

@i Zhei U`]hÅh`j]b`GhfU`gi bX.`5`Ufa]YfYbXY
: Y]bghUi V!K YfhY`Ua`%"`5df]`°

5_hi Y`Y`@ Zhei U`]hÅh`ga Yggi b[Yb`]b`GhfU`gi bX`Ua`%"`5df]`
&\$&) .: Y]bghUi V!ž`Gh]W_ghc ZZX]cl]X!`i bX`Cncbk YfhY`ja
: c_i`g"

GhfU`gi bXž`8Yi hgW`UbX`!`5a`%"`5df]`&\$&) `k]fX`X]Y
@i Zhei U`]hÅh`j]b`GhfU`gi bXž`gdYn]Y`Ub`XYf`A YggghUh]cb`GhfU`gi bX!
?b]YdYfXUa`a`ž[YbUi`i bhYf`X]Y`@ dY`[Ybca`a Yb``8]Y`U_hi Y`Y
9fZUggi b[`nY][h`X]Y`?cbnYbhfUh]cb`j`cb`:]Y]bghUi V!DUfh]_Y`b
fDA`%\$Ł`d`f`c`?`i V]_a`YhYf`@ Zž`k`cVY]`XYf`; fYbnk`Yfh`ZØf`DA`%\$`VY]
)`\$`DUfh]_Y`b`]Y[hž`XYf`Å`f`]W`a`U]`ja`U``) !a`U`ØVYfgW`f]hhYb
k`YfXYb`XUfZ`8]Y`@ Zhei U`]hÅh`k`]fX`]b`XfY]`<Ui`dh_UhY[`cf]Yb
[Ya`YggYb.`:]Y]bghUi Vž`Gh]W_ghc ZZX]cl]X`i bX`Cncbž`X]Y`Yk`Y]g
i`bhYfgW]YX`]W`Y`; fYbnk`YfhY`Ui`Zk`Y]gYb``@Ui`h`C`ghgYY!NY]hi`b[
Ubb`X]Y`@ ZhVYX]b[i`b[Yb``Ugg]Zn]Yfhk`YfXYb"

8]Y`j`YfgW]YXYbYb`GhUi`g`XYf`@ Zhei U`]hÅh`g]bX`k`]Y`Zc`[`h`

- GY`f`gW`YW`h`Gh]W_ghc ZZX]cl]X`2`&\$`\$`Š[#a`^ž:]Y]bghUi V`
2`%\$`\$`Š[#a`^ž`Cncb`2`&(`\$`Š[#a`^`"
- GW`YW`h`Gh]W_ghc ZZX]cl]X`%\$`%&\$`\$`Š[#a`^ž:]Y]bghUi V`
)`%\$`\$`Š[#a`^ž`Cncb`%`%&(`\$`Š[#a`^`"
- A`À»][.`Gh]W_ghc ZZX]cl]X`(`%\$`\$`\$`Š[#a`^ž:]Y]bghUi V``)!)`\$`
Š[#a`^ž`Cncb`%&%`%`\$`Š[#a`^`"
- ;`i`h`?`Y]bY`[Ygi`bX`Y]h]W`b`UW`hY]`][Yb`K`]f_i`b[Yb`ni`
Yfk`UfhYb"
- GY`f`[i`h`6YghY`J`cfUi`ggYhni`b[Yb`ZØf`5_hj]`hÅhYb`]ja`
: fY]Yb"

9a`dZY`\`i`b[Yb`VY]`gW`YW`hYf`@i`Zhei`U`]hÅh`

8]Y`C ghgYY!NY]hi b [[]Vh`Ui W`9a dZY`i b [Yb`ZØf`Ya dZ]bX`]WXY
DYfgcbYbž`Y`bUW`@ Zhei U`]hÀhgghUhi g"6Y]` gY`f`gW`YW`hYf
@ Zhei U`]hÀh`gc`hYb`_ØfdYf`]WY`5_hj] hÀhYb`]a` : fY]Yb`j`Yfa`]YXYb
k YfXYbž`k`À`fYbX`VY]` gW`YW`hYf` @ Zhei U`]hÀh`UbghfYb [YbXY
HÀh] [_Y]hYb`ni`fØW` [YghY`h`k`YfXYb`gc`hYb"6Y]` a`À»] [Yf
@ Zhei U`]hÀh`g]bX`_i`fnZf]gh] [Y` [Ygi`bX`Y]h`]WY`5i`gk`]f`_i`b [Yb
i`bk`U`fgW`Y]b`]W`ž`YXcW`_ØbbYb`Ya`dZ]bX`]WY`DYfgcbYb
XYbbcW`VYhfcZZYb`gY]b"

6YgcbXYfg`Y`_Y`]gh`X]Y`G]hi`Uh]cb`k`À`fYbX`_Y`fYgk`YW`gY`ž`k`c
: Yi`Yfk`Yf`_ni`Y]bYa`5bgh]Y [`XYf` : Y]bghUi`VVY`Ughi`b [`ZØ`fh"
GhUh]gh]_Yb`nY] [Ybž`XUgg`À`f`]W`Yhk`U`&\$) \$`HcbbYb` : Y]bghUi`V
Xi`fW` : Yi`Yfk`Yf`_ZfY] [YgYhnh`k`YfXYb`/\]Yfj`cb`Yb`hZU`Yb`%) \$\$
HcbbYb`f+) i`Ł`Ui`Z`X]Y`G]j`YghYfbUW`h"8]Y`K`YhYfVYX]b [i`b [Yb
_ØbbYb`X]Y`J`YfhY]i`b [`XYg` : Y]bghUi`Vg`VYY]bZi`ggYbž`k`Ug`X]Y
6Y`Ughi`b [`bcW`j`Yfgh`À`_Yb`_Ubb"

@Ub [Zf]gh] [Y`HfYbXg`i`bX` [Ygi`bX`Y]h`]WY
5i`gk`]f`_i`b [Yb

8]Y`I`a`k`Y`hVi`bXYgUa`h`ghY`h`ZYghž`XUgg`X]Y
: Y]bghUi`Va`Yggi`b [Yb`]b`8Yi`hgW`UbX`gY]h`&\$\$\$`ZØf`DA`%\$`i`bX`gY]h
&\$\$, `ZØf`DA`&ž) `YfZUggh`k`YfXYb" `b`XYb`YhnhYb`_Y`fnY`b`hYb`_Uh
g]W`X]Y`@`Zhei`U`]hÀh`]b`8Yi`hgW`UbX`Yf`YV`]W`j`YfVYggYfhž
k`cXi`fW`X]Y`DA`%\$!`_Y`fYga`]hY`k`YfhY`j`cb`) \$`Š [#`^`]b`XYb
%-`-`\$Yf`_Y`fYb`Ui`Z%)`V]g`&\$`Š [#`^` [Ygi`b`_Yb`g]bX"

Hfchn`X]YgYf` : cfhgW`f]hY`g]bX`X]Y` [Ygi`bX`Y]h`]WYb`F`]g]_Yb`j`cb
@`ZhgW`UXghc`ZZYb`b]W`h`ni`j`YfbUW`Àgg] [Yb" `@Ui`h`
**I`a`k`Y`hVi`bXYgUa`h`_Ubb`_Ub [Zf]gh] [Y` : Y]bghUi`VVY`Ughi`b [`Y]bY
J]Y`nU`_` [Ygi`bX`Y]h`]WYf`DfcV`Ya`Y`k`]Y`<`Yfn!
?`fY]g`Ui`Zyf`_fUb`_i`b [Yb`i`bX`@`b [Yb`_fYVg`VY [Øbgh] [Yb" `8]Y`K`<`C
_Uh`&\$`%`&bYi`Y`F`]W`h`]b]Yb`j`Yf`ØZYb`h`]W`hž`X]Y`VYgU [Ybž`XUgg`X]Y
U`_hi`Y`Yb` : fYbnk`YfhY`b]W`h`Ui`gfY]W`Ybž`i`a` [Ygi`bX`Y]h`]WY
F]g]_Yb`j`c`gh`À`bX] [`ni`j`Yfa`Y]XYb"**

8]Y` [Ygi`bX`Y]h`]WYb`5i`gk`]f`_i`b [Yb`j`cb` : Y]bghUi`V`g]bX

k Y]hfY]W\YbX`i bX`VY]b\U`hYb`Ui W\`F Y]ni b[Yb`XYf`GW\`Y]a \`Ai hY
 gck]Y`Y]bY`Yf\`O\hY`H\fca VcgYbY][i b["`DA %\$_Ubb`]b`X]Y
 BUgYb\`O\`Y`Y]bXf]b[Ybž`k`À\`fYbX`DA &ž) `V]g`]b`X]Y`6fcbW\]Yb`i bX
 @i b[YbV`ÀgW\Yb`j`cfXf]b[Yb`_Ubb"`6YgcbXYfg`dfcV`Ya Uh]gW\`g]bX
 i`hfUZY]bY`DUfh]_Y`ž`X]Y`]b`XUg`@i b[Yb[Yk`YVY`i bX`XYb
 6`i h_fY]g`Ui Z[Y`Ub[Yb`_`O`bbYb"

æg[YgUa`h`k`]fX`XYi`h`]W\`ž`XUgg`hfcm`Y]bYf`dcg]h]j`Yb`9b`hk`]W_`i`b[
 XYf`@i`Z`he`i`U`]h`À`h`]b`XYb`i`Y`h`h`Yb`i`U\`fYb`X]Y`F`]g]_Yb`Xi`fW
 @i`Z`hgW\`UX`ghc`ZY`Z`Ø`f`X]Y`;`Y`gi`bX\`Y]h`k`Y]h`Yf\`]b`VY`gh`Y\`Yb`"
 Ni`_`Ø`b`Z]h][`Y`A`U`»`bU\`a`Yb`a`Ø`ggYb`XUfUi`Z`UVn]Y`Yb`ž`X]Y`gY`F`]g]_Yb
 ni`a`]b]a`]YfYb`i`bX`X]Y`@i`Z`he`i`U`]h`À`h`k`Y]h`Yf`ni`j`YfVY`ggYfb"

8YhU]`g	
J`c`f`ZU``	I`a`k`Y`h`
C`f`h`	G`h`f`U`gi`bX`ž`8`Yi`hgW\`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none"> • k`k`k`"c`g`h`g`Y`Y`!`n`Y]h`i`b[`"XY` • k`k`k`"i`a`k`Y`h`V`i`b`X`Y`g`U`a`h`"XY` • k`k`k`"i`a`k`Y`h`V`i`b`X`Y`g`U`a`h`"XY`

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