Vh`
;`JYggYbYf`5bnY][Yf`VYf]WX`hYhž`XUgg`g]WX`XYf`K UggYfZU``ni

F YW h'Ub'XYf'Gd]hnY'X]YgYf'@]ghY'VYZ]bXYh"

8 cW'XYf'@YW ZU``]gh'b]W h'XYf'Y]bn][Y'GW Öb\Y]hgZYW_']b'6UmYfb"
5i ZXYa'ink Y]hYb'D'Uhn''UbXYh'X]Y'Hf]VYf[Yf'K UggYfZÄ``Y']b'6UXYb!
K ØfhYa VYf['a]h%' , "- &\$'Gi WUbZFU[Yb'i bX'Y]bYf
gdY_hU_i`ÀfYb': U``\Ö\Y'j cb'%*' 'A YhYfb"5b'Xf]hYf'GhY``Y'Zc`[h
XYf'HUhnY'k i fa !K UggYfZU``]a' A Ub[ZU``[YV]f[Yž'XYf'a]h'%%%"%&\$
Gi WYb'YVYbZU``g'\cW'ja' ?i fg'ghY'h"8]YgYf'K UggYfZU``ž
j YfVcf[Yb']b'Ødd][Yf'J Y[YhUh]cb'bU\Y'CVYfUi XcfZž]gh'VYgcbXYfg
j Yf'cW_YbX'ZØf': Ua]Yb'i bX'BUhi f']YV\UVYf"

8]Y'Hcd'%"\$'K UggYfZÄ``Y']b'8 Yi hgW'UbX

<]Yf'Y]bY', VYfg]W h'XYf'VY']YVhYghYb'K UggYfZÄ``Y'8 Yi hgW'UbXg.

- %"@YW ZU``ž6UmYfb' ' &\$&" ' '\$'Gi Wj c`i a Yb
- &"Hf]VYf[Yf'K UggYfZÄ``Yž6UXYb!K ØfhYa VYf[' '%' , "- &\$
Gi Wj c`i a Yb
- ' "'HUhnY'k i fa !K UggYfZÄ``Yž6UmYfb' '%%%"%&\$
Gi Wj c`i a Yb
- ("i fUWYf'K UggYfZU``ž6UXYb!K ØfhYa VYf[' '%%"* %\$
Gi Wj c`i a Yb
-)"5``Yf\Y']][Yb!K UggYfZÄ``Yž6UXYb!K ØfhYa VYf['
%%%"* \$\$'Gi Wj c`i a Yb
- *"'?i \Zi W hk UggYfZÄ``Yž6UmYfb' '%%%"* \$\$'Gi Wj c`i a Yb
- +"HcXhbUi Yf'K UggYfZU``ž6UXYb!K ØfhYa VYf[
- , "@]W hYb\U]bYf'K UggYfZU``žGUWgYb
- - "'Ghi]VYbZU``ž6UmYfb' '%%%"* \$\$'Gi Wj c`i a Yb
- %\$"Hfi gYhU'Yf'K UggYfZU``žH\Øf]b[Yb

6YgcbXYfg'\Yfj cfn\YVYb'g]bX'X]Y'?i \Zi W hk UggYfZÄ``Y'VY]
: UfWUbhž'X]Y'a]h'Y]bYf'a U'YghÄh]gWYb': U``\Ö\Y'j cb'Yhk U'&+\$
A YhYfb'Ui Zk UfhYb"CVk c\`g]Y]b'XYf'@]ghY'XYf'VY']YVhYghYb
K UggYfZÄ``Y'b]W h'Ub'YfghYf'GhY``Y'ghY\Ybž'g]bX'g]Y'Y]b'YW hYf
; Y\Y]a h]dd'i bhYf'XYb'K UggYfZU``!@]YV\UVYfb'i bX'j YfX]YbYb
Y]bYb'6Ygi Wž'j cf'U``Ya'k À\YbX'XYf'GW bYYgW'a Y'nYž'k Ybb
XUg'K UggYf'VYgcbXYfg'_fUZhj c``Z]Y»h"

6UmYfb. '9]b`K UggYfZU`!DUfUX]Yg

6UmYfb`Uh]bg[YgUa h`Y]b][Yg`ni `V]YhYbž`k Ybb`Yg`i a
 UhYa VYfUi VYbXY`BUhi fgWUUi d`ÀhnY`[Y`h`K UggYfZÀ`Y`g]bX`Yf
 b]W`h`bi f`h`ci f]gh]gW`Y`5hhfU`_h]cbYbž`gcbXYfb`Ui W`VY`YVhY
 5i gZi [gn]Y`Y`ZØf`Ua]`Yb`i bX`K UbXYfYf`K Y`bYggi f`Ui V`W`a
 \YVh`Yfj c fž`XUgg`]bg[YgUa h`gYW`g`K UggYfZÀ`Y`ØVYf`%\$\$`\$\$\$
 A U`[Ygi W`h`k i fXYb`B`YVYb`XYb`cVYb`[YbUbbhYb`g]bX`XYf
 Ghi]VYbZU`]b`C`VYfVUmYfb`i bX`X]Y`gdY`_hU`i `ÀfYb`K UggYfZÀ`Y`]b
 XYf`i a [YVi b[`j`cb`A`ØbW`Yb`VY`YVhY`5bn]Y`i b[gdi b`_hY`

: Øf`K UbXYfYf`]gh`Yg`fUhgUa ž]g]W`j cf`XYa `6Ygi W`X`Yf
 K UggYfZÀ`Y`Yb`hgd`fYW`YbXY`5i gfØghi b[`ni ni `Y[Yb`
 K UbXYfgW`i \Y`i bX`:`Y`YW`di ``cj Yf`g]bX`cZhi bYf`Àgg`]W`ž`i a
 g]W`Yf`Xi fW`X]Y`VYY]bXfi W`_YbXY`BUhi f`ni `[Y`Ub[Yb`8]Y
 ?i \Zi W`hk UggYfZÀ`Y`ni a `6Y]gd]Y`YfZcfXYfb`Y]bY`[Ya Øh]W`Y
 K UbXYfi b[ž`VY]`XYf`X]Y`; `ÀghY`X]Y`fUi gW`YbXY`K]`X`Y]h`XYg
 K UggYfg`[Yb]Y»Yb`_ØbbYb`5i [gVi f[Yf`5`[Ya Y]bY`]bZcfa]Yfž
 XUgg`Yg`]bg[YgUa h`j]Y`Y`; Y`Y[Yb`Y]hYb`[]Vhž`X]Y`GW`Øb`Y]h`XYf
 VUmYf]gW`Yb`K UggYfZÀ`Y`ni `Yf`YVYb`

≠bg[YgUa h`nY][h`XUg`f`Ub_]b[`b]W`h`bi fž`k]Y`gY`f`X]Y`XYi hgW`Yb
 K UggYfZÀ`Y`[YgW`Ành`k YfXYbž`gcbXYfb`Ui W`ž`k]Y`k]W`h][`g]Y`ZØf
 XUg`VUmYf]gW`Y`BUhi fYf`YVb]g`g]bX`9]b`5i gZi [`ni `Y]bYa `X]YgYf
 K UggYfZÀ`Y`_ØbbhY`ZØf`j]Y`Y`X]Y`dYfZY`_hY`A`Ø[`]W`_Y]h`XUfghY`Ybž
 X]Y`GY`Y`VUi a Y`b`ni `UggYb`i bX`X]Y`VYY]bXfi W`_YbXY`?fUZh`XYf
 BUhi f`\Ui hbU`ni `Yf`YVYb`»XYf`K UggYfZU`U`Uh`gY]bY`Y][YbY
 ; YgW`]W`hY`i bX`gY]bYb`Y][YbYb`7`Ufa Yž`i bX`Yg`]gh`i ba`Ø[`]W`ž
 b]W`h`j`cb`]fYf`GW`Øb`Y]h`VY[Y]ghYf`h`ni `gY]b`K`Y]hYfY
 ≠Zcfa Uh]cbYb`ni `VUmYf]gW`Yb`K UggYfZÀ`Y`b`Z]bXYb`G]Y`VY`
?i \Zi W`h`K UggYfZÀ`Y`

8YhU]`g	
Cfh	: ØggYbž`6UmYfbž`8Yi hgW`_UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "[]YggYbYf!Ub`nY][Yf`XY • k k k "Ui [gVi f[Yf!U`[Ya Y]bY`XY

8YhU]`g

- k k k "_i \ Zi W h!k UggYfZUY``Y"XY

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