

6cca Yf!| f`Ui Vg[Y\Y]a b]ggY. '8]Y`Hcd`+
F Y]gYn]Y`Y`&\$&) `Ybh\Ø`h°

9fZU\ fYb`G]Yžk Y`WY`g]YVYb`F Y]gYn]Y`Y`X]Y`6UVmVcca Yf!
; YbYfUh]cb`&\$&) `]b`9i fcdU`Ua `a Y]ghYb`VY[Y]ghYfb`i bX
k Ufi a "



@%fb UWUž`NmdYfb`!`8]Y`6UVmVcca Yf!; YbYfUh]cbž[YVcfYb
nk]gWYb`%-) +i bX`%- * , ž`Uhi`\fY [Ubn`Y][YbYb`DfÀZYfYbnYbž
k Ybb`Ygi a `F Y]gYb [Y`h`@Ui h`Y]bYa `F Ub_]b[`j cb`HI =
A i gYa Ybhžk Y`WYg`Ui ZXYb`6Yk Yfhi b[Yb`j cb`F Y]gYbXYb`ØVYf
*) `U\ fYb`Ui g`XYb`U\ fYb`&\$&` i bX`&\$&(`VUg]Yfhž`nY]WYbYb`g]WY
X]Y`VY`]YVhYghYb`F Y]gYn]Y`Y`VYgcbXYfg`Xi fW`_i`hi fY`Y`9f`YVb]ggY
i bX`UhYa VYfUi VYbXY`@UbXgWUZhYb`Ui g`8]YgY`5`hYfg[fi ddY
a UWYh`VYfY]hg`ØVYf`&% `XYf`9i`!6Yj`Ø`_Yfi b[`Ui gži bX`\f
9]bZi gg`Ui ZXYb`Hci f]ga i g`k`ÅWYgh`ghYh]["

8]Y`5b`U`mgY`\Uh`ni XYa `[YnY][hž`XUgg`j]Y`Y`F Y]gYbXY`X]YgY`N]Y`Y
Ui » Yf\U`V`XYf`<cWYgU]gcb`VYgi WYbžk Ug`bYi Y`HfYbXg`ja
Hci f]ga i g`ZØfXYfh`Gc`]gh`XYf`XYa c[fUZ]gWY`K UbXY`Y]b
YbhgWY]XYbXYf` : U`hc`f`ZØf`X]Y`Gi WY`bUWY`a Y`f` : fY]nY]hi bX

Z]bUbn]Y`Yf`GhUV`]hÅh]a`i`f`Ui`V"

Hcd!F Y]gYn]Y`Y`XYf`6UVmVcca`Yf

8]Y`Zc`[`YbXYb`F Y]gYn]Y`Y`_cbbhYb`g]W`U`g`:`Uj`cf]hYb`i`bhYf`XYb`6UVmVcca`Yfb`YhUV`]YfYb.

- @½fbUWUž`NmdYfb`i`6Yk`Yfhi`b[`.`,`ž+`*`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`?i`hi`fY`Yg`9fVYž: `c]b]_ci`XYg!`Dfca`YbUXYž`5i`gZØ[`Y`]bg`HfccXcg!;`YV]f[`Yž`hfUX]h]cbY`Y`8`ÒfZYf`@YZ`UfU`i`bX`:`_]UfXci`"
- G_]Uh\`cgž;`f]YWX`Yb`UbX`i`6Yk`Yfhi`b[`.`,`ž+`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`⊕gY`\`cdd]b[`!6cc`hgZU\`fhYbž`W`Ufa`UbhY`⊕gY`G`cdY`cg"
- A`UXY]fUž`Dc`fhi`[`U`i`6Yk`Yfhi`b[`.`,`ž`,`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`7`UVc`;`]fž`cž`D]Wc`Xc`5`fYY]fcž`A`cbhY`DU`UWž`@Yj`UXUg!`K`UbXYfi`b[`Yb"
- ?`YZU`cb]Už;`f]YWX`Yb`UbX`i`6Yk`Yfhi`b[`.`,`ž`,`+`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`A`Y`]ggUb]!`<`Ò\`Yž`A`mfhc`g!`GhfUbX"
- Gc`ffYb`hž`⊕U`]Yb`i`6Yk`Yfhi`b[`.`,`ž`,`(`,`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`;`c`Z]`cb`BYUdY`ž`5a`U`Z]_ØghYž`⊕gY`7`Udf]"
- @U`DU`a`Už`Gd`Ub]Yb`i`6Yk`Yfhi`b[`.`,`ž`,`'`,`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`B`Uh]cbU`dUf`_`7`U`XYfU`XY`HUVi`f]Yb`hYž`F`cei`Y`XY`cg`A`i`W`UW`cg"
- A`Ybc`fWUž`Gd`Ub]Yb`i`6Yk`Yfhi`b[`.`,`ž`,`(`,`#%\$
 - 6Y`]YVhY`5_h]j`]hÅhYb.`A`U\`i`bž`7]i`hUXY`Už`HU`Umch!`GhÅhYb"

8]Y`9f`YVi`b[`Yb`i`a`ZUgghYb`bi`f`Yi`fcd`À]gW`Y`F Y]gYn]Y`Yž`X]Y`a`]bXYghYbg`%\$\$`6Yk`Yfhi`b[`Yb`Yf`U`hYb`\`UhhYbž`i`bX`j`YfXYi`h]W`X`Ybž`k`]Y`j`]Y`gY]h[`X]Y`⊕hYfYggYb`XYf`À`hYfYb`F Y]gYbXYb`g]bX"8`Ug`F`Ub`_]b[`\`Uh[`YnY][`hž`XUgg`ni`a`]bXYgh`X]Y`YfghYb`ZØb`Z`D`À`hmY`j`cb`N]Y`Yb`Ui`g`XYa`A`]hY`a`YYffUi`a`VY`Y[`h`k`YfXYbž`a`]h`⊕U`]Yb`Ui`Z`XYa`ZØb`ZhYb`D`Umž`XUg`j`cb`XYb`J`cf`]YVYb`XYf`8`Yi`hgW`X`Ybž`i`bUV`\`Àb[`]j`]cb`XYf;`YbYfUh]cbž`YVYb`ZU`g`ghUf`_`dfc`Z]h]Yfh"

8]YgY`9f_Ybhb]ggY`i ghf]YfYb`Y]bXfi W_gj c`X]Y`F Y]gYhfYbXg`i bX
 Jcf]YVYb`XYf`6UVmVcca Yf!; YbYfUh]cb`b`Y]bYa`g]W
 j YfÀbXYfbXYb`Hci f]ga`i ga Uf_h`8]Y`_cbghUbh`k UWgYbXY
 6YXYi hi b[`X]YgYf`5`hYfg[fi ddY`i bhYfghfY]W`h`b]W`h`bi f`XYfYb
 6Y]hfU[`ni f`K`]fhgW`UZh`gcbXYfb`Ui W`X`YfYb`K`YfhgW`Àhni b[`ZØf
 j]Y`Z`h][Y`_i`hi f\]ghcf]gW`Y`9f`YVb]ggY"

Zf"XY`VYf]W`hYh`XUfØVYfž`XUgg`X]Y`HØf_Y]`YVYbZU`g`Y]b`VY`]YVhYg
 N]Y`ZØf`j]Y`Y`8Yi hgW`Y`]ghž`k Ug`XYb`K`i bgW`bUW`9f\c`i b[`i bX
 _i`hi fY`Ya`5i ghUi gW`i bhYfghfY]W`h`8]YgY`F Y]gYn]Y`Y`V`Y]VYb
 Ui W`b`XYb`_ca`a`YbXYb`š\`fYb`j`cb`hYfYggY`ZØf`X]Y
 fY]gYZfYi X][Y`; YbYfUh]cb`XYf`6UVmVcca Yf"

Ni gUa`a`Yb[YZUggh`nY][Yb`X]YgY`HfYbXgž`XUgg`F Y]gYb`ZØf`X]Y
 6UVmVcca Yf!; YbYfUh]cb`b]W`h`bi f`Y]bY`A`Ò[`]W`_Y]h`ni f`9f\c`i b[
]ghž`gcbXYfb`Ui W`Y]b`h]YZg`6YXØfZb]g`bUW`_i`hi fY`Ya
 5i ghUi gW`i bX`dYfgØb`]W`Yb`9fZU\fi b[Yb`k`]XYfgd]Y[Y`h`:`Øf`X]Y
 Hci f]ga`i gVfUbW`Y`ghY`h`X]Yg`Y]bY`k`Yfhj`c`Y`; Y`Y[Yb`Y]h`XUfž`X]Y
 5b[YVchY`k`Y]hYf`Ubni`dUggYb`i bX`ni`X]j`Yfg]Z]n]YfYb"

8YhU]`g	
Cfh	@/fbUWUž`NmdYfb
EiY`Yb	<ul style="list-style-type: none"> • k k k "Zf"XY • k k k "hi][fci d"Wca

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY