

5bXfYk 'GhfcXY'9mYg'7\Ua d]cbg\]d'; `cfm
Uh'6?: 7 '+, ']b'<c`mk ccX°

5bXfYk 'GhfcXY'Z][\hg'; YY'DYfYn'Zcf'h\Y' ðhYf]a '6?: 7'K cf`X
: `mk Y][\h'h]h'Y'cb'ð `m' %&ž&\$&) ž']b'<c`mk ccXž': @'



GYa]bc`Y'<UfX'F cW_ '<chY` / Ua d /'7Ug]bcž'<c`mk ccXž': @ž
I G5 '! ð'h\Y'fYU`a 'cZVUfY!_bi W_Y'Vci]b[ž'Ubh]W]dUh]cb']g
VfYk]b['Ug'5bXfYk 'GhfcXY'dfYdUfYg'hc'hU_Y'cb'; YY'DYfYn'Zcf'h\Y
 ðhYf]a '6?: 7'K cf`X': `mk Y][\h'7\Ua d]cbg\]d""H\]g'\][\`m'Uk U]hYX
Vci h']g'gYh'hc' i bZc`X'Uh'6?: 7 '+, 'cb'ð `m' %&ž&\$&) ž'Uh'h\Y
fYbck bYX'<UfX'F cW_ '<chY` / '7Ug]bc']b'<c`mk ccXž': `cf]XU"
GhfcXYž'k]h\ 'Ub'UXa]fUV`Y'fYWcfX'cZ' ! \$'g]bW`'c]b]b['6?: 7']b
&\$&' ž'\Ug'dfcj Yb`\Y'g'U'ZcfW`hc'VY'fYW_cbYX'k]h\ž'\Uj]b[
UW\]Yj YX'U``\]g'j]Wcf]Yg'h\fc i [\`ghcddU[Yž']bWi X]b['fYW`bh
k]bg'c'j Yf'Hm'Yf'F UbXU``UbX'7\UbWm'K]`gcbž'Ug'6?: 7'fYdcfhg"

K]h\ '&\$'mYUfg'cZ'Vci]b['YI dYf]YbW`'i bXYf`\]g'VY'hž'GhfcXY']g
hfYUh]b['h\]g'W\Ua d]cbg\]d'Z][\h'Ug'h\Y'a cgh'g][b]Z]WUbh

W\U`Yb[Y`cZ\]g`WUfYYf"" H\]g`]g`a m`Z]fgh`dfcZYgg]cbU`Z[\h`Zc`f`U
W\Ua`d]cbg\]d`VY`hž` \Y`Ya`d\Ug]nYgž`fYZYWh]b[`cb`h\Y
a`cbi`a`YbhU`ghU_Yg`cZ`h\Y`Vci`h`<Y`U`gc`U]a`g`hc`a`U_Y`\]ghc`fm`Vm
VYW`a`]b[`h\Y`gYW`bX`6?:`7`K`c`f`X`H]h]gh`Z`f`c`a`8Ybj`Yfž`k`]h\` \]g
YmY`g`gYh`cb`Vf]b[]b[`h\Y`W\Ua`d]cbg\]d`VY`h`VUW`_` \ca`Y"

H\Y`F`]gY`cZ`6?:`7`

A`YUbk` \]Yž`h\Y`6UfY`?bi`W`_`Y`:`][` \h]b[`7\Ua`d]cbg\]d`f`b?:`7`E`]g
Yb`c`m]b[`]hg`Z`ci`f]g\]b[`Y][` \h\`mYUf`c`Z`cdYfUh]cbgž`\Uj`]b[`VYYb
Zci`bXYX`]b`5df`]'&\$%,`"5g`**K`_]dYX]U`_\`][` \h]gž`6?:`7`a`Uf`_`YX`U
g][`b]Z]WUbh`a`ca`Ybh]b`gdc`fhg`\]ghc`fm`Vm`VY]b[`h\Y`Z]fgh`dfca`ch]cb
hc`\c`X`U`ghUhY!gUbWh]cbYX`VUfY!_bi`W`_`Y`Vci`]b[`Yj`Ybh]b`h\Y`I`"G"
g]bW`Y`%,` ,`-`"H\Y`]bUi`[`i`fU`Yj`Ybh`hc`c`_`d`UW`_`cb`'ž`bY`&ž`&\$%,`ž
ZYUhi`f]b[`h\Y`Z]fgh`5a`Yf]WUb!gUbWh]cbYX`k`ca`Yb`g`VUfY!_bi`W`_`Y
Z][` \hž`k`cb`Vm`6YWF`Uk` `]b[`g"**

Cj`Yf`h\Y`mYUf`gž`6?:`7`\Ug`k`]hbYggYX`bchUV`Y`Yj`Ybhg`_`_Y`6?:`7`
?bi`W`_`Ya`Ub]U`J`YUf`Yf`h\]g`mYUfž`k`\]W\`g\ck`WUgYX`Z][` \hYfg`gi`W\`
Ug`9XX]Y`5`j`UfYn`UbX`>fYa`m`GhYd`Ybg`"H\Y`dfca`ch]cb`\Ug
W`b]bi`YX`hc`Yi`dUbX`]hg`fYUW\`[`c`VU`mž`YghUV`]g\]b[`6?:`7`
H\U]`UbX`UbX`Ui`bW]b[`U`gYf]Yg`cZ`gi`W`W`ggZ`_`Yj`Ybhg`UW`c`gg
gYj`YfU`_`c`W]h]cbg`"žg`[`fck`]b[`dfca`]bYbW`_`]b`W`a`VUh`gdc`fhg`]g
[`Ufb]g\YX`k`]h\`]bbcj`Uh]j`Y`a`UhW`a`U_]b[`UbX`Yb[`U[`]b[`Z][` \h
WfXg"

I`dW`a`]b[`9j`Ybhg`

H\Y`&\$&) `6?:`7`gYUgcb`_]W`YX`cZZ`k`]h\`U`gYf]Yg`cZ`j`]VfUbh`Yj`Ybhgž
ghUfh]b[`k`]h\`6?:`7`:`][` \h`B][` \h`DYW`Ub[`U`cb`>Ubi`Ufm`%,`ž`&\$&)`"
K`]h\`UXX]h]cbU`a`UhW`Yg`d`UbbYX`UW`c`gg`a`i`h]d`Y`ghUhYgž`h\Y
`YU[`i`Y`g`gW`YXi`Y`fYZYWh]hg`W`a`a`]ha`Ybh`hc`XY`]j`Yf]b[
Y`YWf]Zm]b[`W`a`VUh`I`dW`a`]b[`Yj`Ybhg`i`bXYf`h\Y`6?:`7`VUbbYf
]bWi`XY.

- 6?:`7`+`,`.`DYfXca`c`j`g`"5XUa`g`_`ž`_m`%&ž`&\$&)`ž`Uh`<`UfX
F`cW`_`<`chY`_`/`7Ug]bcž`<`c`mk`ccXž`:`@
- 6?:`7`+`,`.`F`ch\k`Y`_`j`g`"G]a`cb`_`ž`_m`%-`ž`&\$&)`ž`Uh`F`5`7

5fYbUž'DYfh\ž'5i ghfU`]U

- 6?: 7':][\h'B][\h'D\]]`m'DU[i Y'j g"DYhYfgYb' 'ž`m'&) ž
&\$&) žUh'&' \$\$'5fYbUž'D\]`UXY`d\]Už'DYbbgmj Ub]U
- 6?: 7':][\h'B][\h'Gh' f[]g.'; c[c'j g"@UbY' '5i [i gh'&ž
&\$&) žUh'6i ZU`c'7\]d'7Ua d[fci bXž'Gh' f[]gž'Gci h\
8U_chU

5g'ZUbg[YUf'i d'Zcf'h\Y'i dWŁa]b['a UhWŁYgž'a cgh'YmYg'k]``gi fY`m
VY'cb'GhfcXY']b'\]g'a ca Ybhci g'Z[\h'U[U]bgh'DYfYn" 'K]h\
WŁbZ]XYbWŁ'fUX]Uh]b['Zfca 'h\Y'8Ybj Yf'Z[\hYf'UbX'U'f]WŁ'\]ghcfm
VUW_]b['h\Y'6?: 7ž]hg'WYUf'h\Uh'h\]g'gi a a Yf'dfca]gYg'bch'ž gh
h\f]]b['WŁa VUhž'Vi h'U'XYdYf'ghcfm]bY'Ug'k Y`` U'hYghUa Ybh'hc
h\Y'[fck]b[``UbXgWŁdY'cZ'VUfY!_bi W_`Y'Z[\h]b["

H\Y'YI W]hYa Ybh']gb h'ž gh'UVci h'h\Y'Z[\hg/']hg'U`gc'UVci h
k]hbYgg]b['\ck 'XfYUa g'i bZc'X'k]h]b'h\Y'f]b["': cf'GhfcXYž'h\]g
]gb h'ž gh'Ubch\Yf'a UhWŁ/']hg'Ub'cddcfhi b]hmi'hc'dUj Y'\]g'dUh\ 'hc
['cfm'UbX'YhWŁ'\]g'bUa Y']b'h\Y'UbbU'g'cZ6?: 7" 'K]``\Y'f]gY'hc'h\Y
cWŁUg]cbž'cf'k]``DYfYn'dfcj Y'hc'c'hci [\`Ub'cddcbYbh3'C b'm'h]a Y
k]``hY``Ug'k Y'WŁi bh'Xck b'hc'ž`m'%"

8YhU]`g	
Cfh	GYa]bc`Y'<UfX'FcW_`<chY``/ Ua d/7Ug]bcž <c`mk ccXž: @ž! G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "V_ZWŁa• Yb"a "k]_]dYX]U"cf[• Yb"k]_]dYX]U"cf[

6Ygi WŁYb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh