

Gca a YfZYf]Yb`&\$&) .`GhUi Wk Ucg`i bX F Y]gYhfYbXg`]b`B cfXXYi hgWk`UbX`

8Yf`5fh]_Y`]bZcfa]Yfh`ØVYf`X]Y`Gca a YfZYf]Yb`&\$&) `]b
BcfXXYi hgWk`UbX`žGhUi dfc[bcgYb`i bX`VY`]YVhY`FY]gYn]Y`Y"



< Ua Vi f[ž`8Yi hgWk`UbX`!`8]Y`Gca a YfZYf]Yb`ghY`Yb`j cf`XYf
HØf`5a`" `"'ž`']&\$&) `VY[]bbYb`B]YXYfgUWk`gYb`i bX`6fYa`Yb`]b`X]Y
YfgY`bhYb`K`cWkYb`XYg`l`f`Ui`Vg`i`bX`XYf`9f`c`i`b["'8cWk`k`jY
]a`a`Yf`ni`a`i`Yf]YbghUfh`VYXYi`hYh`XUg`Ui`Wk.`GhUi`ž`Wk`Ucg`Ui`ZXYb
GhfU`»`Yb`i`bX`;`YXi`Xggd]Y`Y`ZØf`U`Y`FY]gYbXYb`"@Ui`h`**B8F**`k`]fX
X]Y`J`Yf`_Y`f`gg]hi`Uh]cb`nk`]gWkYb`XYa`" `"'i`bX`+"`"'ž`']`VYgcbXYfg
Ub[`YgdUbbhgY]b`"8Yf`9`Vhi`bbY`]b`< Ua Vi f[`k`]fX`k`Å`fYbX`X]YgYf
NY]hgc[`Uf`j`c`gh`Å`bX][`i`[`YgdYffh`ž`k`Ug`Y]bYa`ni`g`Å`hn`]WkYb
BUXY`Ò`f`[`Y]Wk`_ca`a`h"

8]Y`GhUi`[`YZU`f`]gh]b`XYf`[`YgUa`hYb`FY[]cb`cWk`" `ž`gVYgcbXYfY
VY`]YVhY`5i`gk`Y]Wk`fci`hYb`a`ØggYb`a`]hYf`Å`hYa`J`Yf`_Y`f`
fYWk`bYb`ž`k`Ug`ni`g`Å`hn`]WkY`K`UfhYnY]hYb`VYXYi`hYh`"8]YgY`G]hi`Uh]cb

k]fX`Xi fW`X]Y`c\Y`NU`\`j cb`F Y]gYbXYb`]b`Gh`XhYb`k]Y`6fYa`Ybž
<Ua`Vi f[ž<Ubbcj`Yf`i bX`C gbUVfØW`_j`Yfgh`Åf`hž`X]Y`ni XYa``a`]h
6Ui`ghY`Yb`ni`_`Åa`dZYb`UVYb`"K`Yf`U`gc`d`Ubhž`]b`XYb`BcfXYb`ni
fY]gYbž`XYf`gc`h`Y`g]W`Ui`»`Yf`U`V`XYf`j`Yf`_`Y`fgfY]W`ghYb`NY]hYb
Ui`ZXYb`K`Y[`a`UW`Ybž`Ya`dZ]Y`h`iXYf`5857"

K]W`h][`Y`=bZcfa`Uh]cbYb`ni`XYb`:`Yf]YbnY]hYb

8]Y`:`Yf]YbnY]hYb`]b`BcfXXYi`hgW`UbX`g]bX`k`]Y`Zc`[`h`Ui`Z[`YhY]`h`

- 6fYa`Yb.`"``ž`_]`V]g`%`"``5i`[`i`gh`
- B]YXYfgUW`gYb.`"``ž`_]`V]g`%`"``5i`[`i`gh`
- <Ua`Vi`f[`.`&(`"``ž`_]`V]g`"``GYdhYa`VYf`
- A`YW`_`Yb`Vi`f[`!`J`cfdca`a`Yfb.`&`,`"``ž`_]`V]g`*`"``GYdhYa`VYf`
- GW`_`Ygk`][`!`<`c`ghY]b.`&`,`"``ž`_]`V]g`*`"``GYdhYa`VYf`

8]Y`YfghY`5i`[`i`ghk`cW`Y`j`Yfgdf]W`h`Y]b`k`Y]hYfYg`J`Yf`_`Y`fg`cW`ž
b]W`h`ni`Yhnh`Xi`fW`XYb`K`cW`YbYbXj`Yf`_`Y`f`j`ca``%`V]g`"``5i`[`i`ghž
XYf`Øf`ni`g`Åh`n]W`Yg`;`YXf`Åb[`Y`Ui`ZXYb`GhfU`»`Yb`gcf[`Yb`k`]fX"

GhUi`dfc[`bcgY`i`bX`VY`]YVhY`N]Y`Y`

8Yf`5857`k`Ufbh`VYfY]hg`Yhnhj`cf`Y]bYf`Ub[`YgdUbbhY
J`Yf`_`Y`fgg]hi`Uh]cb`Ui`ZXYb`5i`hcVU`bYb`"6Ui`ghY`Ybž`j`cb`XYbYb
U`hi`Y`fi`bX`%&\$`\$]b`8Yi`hgW`UbX`U`h]j`g]bXž`k`YfXYb`ni
ghcW`YbXYa`J`Yf`_`Y`f`Ø`fYb`"6YgcbXYfg`VY`UghY`h`k`YfXYb`X]Y
GhfYW`Yb`5%`6fYa`Yb`i`<Ua`Vi`f[`ž`5&`6fUi`bgW`k`Y][`i`A`U[`XYVi`f[`ž
i`bX`5+`?`UggY`i`<Ubbcj`Yf`gY]b`"8]Y`F`Y]gYbXYb`gc`h`Yb`XUfUi`Z
[`YZUggh`gY]bž`XUgg`Ui`W`X]Y`5i`hcVU`bYb`bUW`i`bX`j`cb`XYb
VY`]YVhYb`N]Y`cfhYb`k`]Y`C`gh`i`bX`BcfXgY`Y`gck`]Y`<`Ufn`ghUf`_
ZfYe`i`Ybh]Yfh`gY]b`k`YfXYb`"8Yf`<`Ufn`]gh`YfVY]`]b`XYb`YfghYb
K`cW`Yb`XYf`Gca`a`YfZf]Yb`VYfY]hg`[`i`h[`YVi`W`h"

6YgcbXYfg`Ui`Z`Å`][`]gh`XYf`HfYbXž`XUgg`ni`bY`a`YbX`A`YbgW`Yb
Ui`g`h]hn][`Yb`Gh`XhYb`]b`_`Ø`YfYb`F`Y][`cbYb`Ub`XYf`BcfXgY`Y
9f`c`i`b[`gi`W`Yb`"8]Y`_i`fnZf]gh][`Yb`6i`W`i`b[`Yb`bY`a`Yb`ni`ž`i`bX
X]Y`H5BC`Ya`dZ]Y`h`ž`b]W`h`c`b`Y`j`cf`Y`f][`Y`6i`W`i`b[`Ubni`fY]gYbž
i`a`V`Ø`gY`,`VYffUgW`i`b[`Yb`ni`j`Yfa`Y]XYb"

Ni gÄhn`]W\ Y` < YfUi gZcfXYfi b[Yb`i bX
 G]W\ Yf\ Y]hg\]bk Y]gY

C VYbXfUi Z[]VhYg`bcW`X]Y`K YhhYfj cf\YfgU[Ybž`X]Y`ZØf`XYb
 \Y]» YghYb`HU[`XYf`K cW\Y`k UfbYbž`k Ug`XYb`6U\bj Yf_Y`f`]b
 BcfXXYi hgW`UbX`YVYbZU`g`VYY]bhfÄW\h][Yb`_Ubb``8]Y
 9bhgW\Y]Xi b[`ØVYf`a Ò[`]W\Y`GW\i`gW\`Y]» i b[Yb`i]b`XYb`K cW\Yb
 XYf`Gca a YfZYf]Yb`]]Y[h`i]b`XYb`<ÄbXYb`XYf`Yk Y]]][Yb
 GW\i``Y]hi b[Yb``Ni XYa`k YfXYb`Ub`XYb`; fYbnØVYf[Äb[Yb`bUW\
 8Yi hgW`UbX`gh]W\dfcVYbUfh][Y`?cbhfc``Yb`Xi fW\ [YZØ\fhž`k Ug`U`g
 ni gÄhn`]W\ Y` < ØfXY`VY]a`fY]gYb`]a`5i g`UbXž`j cf`U``Ya`bUW\
 2 ghYffY]W\`i bX`?fcUh]Ybž`ni`k YfhYb`]gh"

A]h`X]YgYb`≠Zcfa Uh]cbYb`]a`]; YdÄW`_gc``hY`a Ub`[i h`[YfØghYh`i]b
 X]Y`bYi Y`; Yf]YbnY]h`ghUfhYb`_ÖbbYb``J Yf[YggYb`G]Y`b]W\h`Y]b
 V]ggW\Yb`; YXi`X`i bX`[i hY`D`Ubi b[`_ÖbbYb`XYb`]; Ua`]]YbUi gZi [
 ni`Y]bYa`YW\hYb`J Yf[bØ[Yb`a UW\Yb``]; i hY`; U\fh`

8 YhU]`g	
C fh	< Ua`Vi f[ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "UXUWXY • Ui hc [UnYhhY"XY

6Ygi W\ Yb`G]Y`i bg`Ui Z.`X]Y!bUW\ f]W\ hYb`Wca