

8] [] hU`Y`F Yj c`i h]c b`]b`XYf
 @UbXk]fhgW\ UZh. '€ H`gc f[h`ZØf`b UW\ \ U`h][Y
 9fhfÀ [Y`

9fZU\ fYb`G]Yž`k]Y`€H`X]Y`@UbXk]fhgW\ UZh`V]g`&\$&)
 fYj c`i h]c b]Yfhž`a]h: c`_i g`Ui ZDf`Àn]g]c bž`B UW\ \ U`h][_Y]h`i bX
 9ZZ]n]Ybn"



B]W\ h`j c f\ UbXYbž`@UbX`!`8]Y`@UbXk]fhgW\ UZh`ghY\`h`Ub`XYf
 GW\k Y`Y`ni`Y]bYf`X][]hU`Yb`F Yj c`i h]c b`°`8 Yf`9]bgUhn`j c b`€H
 f`h`hYfbYh`cZ`H\]b[g`t`j Yfgdf]W\ hž`X]Y`hfUX]h]c bY`Yb
 5bVUi a Yh\cXYb`[fi bX`Y[YbX`ni`ÀbXYfb`i bX`X]Y`9ZZ]n]Ybn`ni
 ghY][Yfb`"5b[Yg]W\ hg`XYf`]a`a Yf`k Y]hYf`k UW\ gYbXYb`6Yj Ò`_Yfi b[
 i bX`XYf`XUa]hj Yfvi bXYbYb`B UW\ ZfU[Y`bUW\ `bUW\ \ U`h][Yb
 5bVUi a Yh\cXYb`]gh`X]YgY`HfUbgZcfa Uh]c b`a Y`f`U`g`bi`f`Y]b`HfYbX
 `g]Y`]gh`b`c`h`k`YbX]["": Ufa c bUi h`Yf`_`Àfhž`XUgg`XYf`[`cVU`Y`A`Uf`_h
 ZØf`Ga Ufh`5[f]W` `hi`fY`V]g`&\$&) `Ui ZYfghUi b`]W\ Y`&&`A`j`]UfXYb
 8c`Uf`k UW\ gYb`gc`ž`Ub[Yhf]YVYb`Xi fW\ `]bbcj Uh]j Y`€H!
 HYW\bc`c[]Yb"

5VYf'k Ug' [YbUi 'Vf]b[h'XYf'9]bgUhn'j cb'€H'j b'XYf'@UbXk]fhgWUZh
a]h'g]W 3'8]Y'5bhk cfh']gh'Y]bZUW. 'Y]bY': Ø'Y'j cb'A Ò[']W_Y]hYb"
8]Y' ðhY[fUh]cb'j cb'GYbgcfYb']b'j YfgW]YXYbY'6YfY]WY'XYg
'UbXk]fhgW UZh]WYb'DfcnYggYg'Yf'Ui Vh'Ygž'9bhgWY]Xi b[Yb'Ui Z
XYf'; fi bX'U[Y'j cb'8UhYb'ni 'hfYZYb" 'Gc'k]fX'X]Y'hfUX]h]cbY''Y
@UbXk]fhgW UZh]b'Y]bY'XUhYb[Yhf]YVYbY'6fUbWY'j Yfk UbXY'hž'X]Y
DfÀn]g]cbg'UbXk]fhgW UZhž'F Yggci fW'bc dh]a]Yfi b['i bX
J YfVYggYfi b['XYf'9fhfÀ[Y'Yfa Ò[']W'h''8 UfØVYf'\]bUi g'ghY][Yfh
X]Y'Zc fhgW f]hh]WY'HYW'bc'c []Y'X]Y'9Z]n]Ybn'i bX'B UW\U'h][_Y]hž
k Ug'ZØf'X]Y' l a k Y'h'j cb'[fc» Yf'6YXYi hi b[']gh"

Hcd'€H!5bk YbXi b[Yb']b'XYf @UbXk]fhgW UZh

8]Y'5bk YbXi b[ga Ò[']W_Y]hYb'j cb'€H'j b'XYf'@UbXk]fhgW UZh
g]bX'j]Y'ZÀ'h]["'<]Yf'g]bX'X]Y'g]YVYb'ZØ\ fYbXYb'5bk YbXi b[Ybž'X]Y
XUg'DchYbn]U''\ UVYbž'XUg'U[fUf]gWY'5fVY]hYb'j cb'; fi bX'Ui Z'ni
fYj c'i h]cb]YfYb.

