

: Ugn]b Uh]c b 'ZØf' ?]bXYf. '@Ygi b['j c b 'A Uf]Y
< Øhnb Yf ']b '6 Yf`]b °

6Yn]f_gVØf[Yfa Y]ghYf]b '7`UfU`<Yffa Ubb`ghY`h`XUg`6i W
/ ei ch/F cW_mK]bhYfZY`X/ ei ch/'j cf. '@Ygi b['Ua ' &" '5i [i gh
&\$&) ž'9]bhf]hh'ZfY]ž'5ba Y`Xi b['Ya dZc`Yb"



: fUb_Zi fhYf'5`YY`%(5ž'%'\$&(+ '6Yf`]bž'8Yi hgW`UbX`!'5a
GUa ghU[ž'XYb`&"5i [i gh'&\$&) ž'k]fX`]b '6Yf`]b 'Y]bY`gdUbbYbXY
@Ygi b['ZØf': Ua]]Yb`ghUhhZ]bXYbž'X]Y`?]bXYf`]a '5`hYf`j c b 'UW`h`V]g
nk Ò`Z`x\`fYb`Ubgd`fYW`Yb`gc`""6Yn]f_gVØf[Yfa Y]ghYf]b '7`UfU
<Yffa Ubb`_ØbX][hY`]a 'F U`a Yb`Y]bYf`DfYggYa]hhY`]i b['X]Y
J c fghY`]i b['XYg`6i W`Yg` F c W_mK]bhYfZY`X`]Ubž'XUg`j c b 'XYf
5i hcf]b 'A Uf]Y`<ØhnbYf`j YfZUggh`k i fXY`"8]Y`J YfUbbghU`hi b['VY[]bbh
i a ' %' 'l `f`]a `; UfhYb` \]bhYf`XYf`6Yn]f_gnYbhU`V]V`]ch\Y`_DUV`c
BYfi XUž: fUb_Zi fhYf'5`YY`%(5" '6Y]`F Y[Yb`k]fX`X]Y`@Ygi b[']b`XYf
6]V`]ch\Y`_gY`Vgh`ghUhhZ]bXYb`"8Yf`9]bhf]hh`]gh`ZfY]ž`U`YfX]b[g`]gh
Y]bY`5ba Y`Xi b['YfZc`fXYf`]W`ž`i a `Y]bYb`fY]Vi b[g`cgYb`5V`Ui Zni
[Yk `À`f`Y]ghYb`"8]Yg`k i fXY`Xi fW` 'VYf`]b`"XY`VY`_Ubbh`]Y[YVYb`"

8 Ug'6i Wk' FcW_mK]bhYfZY`X`YfnÅ`h'X]Y'; YgWk]Wk.hY`Y]bYg
‡ b[YbžXYf`Y]bY`ghUf`_`Ui`g[YdfÅ[hY`J`cfghY``i`b[`j`cb`gY]bYa
@VYb`gg]`h`Uh`F`c`W`_`m`k`Ø`bg`W`k`h`g]Wk`b]Wk`hg`g`Y`b`]Wk`Yf`U`g`Y`XY`b
HU[`8`Ø`b`Yf`a`h`G`d`Yn]U`gc»Y`i`b`X`h`U`h`U`V`g`c`i`h`_`Y]bY`@`gh`Ui`Z
l`f`Ui`V`g`f`Y]g`Y`b`"8`c`W`_`g`Y]b`@`V`Y`b`k`]f`X`Ui`Z`X`Y`b`?`c`d`Z[Y`gh`Y`h`ž`U`g`Y`f`
Y]b`Y`b`[`Y`Y]a`b]g`j`c`Y`b`6`f]Y`Z`Y`f`Å`h`ž`X`Y`f`]b`]b`Y]b`Y`b
K`]g`g`Y`b`g`W`U`Z`h`g`k`Y`h`h`V`Y`k`Y`f`V`j`Y`f`k`]W`_`Y`h`; Ya`Y]b`g`U`a`a`h`X`f`Y]
A`]h`g`W`k`Ø`Y`f`b`V`f]Wk`h`Y`f`Y]a`]Wk`]b`Y]b`Y`a`_`U`d`d`f][`Y`b`J`K`!`6`i`g`b`U`W`k`
8`U`b`n][`Ui`Z`ž`Y`b`h[`Y[`Y`b`X`Y`a`K`]`Y`b`g`Y]b`Y`f`A`i`h`h`Y`f`"8]Y`g`Y`d`U`W`_`Y`b`X`Y`
9`f`n`Å`i`b[`n`Y][`h`Y`V`Y`b`g`c`X]Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Y`b`ž`X]Y`F`c`W`_`m`
U`b[`Y`Y`b`a`i`g`g`ž`X`Y`b`b`X]Y`F`Y]g`Y`Y`f`Z`c`[`h`Ui`Z`Y`b[`g`h`Y`a`F`U`i`a`a`h`
g`Y]b`Y`b`:`f`Y`i`b`X`Y`b`"N`U`h`f`Y]Wk`Y`g`d`U`b`b`Y`b`X`Y`9`f`Y`V`b]g`g`Y`k`U`f`h`Y`b`Ui`Z`
X`Y`b`↑`b[`Y`b`D`f`c`h`U[`c`b]g`h`Y`b`ž`X`Y`f`b`U`W`k`g`Y]b`Y`b`Y][`Y`b`Y`b`
J`c`f`g`h`Y``i`b[`Y`b`Y`V`h`"8]Y`g`Y`8`Y`h`U]g`k`i`f`X`Y`b`j`c`b`f`c`Y`h`f`a`!`V`i`W`k`"X`Y`
V`Y`f`Y]h[`Y`gh`Y`h`"

8]Y`5`i`h`c`f]b`A`U`f]Y`<`Ø`h`h`b`Y`f`

A`U`f]Y`<`Ø`h`h`b`Y`f`ž`[`Y`V`c`f`Y`b`%`-`,`-`ž`]g`h`b]Wk`h`b`i`f`5`i`h`c`f]b`ž`g`c`b`X`Y`f`b`h`U`h`
U`i`W`k`D`g`m`W`k`c`c`[`]Y`g`h`i`X]Y`f`h`"G]Y`Y`V`h`U`_`h`i`Y``]b`6`Y`f`]b`i`b`X`h`U`h`g]Wk`
X`U`f`Ø`V`Y`f`h`]b`U`i`g`Y]b`Y`b`B`U`a`Y`b`U`g`H`Y`f`U`d`Y`i`h]b`Z`Ø`f`?`]b`X`Y`f`a`h`i`@`Y`g`Y`!
F`Y`W`k`h`g`W`k`f`Y]V`!`G`W`k`Å`W`k`Y`b`[`Y`a`U`W`k`h`"N`i`X`Y`a`]g`h`g]Y`U`g`
9`b`h`k`]W`_`Y`f]b`j`c`b`<`Ø`f`V`i`W`k`g`Y`f]Y`b`U`_`h`j`"i`h`f`Y`U`i`»`Y`f[`Y`k`Ø`h`b`]Wk`Y`b`
:`Å`][`_`Y]h`Y`b`i`b`X`X]Y`j`]Y`Z`Å`h`[`Y`b`h`h`Y`f`Y`g`g`Y`b`a`U`W`k`Y`b`g]Y`n`i`Y]b`Y`f`
d`Y`f`Z`Y`_`h`Y`b`?`U`b`X]X`U`h]b`Z`Ø`f`X]Y`9`f`g`h`Y``i`b[`j`c`b`?`]b`X`Y`f`]h`Y`f`U`h`i`f`
<`Ø`h`h`b`Y`f`k`i`f`X`Y`&`\$`&`i`Z`Ø`f`X`Y`b`6`Y`f`]b`Y`f`?`]b`X`Y`f`h`Y`U`h`Y`f`d`f`Y]g`
b`c`a`]b]Y`f`h`"8`U`g`6`Y`g`c`b`X`Y`f`Y`U`b`]h`Y`b`; Y`g`W`k]Wk`h`Y`b`]g`h`X]Y`
J`Y`f`V]b`X`i`b[`j`c`b`g`d`U`b`b`Y`b`X`Y`b`h`h`U`h`Y`b`a`h`Y]b`Y`a`d`Å`X`U[`c[`]g`W`k`Y`b`
5`b`g`U`h`n`ž`k`c`X`i`f`W`k`X`U`g`@`Y`g`Y`j`Y`f`g`h`Y`Y`b`j`c`b`?`]b`X`Y`f`b[`Y`Z`Ø`f`X`Y`f`h`k`]f`X`ž`
k`]Y`U`i`W`k`]b`_`]b`X`Y`f`!`X]m`h`f`Y`b`X`g`"W`k`a`Y`f`Å`i`h`Y`f`h`k`]f`X`"

8 Ug'6i Wk' FcW_mK]bhYfZY`X`]g`h`b]Wk`h`b`i`f`i`b`h`Y`f`h`U`h`g`U`a`ž`g`c`b`X`Y`f`b`
h`f`Å[`h`Ui`W`k`n`i`f`9`b`h`k`]W`_`i`b[`X`Y`f`G`d`f`U`W`k`_`c`a`d`Y`h`Y`b`n`j`c`b`?`]b`X`Y`f`b`
V`Y]`"6]X`Y`f`V`Ø`W`k`Y`f`i`b`X`V`Y`Y`h`f]g`h]g`W`k`Y`k`Y`f`_`Y`Z`Ø`f`X`Y`f`b`X`U`g`
9`b`h`X`Y`W`_`Y`b`ž`X`U`g`<`Y`f`U`i`g`Z`h`Y`f`b`j`c`b`K`]W`k`h][`Y`a`i`b`X`X`U`g`
J`Y`f`_`b`Ø`d`Z`Y`b`j`c`b`K`Ø`f`h`Y`f`b`a`h`i`6]X`Y`f`b`"8]Y`g`Y`:`Å`][`_`Y]h`Y`b`g]b`X`
Y`b`h`g`W`k`Y]X`Y`b`X`ž`i`a`_`c`a`a`i`b]_`U`h]j`Y`?`c`a`d`Y`h`Y`b`n`Y`b`n`i`Y`b`h`k`]W`_`Y`b`
i`b`X`h]Y`Z`Y`f`Y`9]b`g]Wk`h`Y`b`]b`H`Y`i`h`Y`n`i`[`Y`k`]b`b`Y`b`"h`G`W`k`i`Y`b`i`b`X`

?]bXYf[ĀfhYb'g]bX'6i Wj cfghY`i b[Ybž'k]Y'X]Y'[Yd`UbhY'@Ygi b[ž
 \]ZFY]Wž'i a 'XUg'ᄁhYfYggY'Ua '@YgYb'ni 'k YW_Yb'i bX'?]bXYf'ni a
 Y][YbghĀbX][Yb '@YgYb'ni 'a chjj]YfYb"Gc`WXY'J YfUbghU'hi b[Yb
 a UWXYb'X]Y'YfghY'6Y[Y[bi b['a]h'6ØWXYfb'ni 'Y]bYa 'dcg]hj Yb
 9f`YVb]g"

8]Y'@Ygi b['j cb'A Uf]Y'<ØhbYf'k]fX'g]WXYf'Y]b'Ui ZFY[YbXYg
 9f`YVb]g'ZØf'j]Y'Y': Ua]'Yb'XUfghY`Yb'i bX'j YfgdFUWž'?]bXYf'i bX
 9'hYfb' [`Y]WXYfa U» Yb'ni 'VY[Y]ghYfb"

8YhU]`g	
C fh	: fUb_zi fhYf'5`YY'%(5ž'%'\$&(+'6Yf`]bž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "fcY\ a !Vi W"XY • _]bXYf!X]m!hfYbXg"Wč a

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