

+ % ! > Ä \ f] [Y f ' V Y] ' 6 i g ! I b Z U ' '] b ' K] ` g h c f Z
` Y V Y b g [Y Z Ä \ f `] W X ` j Y f ` Y h n h °

‡ ' K] ` g h c f Z ' k i f X Y ` Y] b ' + % ! > Ä \ f] [Y f ' F U X Z U \ f Y f ' V Y] ` Y] b Y a
N i g U a a Y b g h c » ' a] h ' Y] b Y a ' 6 i g ' g W X k Y f ' j Y f ` Y h n h " ' I b Z U ' ' n Y] h
' " ' † '] & \$ &) "



K] ` g h c f Z ž ' 8 Y i h g W X ` U b X ' ! ' 5 a ' ' " ' † '] & \$ &) ' _ U a ' Y g '] b ' K] ` g h c f Z ž ' U b
X Y f ' ? f Y i n i b [' K] ` g h c f Z Y f ' G h f U » Y ' i b X ' K] b g Y b Y f ' G h f U » Y ž ' n i ' Y] b Y a
g W X k Y f Y b ' I b Z U ' ' ž ' V Y] ` X Y a ' Y] b ' + % ! > Ä \ f] [Y f ' : U \ f f U X Z U \ f Y f
` Y V Y b g [Y Z Ä \ f `] W X Y ` j Y f ` Y h n i b [Y b ' Y f `] h h " ' I a ' - " () ' I \ f ' _ c ` `] X] Y f h Y
X Y f ' @] b] Y b V i g ž ' X Y f ' X] Y ' K] ` g h c f Z Y f ' G h f U » Y '] b ' F] W X h i b [' K] b g Y b Y f
G h f U » Y ` V Y Z Ä \ f h ž ' a] h ' X Y a ' F U X Z U \ f Y f ž ' X Y f ' X Y b
: U \ f f U X g W X i h n g h f Y] Z Y b '] b [` Y] W X Y f ' F] W X h i b [` V Y Z Ä \ f " ' 8 Y f ' 6 i g
Ø V Y f e i Y f h Y ` X] Y g Y b ž i a '] b ' Y] b Y ' 6 i g \ U ` h Y g h Y ` Y ` Y] b n i Z U \ f Y b ž ' k U g
n i a ' N i g U a a Y b g h c » ' j a ' < Y W _ V Y f Y] W X ` X Y g ; Y ` Y b _ V i g g Y g ' Z Ø \ f h Y " ' 8
8 Y f ' F U X Z U \ f Y f ' g h Ø f n h Y ' i b X ' n c [' g] W X ` X U V Y] ` Y] b Y ` Y V Y b g V Y X f c \ `] W X Y
? c d ž] Y f ` Y h n i b [' n i ž g c ' V Y f] W X h Y h ' < U f V i f [' 5 _ h i Y ` ` "

9 f g h \ Y ` Z Y f ' j c f ' C f h ` Y] g h Y h Y b ' g c Z c f h] [Y ' <] ` Z Y ž i b X ` X Y f

gWk Yfj YfYhnhY'A Ubb'k i fXY'ia [Y\YbX']b'Y]b'fUb_Yb\Ui g
hfUbgdcfh]Yfh''8cfh'ia i gghY'Y]bY'BchcdYfUh]cb'Xi fW [YZ\fh
k YfXYb''; 'ØW_]WYfk Y]gY'\Uh'g]W'XYf'; Ygi bX\Y]hgni ghUbX'XYg
FUXZU\fyfg'a]hh'Yfk Y]'Y'ghUV']g]Yfhž'@VYbg[YZU\f'VYghY\h'YXcW
b]W'h'ia Y\f''8]Y'Dc']nY]'U'h'X]Y'i bZU''Ui ZbU\ a Y'ØVYfbca a Yb'i bX
ghY''hY'<]bk Y]gY'Ui ZY]bY'a Ø['WY'5'_c\c']g]Yfi b['XYg
FUXZU\fyfg'ZYghž'k Yg\U'V'Y]bY'6'i hdfcVYbYbhbU\ a Y'Ub[YcfXbYh
k i fXY''8Yf'')!Å\ f][Y'6i gZU\fyf'k i fXY'bUW'XYb'dc']nY']WYb
A U» bU\ a Yb'j cf'Cfh'Yb'h'UggYb''

: U\ffUXi bZÅ''Y']b'8Yi hgW'UbX' 'Y]bY
k UWgYbXY'; YZU\ f

8Yf'hfU[]gWY'JcfZU'']b'K]ghcfZk]fZh'Y]b'GW'U['W'h'Ui ZX]Y
VYgcf[b]gYffY[YbXY'GhUh]gh]_XYf': U\ffUXi bZÅ''Y']b'8Yi hgW'UbX''
@Ui h'Y]bYf'i a ZUggYbXYb'Gh'X]Y'XYf'i bZU''Zc fgW'i b['XYf
JYfg]WYfyf'fi 8JŁj Yfi b['ØW_Yb']a a Yf'\Åi Z[Yf'FUXZU\fybXY
c\ bY': fYa XY]bk]f_i b[ž'VYgcbXYfg]b'XYb'K]bhYfa cbUhYb''Gc
k i fXYb']a 'š\ f'&\$&' 'U''Y]b'WU''&+'(\$\$'FUXi bZÅ''Y'c\ bY'k Y]hYfY
6YhY']][hY'fY[]ghf]Yfhž'k cVY]'Yhk U''*(\$\$'A YbgWYb'gWk Yf
j Yf'Yhnh'k i fXYb'i bX'%(+XUg'@VYb'j Yf'cfYb''6YgcbXYfg
U'Ufa]YfYbX']ghž'XUgg'VY]'YXYa 'Xf]hhYb'hØX']WYb': U\ffUXi bZU''
_Y]bY'k Y]hYfYb'JYf_Y\ fghY]'bY\ a Yf']bj c'j]Yfh'k UfYbž'k]Y'
HU[YggWUi 'VYf]W'hYh''

8]Y'i fgUWYb'g]bX'j]Y'gW]W'h][.: A Ub[Y'\UZhY' ðZfUghfi _hi f'gd]Y'h
Y]bY'YbhgWY]XYbXY'F c''Yž'XU'g]Y'ZØf'YXYb'Xf]hhYb'5''Y]bi bZU''
j YfUbhk cfh]W' [Ya UW'h'k]fX''6cfXghY]b_UbhYb'i bX
GhfU» YbVU\bgW]YbYb'ghY''Yb'\Åi Z[' [YZÅ\ f'WY'<]bXYfb]ggY'XUfž
i bX''Ui h'GhUh]gh]_Yb'\UVYb'g]W'X]Y'5''Y]bi bZÅ''Y']b'XYb'YhnhYb'%)
š\ fYb'a Y\ f'U'g'j YfXcddY'h''8]Y'i bZU''Zc fgW'i b['ZcfXYfh'XU\Yf
A U» bU\ a Yb'ni f'JYfVYggYfi b['XYf'JYf_Y\ fgg]WYf\Y]hž'k]Y
VY]gd]Y'gk Y]gY'X]Y'6YgY]h][i b['j cb'6cfXYb'Ub', VYf[Åb[Yb'i bX
5VghÅbXY'ni 'GhfU» YbVU\bgW]YbYb'ni 'gW'UZZYb''

GhUh]gh]gWY'9]bV']W_Y']b'I bZÅ''Y'a]h
: U\ffÅXYfb

9]b`k Y]hYfYf`]bhYfYggUbhYf`5gdY_h]gh`X]Y`Ni bU\ a Y`XYf
 F UXZU\ fYbXYbž`]bgVYgcbXYfY`VY]`Ä`hYfYb`A YbgW\Ybž`X]Y`g]W\
 \Äi Z][`]b`f]g_UbhY`G]hi Uh]cbYb`Vf]b[Yb`" `a `]U\ f`&\$&' `k i fXYb
) "%&`F UXZU\ fYf`VY]?c``]g]cbYb`a `]h`5i hcg`gW\k Yf`j Yf`Yhnhž`i bX
 %+, `k Y]hYfY`j Yf`cfYb`]`f`@YVYb`"Gc`W\Y`NU\`Yb`j YfXYi h`]W\Yb`XYb
 Xf]b[YbXYb`<UbX`i b[gVYXUfZž`i a `X]Y`G]W\Yf\Y]h`Ui Z`XYb`GhfU»Yb
 ni `Yf\Ö\Yb"

: Øf`U`Yž`X]Y`a Y\ f`ØVYf`X]Y`CfhY`j cb`: U\ffUXi bZÄ`Yb`YfZU\ fYb
 a ÖW\hYbž`V]YhYh`Y]bY`gdYn]Y`Y`K YVgY]hY`Y]bY`i a ZUggYbXY
 , VYfg]W\h`8]Y`Xcfh][Y`I bZU``_UfhY`nY][h`gÄa h`]W\Y`fY[]ghf]YfhYb
 I bZÄ`Y`]b`8Yi hgW\`UbX`Ub`i bX`Yfa Ö[`]W\h`Y]bY`XYhU]``]YfhY
 5bg]W\h`V]g`\]b`ni `Y]bnY`bYb`GhfU»Ybž`k Ug`Y]bYb`k]W\h][Yb`GW\ f]hh
]b`F]W\hi b[`j YfVYggYfhYf`DfÄj Ybh]cb`XUfghY``h`A Y\ f`XUni
 YfZU\ fYb`G]Y`Ui Z`F UX" g\ "

5VgW\`]Y»YbX`V`Y]Vh`ni `cZZYbž`XUgg`XYf`I bZU``]b`K `]ghcfZ`b]W\h
 bi f`U`g`hfU[]gW\Yg`9fY][b]g`k U\ f[Ybca`a Yb`k]fXž`gcbXYfb`Ui W\
 XUni `VY]hfÄ[hž`XUg`6Yk i gghY]b`ZØf`X]Y`; YZU\ fYb`]a
 GhfU»Ybj Yf_Y\ f`ni `gW\ÄfZYb`"NYi [Yb`X]YgYg`J cfZU``g`k YfXYb
 [YVYhYbž`g]W\`i bhYf`XYf`HY`YZcbbi a a Yf`\$(\$#(&, *!) *+, - `VY]`XYf
 Dc`]nY]`ni `a Y`XYb"

8YhU]`g	
C fh	K `]ghcfZž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • \UfVi f[!U_hi Y``"XY • fUX" g\ • k k k "hU[YggW\ Ui "XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!\Ua Vi f["XY