

A]YgVUWk g`ŕ b[Y`HU`YbhY`[`ÀbnYb`VY]a
6i bXYgk YhhVYk YfV` † [YbX`a i g]n]Yfh` °

J]Yf`hU`Ybh]YfhY`A i g]_Yf]bbYb`Ui g`A]YgVUWk`[Yk]bbYb
DfY]gY`VY]a`'6i bXYgk YhhVYk YfV` † [YbX`a i g]n]Yfh`]b
K i ddYfhU`Ua`'&"'†`]'&\$&)"



K i ddYfhU`ž`8Yi hgWk`UbX`!`i`a`'@UbX`_fY]g`A]YgVUWk`k i fXY
_Øfn`]Wk`Y]b`a i g]_U`]gWk`Yf`< Ò\Ydi b_h[YZY]Yfh`J]Yf`hU`Ybh]YfhY
ŕ b[Y`A i g]_Yf]bbYb`hfUhyb`VY]a`'6i bXYgk YhhVYk YfV` † [YbX
a i g]n]Yfh`]b`K i ddYfhU`Ui Zi bX`_cbbhYb`VYa`Yf`_Ybgk`YfhY
9fZc`[Y`Yfn]Y`Yb`"8]Y`J`YfUbgH`hi b[ž`X]Y`U`g`Y]bYf`XYf
hfUX]h]cbgfY]Wk`ghYb`K`YhhVYk`YfVY`ni`f`: ÒfXYfi b[`a i g]_U`]gWk`Yf
HU`YbhY`]b`8Yi hgWk`UbX`[]`hž`n]Y`h`À`f`]Wk`a`Y`f`U`g`%, \$\$
HY]`b`Y`a`Yf`Ub`"†`X]YgYa`'†`X]f`ZUbX`X]Y`[`fc»`Y`J`YfUbgH`hi b[`Ua
&"'†`]'&\$&)"`ghUhh"

6YgcbXYfg`VYY]bXfi W_YbX`k`Uf`XYf`5i`Zhf]hhj`cb`BYj`]U`K`c`U`bX
fP%(`L`Ui`g`;`a`i`bX`i`bX`5bUghUg]]U`<`fmVcj`U`fP%+L`Ui`g`A`ccgVi`f[`ž`X]Y
U`g`8i`c`]b`XYf`5`hYfg[`fi`ddY`ŕ`U`bhfUhyb`"A`]h`_`Ub[`j`c`Yb`&(`

Di b_hYb`g]WXYfhYb`g]Y`g]W`XYb`YfghYb`DfY]g" `fY`8UfV]Yhi b[
gd]Y[Y`hY`XUg`c`Y`B]j YUi`k]XYfž`XUg`XYf`K YhVYk YfV`]b`X]YgYa
`U`f`Zc`fXYfhY" `8Ybb`X]Y`5i`gk U`XYf`HY]`bY`a Yf`YfZc`[h`Ymh
b]W`h`a Y`f`Ui`hca`Uh]gW`ž`gcbXYfb`VUg]Yfh`Ui`Z`XYb`9f[YVb]ggYb
XYf`Yk`Y]] Yb`@UbXYgk YhVYk YfVYž`k Ug`X]Y`?`cb`_i`ffYbn
ni`g`h`m`]W`U`b`Y]nh"

K`Y]hYfY`9fZc`[Y`Ui`g`XYa`@UbX`fY]g

5i`W`9`]gY`K`UY[bYf`f%)`E`Ui`g`<`c`n_]fWXYb`[`ÀbnhY`a`]h`]\fYa
5__cfXYcbgd]Y`]b`XYf`5`hYfg[fi`ddY`%`i`bX`Yfn]Y`hY`YVYbZU`g`&(
Di b_hY`gck]Y`Y]bYb`YfghYb`DfY]g" `b`]\fYa`Dfc[fUa`a
dfAgYbh]YfhY`g]Y`K`Yf`_Yž`X]Y`j`cb`XYf`?`]bXYfgi`]hY`XYg`?`ca`dcb]ghYb
J`UX]g`Uj`Nc`chUfmcj`V]g`]\b`ni`GhØW`Yb`Ui`g`XYf`F`YbU]ggUbW
fY]W`hYb" `fY`UVk`YW`g`i`b[gfY]WXY`8UfV]Yhi b[`_Ua`VY]`XYf`ž`fm
VYgcbXYfg`[i`h`Ub"

9]b`<`UfZYbXi`cž`VYghY`YbX`Ui`g`A`Uf]U`A`Ubn`f%*`E`Ui`g`J`U`Ymi`bX
:`f]YXU`GhYbnY`f%(`E`Ui`g`GW`Y]YfgYž`Yfn]Y`hY`a`]h`&`Di`b_hYb
_bUdd`b]W`h`XYb`YfghYb`DfY]gž`V`]YV`UVYf`XYb`bcW`a`]h`Y]bYf
gc`]XYb`@Y]ghi`b[`]b`9f]bbYfi`b[" `fY`9f[YVb]ggY`i`bhYfghfY]WXYb
X]Y`c`Y`a`i`g]_U`]gWXY`6Y[UVi`b[`XYf`HY]`bY`a`Yf`]a`@UbX`fY]g"

GhUf`_Y`6YhY]`][i`b[`XYf`A`i`g]_gW`i`Y` HY[YfbgYYf`HU`

8]Y`A`i`g]_gW`i`Y`HY[YfbgYYf`HU`k`Uf`YVYbZU`g`ghUf`_j`YfhfYhYb.`b
X]YgYa`U`f`k`i`fXYb`]bg[YgUa`h`bYi`b`6Y]hfÀ[Y`Y]b[YfY]W`hž
k`cj`cb`X]Y`GW`Ø`Yf]bbYb`i`bX`GW`Ø`Yf`ghc`nY`UW`h`YfghY`DfY]gY
gck]Y`Y]bYb`nk`Y]hYb`DfY]g`YffY]W`hYb" `8Ufi`bhYf`Z]Y`Yb`X]Y
@Y]ghi`b[Yb`]b`j`YfgW`]YXYbYb`?`UhY[cf]Ybž`j`cb`?`Uj`]Yf`ØVYf`<`UfZY
V]g`]\b`ni`6`c`W`Z`Ø`hYbYbgYa`V`Yg"

- ?`Uj`]Yf`gc`c.
 - 7cg]a`U`K`U[bYfž`5`hYfg[fi`ddY`%Vž`%"`DfY]g
 - 8]Y[c`:`Yfb`bXYn`8]Ynž`5;`" `ž`&"`DfY]g
- <`UfZY`gc`c.

- H]`XU`6Ufh\Y`ž`5; `"%Vž`%"`DfY]g
- @ci]gU`? UfdZž`5; `"%Vž`%"`DfY]g
- < c`nV`ÄgYf`9bgYa V`Y.
 - 9`]Ug`@YW_bYfž`BYj]U`K c`\UbX` `GUI cd\cbž`5; `&ž`%"`DfY]g
 - 5bbU`; `Y]»`ž`9`]Ug`@YW_bYfž`Fcg]`A Umf` `6`cW_Z`ÖhYž`5; `&ž`%"`DfY]g
 - 9`]gUVYh\`6`i a Yž: fUbn]g_U`? cZYf` `6`cW_Z`ÖhYž`5; `&ž`%"`DfY]g
 - 9`]gUVYh\`6`i a Yž`A UfYYb`A UhbYfž`5bbY A cf[YbghYfbž`?]`]Ub`GhUi XUWYf` `6`cW_Z`ÖhYž`5; `ž`%"`DfY]g

8 Ug`9b[U[Ya YbhXYf`@Y\`f`fÄZhYž`XUfi bhYf`7`\f]ghcd\`< Yd`hbYf`i bX`FY[]bY`? cZYfž`hfi [`a U» [YV`]W\`ni a `9fZc`[`XYf`GW\Ø`Yf`VY]" 9]b`]; fi ddYbV]`X`XYf`HY]`bY\`a Yf`nY][`h`X]Y`ghc`nYb`A i g]_Yf]bbYb`i bX`A i g]_Yfž`X]Y`b]W\`h`bi f`ZØf`g]W\`gY`Vghž`gcbXYfb`Ui W\`ZØf`]\`fY`GW\`i `Y`Y]bY`[i hY`FYdi hUh]cb`YfUfVY]hYhYb"

⊕g[YgUa`h`ghY`h`XYf`K`YhhVYk`Yfv`b]W\`h`bi f`Y]bY`6Ø\`bY`ZØf`X]Y`↑`b[Yb`HU`YbhY`XUfž`gcbXYfb`]gh`Ui W\`Y]bY`k`i bXYfVUfY` ; Y`Y[Yb\`Y]hž`g]W\`a`]h; `Y]W\`[Yg]bbhYb`Ui`gni`hUi`gW\`Yb`i bX`X]Y`Y][YbY`@Y]XYbgW\`UZh`ZØf`X]Y`A`i`g]_`ni`hY]`Yb`"Gc`V`Y]Vh`XYf`6i`bXYgk`YhhVYk`Yfv``đ`[YbX`a`i`g]n]Yfh`Y]b`k`]W\`h][Yg`9fY][[b]g]b`XYf`XYi`hgW\`Yb`A`i`g]__i`h`i`fž`XUg`[YbYfUh]cbgØVYf[fY]ZYbX`6Y[Y]ghYfi`b[`ZØf`X]Y`A`i`g]_`k`YW`h`"A`Y\`f`⊕Zcfa`Uh]cbYb`ØVYf`XYb`K`YhhVYk`Yfv`Z]bXYb`G]Y`Ui`Z`XYf`K`YVgY]hY`j`cb`đ`[YbX`a`i`g]n]Yfh"

8YhU]`g	
Cfh	K i ddYfhU`ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • a i g]_gW\`i `Y!hY[YfbgYYf!hU`"XY • k k k "ŕ [YbX!a i g]n]Yfh"cf[

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