- DfÀn]g]cbgVYk ÀggYfi b['i bX'6cXYbØVYfk UW i b[.
A]h'<]Z'j cb'GYbgcfYb'ni f'6cXYbYfa]h'hi b[ž'X]Y
: Yi W'h][_Y]h'i bX'd<!K YfhY']b'9W'hny]h'ØVYfk UWYbž'Àggh
g]W'XYf'K UggYfj YfVfUi W'i a 'V]g'ni ') \$'i 'fYXi n]YfYb
i bX'X]Y'9fhfÀ[Y'i a 'V]g'ni '&\$'i 'ghY][Yfb"
- , VYfk UW i b['j cb'DZ'Ubnyb'; Ygi bX\Y]h'i bX
BÀ\ fghcZZYb.'8fc\ bYb'i bX'GYbgcfYb'\Y'ZYbž'X]Y
; Ygi bX\Y]h'XYf'DZ'Ubnyb'ni 'VYk YfhYb'i bX'DfcV'Ya Y
ZfØ\ nY]h]['ni 'Yf_YbbYbž'k cXi fW'XYf'9]bgUhn'j cb
DYgh]n]XYb'fYXi n]Yfh'k]fX"
- K YhhYfØVYfk UW i b['i bX'?`]a UUbdUggi b[. '9W'hny]h'
8UhYb'ØVYf'K YhYfVYX]b[i b[Yb'i bhYfghØhnYb'X]Y
@UbXk]fhY'VY]'XYf'cdh]a U'Yb'7fcd!A UbU[Ya Ybh!D'Ubi b["
H]Yf[Ygi bX\Y]hgØVYfk UW i b['i bX'!a UbU[Ya Ybh.
HfU[VUfY'; YfÀhY'j YfZc`[Yb'XUg'K c'\VYZ]bXYb'i bX
J Yf\U'hYb'j cb'H]YfYbž'k cXi fW'fYW'hny]h][Y'A U» bU\ a Yb
Yf[f]ZZYb'i bX'5fVY]hg_cghYb'[YgYb_h'k YfXYb'_ØbbYb"
- A UbU[Ya Ybh'j cb'Ga Ufh': Ufa 'A UgW]bYb'i bX
@c []gh]_.'8]Y': YfbØVYfk UW i b['j cb'A UgW]bYb'cdh]a]Yfh

- XYb`F Yggci fWb[YVfUi W`i bX`gYb`_hX]Y`6Yhf]YVg_cghYb"
- BUW`j YfZc`[VUf`_Y]h`i bX`@YVYbga]hhY`g]W`Yf`Y]h.`€H`_ca`V]b]Yfh`a]h`6`c`W`W`U]b!HYW`bc`c[]Y`g]W`Yfh`X]Y`E`i`U`]h`A`h`XYf`@YVYbga]hhY`i`bX`Yfa`O[`]W`h`Hf`Ubgd`Uf`Ybn`]b`XYf`@]YZf`_YhhY"
- ?`≠[YghØhnhY`6YfUhi`b[`]i`bX`:`Ufa`a`UbU[`Ya`Ybh!`D`UhhZc`fa`Yb.`NYbhfU`]g]YfhY`8`Ug`Vc`Uf`Xg`V]YhYb`i`a`gYhm`VUfY`9f`_Yb`bh]ggY`i`bX`Ui`hca`Uh]g]YfYb`9bhgW`Y]Xi`b[`gdfcnYggY"

8cW`hfchn`U``X]YgYf`J`cfhY]Y`ghY`Yb`X]Y`@UbXk`]fhY`j`cf`<`YfUi`gZc`fXYfi`b[`Yb`"8`Ug`B`76`=``YVh`Yfj`cfz`XUgg`c`Y`5bZub[`g]bj`Ygh]h]cb`Ybž`hYW`b]gW`Y`G`W`i`i`b[`Ybž`8`UhYbgW`i`hnVYXYb`_Yb`i`bX`X]Y`a`Ub[`Y`b`XY`≠`hYfb`Yh]`YfV]bXi`b[`]b`Ā`b`X`]W`Yb`;`YV]YhYb`X]Y`≠`hY[`fUh]cb`j`cb`€H!HYW`bc`c[]Yb`YfgW`k`YfYb`_`Ö`bb`Yb`"8]YgY`<`Ø`fXYb`[`]h`Yg`ni`Ø`VYfk`]bXYbž`XUa`]h`X]Y`@UbXk`]fhgW`UZh`j`cb`XYb`A`O[`]W`_Y]hYb`XYf`DfĀn]g]cbg`UbXk`]fhgW`UZh`i`bX`XYb`j`]Y`Yb`€H!5bk`YbXi`b[`Yb`dfcZ]h]YfYb`_`Ubb"

8]Y`Ni`_i`bZh`XYf`@UbXk`]fhgW`UZh

A]h`XYa`ni`bY`a`YbXYb`:`c`_i`g`Ui`Z`b`UW`U`h][`Y`DfU`_h]_Yb`k`]fX`X]Y`F`c`Y`j`cb`€H`bc`W`VYXYi`hYbXYf`"8]Y`X][`]hU`Y`F`Yj`c`i`h]cb`]b`XYf`@UbXk`]fhgW`UZh[`Y`h`<`UbX`]b`<`UbX`a`]h`XYa`N]Y`ž`l`a`k`Y`hgW`i`hn`i`bX`F`Yggci`fW`bgW`cbi`b[`]j`cf`Ubni`Vf]b[`Yb`"F`Yg`YUfW`G`b`d`Yfg`Yf`Ā`i`hYfhž`XUgg`€H`b]W`h`bi`f`X]Y`9`Z]n]Ybn`ghY][`Yfhž`gc`bXYfb`Ui`W`V`Z]hž`k`]W`h][`Y`i`a`k`Y`hfY`Yj`UbhY`8`UhYb`ni`YfZUggYbž`X]Y`ZØ`f`X]Y`6Y`_`Āa`d`Z`b[`]XYg`?`]a`Uk`UbXY`g`Yb`hgW`Y]XYbX`g]bX"

Ni`gUa`a`YbZUggYbX`Ā`ggh]g]W`gU[`Ybž`XUgg`X]Y`@UbXk`]fhgW`UZh`b]W`h`a`Y`f`k`]Y`ZfØ`Yf`gY]b`k`]fX`"A`]h`<`]ZY`j`cb`€H`k`]fX`Y]b`bYi`Yg`DUfUX][`a`U`[`YgW`UZZYbž`XUg`Ui`Z`8`UhYbž`DfĀn]g]cb`i`bX`BUW`U`h][`_Y]h`gY`hnh`Gc`k`]fX`Yg`XYb`@UbXk`]fhYb`Yfa`O[`]W`hž`ga`UfhYf`ni`UfVY]hYb`i`bX`[`]Y]W`nY]h][`X]Y`<`YfUi`gZc`fXYfi`b[`Yb`XYf`a`cXYfbYb`K`Y`h`a`Y]ghYfb`ni`_`Ö`bb`Yb`"8Yf`K`Y[`]gh[`YYVbYh`ZØ`Y]bY`]bbc`j`Uh]j`Y`Ni`_i`bZhž`]b`XYf`HYW`bc`c[]Y`i`bX`A`YbgW`<`UbX`]b`<`UbX`UfVY]hYb"

8YhU]`g	
C fh	B]W h j c f \ U b X Y b ž @ U b X
E i Y `` Y b	<ul style="list-style-type: none"> • Z U f a c b U i h " W ċ a • d a W b W] " b ` a " b] \ " [c j • f Y g Y U f W g b] d Y f g " W ċ a

6Ygi W X Y b ` G] Y ` i b g ` U i Z . ` k c a , + " X Y