

6Yn]f_gVØf[Yfa Y]ghYf' <]_Y` ``ÀXh'ni f
gdUbbYbXYb ' ?]Yn!Hci f']a ' ? ØfbYf_]Yn°

6Yn]f_gVØf[Yfa Y]ghYf' <]_Y` ``ÀXh'ni ' ?]Yn!Hci fYb']b' BYi _Ø`b
Y]b" `HYfa]b. " ' " † `] ' & \$ &) žA]hA UWX!@UXYbž5ba Y`Xi b[
YfZcfXYf`]Wx "



»c bUgghfU» Y ' & * ž' % & \$) ' ' 6Yf`]b ž' 8 Yi hgWx `UbX`!
6Yn]f_gVØf[Yfa Y]ghYf' A Ufh]b' <]_Y` `k]fX`Ua ' 8 cbbYfghU[ž' XYb' " "
† `] ' & \$ &) ž' j' cb' %) `V]g' % * . ' \$ ' I ` \ f' ni f' ?]Yn!Hci f' Xi fW` XYb
? ØfbYf_]Yn' Y]b' UXYb' " 8 Yf' GhUfhd i b_h' XYf' Hci f']gh' XYf' A]hA UWX!
@UXYb']b' XYf' »c bUgghfU» Y ' & * ž' % & \$) ' ' 6Yf`]b ž' i bX` X]Y` F ci hY
YfghfYW_h]g]Wx `ØVYf' WU" ' & ?]` ca YhYf' V]g' ni a ' : `UgWx Ybni [`]b' XYf
9a gYf' GhfU» Y ' & * ž' % & \$) ' ' 6Yf`]b' " 9]bY' 5ba Y`Xi b[`]gh' YfZcfXYf`]Wx ž
X]Y']bhYfYgg]YfhYb' 6Øf[Yf' _ØbbYb' g]Wx `i bhYf' XYf' HY` YZcbbi a a Yf
\$' \$' - - & , (+) - `Uba Y`XYb ž' i a `Ub` X]YgYf' J YfUbghU` hi b[
hY]` ni bY` \ a Yb" 8]YgY' ?]Yn!Hci f']gh' X]Y` nk Y]hY' j' cb' XfY]` gc` Wx Yb
J YfUbghU` hi b[Yb ž' X]Y']a ' † \ f' & \$ &) `ghUhhZ]bXYb' k YfXYb ž' i a `XYb
6Øf[Yfb' X]Y' A Ø[`]Wx _Y]h' ni ' [YVYb ž'] \ fY' : fU[Yb' ni `ghY` Yb' i bX
g]Wx `ØVYf' J c f \ UVYb' XYg' 6Yn]f_g`Ui gni hUi gWx Yb ž' gck c \ ` VYfY]hg

UV[YgW`cggYbY`U`g`Ui W`]b`XYf`D`Ubi b[`VYZ]bX`]WXY`Dfc`Y`_hY"
8]Yg`VYf]W`hYh`X]Y`b`hYfbYhgY]hY`j`cb`"VYf`]"b`"XY"

8]Y`YfghY`?)Yn!Hci`f`ZUbX`VYfY]hg`Ua``%+`"A`U]`&\$&)`]b`XYf`
;`fcd]i`gghUXh`ghUhh`i`bX`k`Uf`Y]b`j`c`"Yf`9fZc`["`"8]Y`6Ygi`W`Yf`\`UhhYb`
X]Y` ;`Y`Y[`Yb`\\Y]h`z`a`Y`\\f`ØVYf`j`YfgW`]YXYbY`Dfc`Y`_hY`ni`YfZU`fYb`
i`bX`_`cbbhYb`g]W`]a`5bgW`i`gg`VY]`?`i`W`Yb`i`bX`c`W`YfYb`
;`Ygd`f`W`Yb`a`]h`A`Ufh]b`<`]_Y`"Ui`ghUi`gW`Yb`"8]Y`b`W`ghY`[`Yd`Ub`hY`
?`]Yn!Hci`f`]gh`ZØf`XYb`%*`"C`_hc`VYf`&\$&)`Ub[`YgY`h`h`z`Y`Xc`W`g]b`X`X]Y`
8YhU]`g`ni`H`\\Ya`U`i`bX`C`fh`XYf`Hci`f`bc`W`c`ZYb`i`bX`k`YfXYb`ni`
Y]bYa`gd`h`YfYb`NY]hdi`b`h`VY`_Ubbh`[`Y[`YVYb`z`k`]Y`
a`Y]b`"VYf`]"b`"XY`VYf]W`hYh`"

K`Y]hYfY`J`YfUb`ghU`hi`b[`Yb`XYf` 6Yn]f`_gghUXhf`hY`

Ni`g`h`ni`W`ni`XYb`?)Yn!Hci`fYb`cf[`Ub]g]Yfh`XUg`6Yn]f`_gUa`h`Ui`W`
6Øf[`Yfgd`fYW`ghi`bXYb`z`]b`XYbYb`X]Y`6Øf[`Yf`X]fY`_hYb`?`cb`hU`_h`ni`
XYb`6Yn]f`_gghUXhf`hYb`\\UVYb`_ØbbYb`"

- <`UbbYg`f`Y`\\ZY`X`h`f`b`Yn]f`_gghUXhf`Uh`ZØf`Gcn]U`Yg`i`bX`
;`Ygi`bX`\\Y]h`
 - HYfa`]b.`8`cbbYfghU[`ž`%-`"i`ž`b`]&\$&)`ž`j`cb`%`V]g`%(`
I`\\f`ž`GYb]c`fYb`ZfY]nY]hgh`h`hY`5`h`F`i`Xck`"*\$`ž`%&'`))`
6Yf`]"b`"
 - HYfa`]b.`8`cbbYfghU[`ž`%+`"i`ž`]&\$&)`ž`j`cb`%`V]g`%(`
I`\\f`ž`;`Ya`Y]bXY`\\Ui`g`XYf`Yj`"8`cfZ_]fW`Y`5`h`
6i`W`ck`ž`5`h`6i`W`ck`"i`*`!`",`ž`%&'`(-`6Yf`]"b`"
- x`W`Yb`6]YXYfa`Ubb`f`b`Yn]f`_gghUXhf`Uh`ZØf`
GhUXhYb`h`]W`_i`b[`ž`I`a`k`Y`h`i`bX`J`Yf`_Y`f`
 - HYfa`]b.`A`]h`k`c`W`ž`%*`"i`ž`]&\$&)`ž`j`cb`%`V]g`%(`
I`\\f`ž`5`hY`8`cfZg`W`i`Y`F`i`Xck`Y`"J`ž`5`h`F`i`Xck`"*\$`ž`
%&'`))`6Yf`]"b`"
- >`Ub]bY`K`c`hYf`f`b`Yn]f`_gghUXhf`hYb`ZØf`6]`Xi`b[`ž`?`i`h`i`f`i`bX`
Gdc`fh`
 - HYfa`]b.`:`fY]hU[`ž`%`"i`ž`]&\$&)`ž`j`cb`%(`V]g`%)`I`\\f`ž`
5`hY`8`cfZg`W`i`Y`F`i`Xck`Y`"J`ž`5`h`F`i`Xck`"*\$`ž`
%&'`))`6Yf`]"b`"

8]Y`5ba Y`Xi b[`ZØf`X]Y`GdfYWłghi bXYb`]gh`b]Włh`nk]b[YbX
 YfZcfXYf`]Włż`UVYf`k]fX`ZØf`Y]bY`VYggYfY`D`Ubi b[`YfVYhYb"9]bY
 , VYfg]Włh`U`Yf`6Øf[YfgdfYWłghi bXYb`ghY`h`Ui Z`XYf`K YVg]hY`j cb`
 VYf`]b"XY`ni f`J YfZØ[i b["

8YhU]`g	
C fh	æbUgghfU» Y`&*ž`%&\$) ' `6Yf`]bž`8Yi hgWł`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • a Y]b"VYf`]b"XY • k k k "VYf`]b"XY

6Ygi WłYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh