

5]XU`7fi]gYg`n]Y\h`X]Y`F Y]»`Y]bY.
; c`ZfY]gYb`UV[YgU[hž`bYi Y`F ci hYb`°

5]XU`7fi]gYg`WUbW`h`F Y]gYb`]b`X]Y` ; c`ZfY[]cbž`k`Ä`fYbX`HI =
i bX`7cghU`]\fY`Dfc[fUa`a`Y`UbdUggYb`"5_hi`Y`Y
9bhk]W`i b[Yb`]b`XYf`F Y]gYVfUbW`Y"



J YfY]b][hY`5fUV]gW`Y`9a]fUhY`!`8]Y`?fYi nZU`fhVfUbW`Y`Yf`YVh
XYfnY]h`Y]b][Y`gdUbbYbXY`J YfÄbXYfi b[Ybž`]bgVYgcbXYfY`]b
6Yni [`Ui Z`XUg`F Y]gYdfc[fUa`a`]b`XYf`; c`ZfY[]cb`"K]Y`
UVci hhfUj Y`"W``VYf]W`hYhž`\Uh`5]XU`7fi]gYg`Ui Z[fi bX`XYf
Ub[YgdUbbhYb`@U[Y`]a`B`U`Yb`C`ghYb`U`Y`[Yd`UbhYb`F Y]gYb`]b
X]YgYf`F Y[]cb`[Yghf]W`Yb`"GhUhhXYggYb`k]fX`X]Y`5]XU`Df]a`U`Xi`fW`
BcfXYi fcdU`i bX`Ui Z`X]Y`? UbUfYb`Wfi]gYbž`k`c`F Y]gYbXY`X]Y
gW`ÖbYb`@UbXgW`UZhYb`i bX`a`]`XYg`?`]a`U`[Yb]Y»Yb`_ÖbbYb"

9]b`6`]W`_Ui Z`X]Y`ØVf][Yb`F`YXYfY]Yb`nY][hž`XUgg`7cghUž`XUg
GW`k YghYfi bhYfbY`a`Yb`]cb`5]XUž`]cfYfgh`Ub`gY]bYa`Cf]Ybh!
Dfc[fUa`a`Z`gh`Ä`h`HI`=7fi]gYg`\]b[Y[Yb`d`Ubhž`XUg
K]bhYfdfc[fUa`a`k]Y`]cf[YgY`Yb`Xi`fW`ni`ZØ`fYb`i bX`gW`]W`h`X]Y

A Y]b`GWX]ZZ'(`i bX`A Y]b`GWX]ZZ) `]b`X]Y`J YfY]b][hYb`5fUV]gWXYb
9a]fUHy`i bX`bUWX`Ca Ub``A G7`i bX`7cghU`VYcVUWXhYb`X]Y
G]hi Uh]cb`k Y]hYf\]b`Ui Za Yf_gUa `i bX`Yj U`i]YfYb`Ui ZYbXž`i a`X]Y
G]WXYf\Y]h]\fYf`; ÅghY`YXYfnY]h`ni `[Yk Å\`f`Y]ghYb"

F Y Y X Y f Y] Y b `] a ` J Y f [` Y] W X

6Y]`XYf`5i gk U\`XYf`f]W h][Yb`?fYi nZU\fh`fY]»h`X]Y`fU[Y`Ui Z
K Y`WXY`F Y Y X Y f Y]`dUggh`ni `a]f3`&_fYi nZU\`fYf"XY`V]YhYh`Y]bYb
UbgWXYb`J Yf[`Y]W X`j cb`F Y Y X Y f Y]][fØ»Yb`i bX`!Ub[YVchYbž
ni`XYbYb`i bhYf`UbXYfYa`5=85`7fi]gYgž`HI`=7fi]gYgž`7C GH5
7fcW]YfY`i bX`A G7`7fi]gYg`nÅ\`Yb``5=85ž`U`g`HcW hYf[YgY`gWXYb
XYf`7Ufb]j U`7cfdcfUh]cbž`_Ubb`a`]h`Y]bYf`:`chhY`j cb`%%`GWX]ZZYb
Ui žk UfhYbž`k Å\`fYbX`HI`=7fi]gYg`a`]h`*`GWX]ZZYb`i bX`Y]bYa
Y`Y[UbhYbž`UVYf`nk Ub[`cgYb`5a`V]YbhY`di b_hYh`8Yf`Zc`[YbXY
, VYfV`]W_`nY][h`X]Y`:`chhYb[fØ»Yb`XYf`k]W h][ghYb`F Y Y X Y f Y]Yb.

- 5=85`7fi]gYg.`%%`GWX]ZZY
- HI`=7fi]gYg.`*`GWX]ZZY
- 7C GH5`7fcW]YfY.`-`GWX]ZZY
- A G7`7fi]gYg.`&&`GWX]ZZY
- FcmU`7Uf]VVYUb`b`hYfbUh]cbU`.`&(`GWX]ZZY
- Bcfk Y[]Ub`7fi]gY`@]bY.`%-`GWX]ZZY

8]Y`<][\`][\hg`ZØf`F Y]gYbXY`j Uf]]YfYb`YVYbZU`g`Yf\YV`]W X``5=85
V]YhYh`_cghYb`cgY`H]gW X[YhfÅb`_Y`k Å\`fYbX`XYf`<Ui dha U\`nY]hYb
]b`XYb`6i ZZYhfYghUi fUbhgž`k Å\`fYbX`VY]`UbXYfYb`5bV]YhYfb`k]Y
7C GH5`i bX`A G7`_Y]bY`; YhfÅb`_Y`]a`F Y]gYdfY]g`Ybh\U`hYb`g]bX`
I bhYf\U`hi b[`Ub`6cfX`V`Y]Vh`YVYbZU`g`Y]b`k]W h][Yg`?f]hYf]i a`.
5=85`\Uh`XUg`H\YUhf]i a`U`g`nYbhfU`Yb`5b`Ui Zdi b_h`YhUV`]Yfhž
k Å\`fYbX`HI`=a`]h`YbhgdUbbYbXYb`HU[Ygdfc[fUa`a`Yb`i bX
_`Ugg]gWXYa`H\YUhf`Ui žk UfhYh"

HfYbXg`]b`XYf`?fYi nZU\fh]bXi ghf]Y

9]b`U_hi Y`Yf`6Yf]W h`XYf`7fi]gY`@]bYg`b`hYfbUh]cbU`
5ggc W]Uh]cb`f7 @=5Ł`VY`Yi W hYh`X]Y`YfZfYi`]WXYb`HfYbXg`]b`XYf
?fYi nZU\fh]bXi ghf]Y`ZØf`&\$&(`"BUWX`Y]bYa`DUggU[]YfUi Z_ca`a`Yb

j cb'' %ž+ 'A]''cbYb'ja 'đ\łf'&\$&' ž'k Ug'Y]bYa '5bgh]Y['j cb'*ž 'i
]a 'J Yf['Y]W\ 'ni '&\$%- 'Ybhgd]W\hž'd'UbYb', &'i 'XYf
 ?fYi nZU\fhY]'bY\ a Yfž'YfbYi h'ni '_fYi nYb''8]Y'Dfc[bcgYb'g]bX
 cdh]a]gh]gW\ž'a]h'Y]bYf' [YgW\ÀhnhYb'5b\YVi b['XYf
 ?fYi nZU\fh_UdUn]hÀh'i a '%\$'i 'nk]gW\Yb'&\$&('i bX'&\$&, "

6YgcbXYfg'VYa Yf_Ybgk Yfh'g]bX'X]Y'j YfghÀf_hYb'6Ya Ø\i b[Yb'i a
 BUW\ \U'h][_Y]h''7 @5!A]h['YXYf'ghfYVYb'V]g'&\$) '\$BYhhc!Bi''!
 9a]gg]cbYb'Ub'i bX'bj Ygh]YfYb'jb'i a k Y'hžfYi bX'W\Y
 HYW\bc'c[]Yb''8]Y'k]fhgW\UZh'W\Y'6YXYi hi b['XYf
 ?fYi nZU\fh]bXi ghf]Y'gh'YVYbZU'`g'b]W\h'ni 'i bhYfgW\ÀhnhYb.'a 'đ\łf
 &\$&&' [YbYf]YfhY'g]Y'%', 'A]''UfXYb'i G!8c''Uf'i bX'i bhYfghØhnhY
 ØVYf'%ž&'A]''cbYb'5fVY]hgd'ÀhnhYž'k cVY]'+) 'i 'X]YgYf'æVg'X]fY_
 Ub'@UbX'jb'<ÀZYb'[YgW\UZZYb'k i fXYb"

Ni gUa a YbZUggYbX''Àggh'g]W\ 'gU[Ybž'XUgg'hfc hn'XYf
 <YfUi gZcfXYfi b[Yb'jb'VYgh]a a hYb'FY[]cbYb'X]Y
 ?fYi nZU\fhVfUbW\Y'a]h'bbcj Uh]j Yb'žXYb'i bX'Y]bYa 'ghUf_Yb
 : c_i g'Ui ZG]W\Yf\Y]h'i bX'BUW\ \U'h][_Y]h'jb'X]Y'Ni _i bZh'ghYi Yfh"
 : Øf'FY]gYbXY'[]Vh'Yg'nU\`fY]W\Y'UhhfU_h]j Y'A Ø['W\ _Y]hYbž'X]Y
 Y][YbY'HfUi a fY]gY'ni 'd'UbYbž'Y[U'cV'jb'BcfXYi fcdUž'XYb
 ?UbUfYb'cXYf]b'XYb'hfUX]h]cbY''VY'jYVhYb'6U\ bYb'XYf'?Uf]V]_
 i bX'XYg'A]hY'a YYfg"

8YhU]'g	
Cfh	JYfY]b][hY'5fUV]gW\Y'9a]fUhY
Ei Y''Yb	<ul style="list-style-type: none"> • UVci hhfUj Y''W\ • &_fYi nZU\ fYf"XY • k k k "Wfi]g]b[^ci fbU''Wca

6Ygi W\Yb'G]Y'i bg'Ui Z.'i bgYfY!\chY`g"XY