

I b j Y] `] b [' ' @ U X m] b ` h \ Y ` @ U _ Y ` . ' 5 ` B c] f
7 ` U g g] W K c f h \ ` F Y X] g W c j Y f] b [°

9 I d ` c f Y ` h \ Y `] b b c j U h j Y ` Z] a ` b c] f ' / e i c h / @ U X m] b ` h \ Y
@ U _ Y ž / e i c h / g h U f f] b [` D \] ` d ` A U f ` c k Y ž f Y ` Y U g Y X `] b ` %- (* ž
_ b c k b ` Z c f `] h g ` i b] e i Y ` Z] f g h ! d Y f g c b ` d Y f g d Y W h j Y "



@ U X m ` @ U _ Y ž ` I G 5 ` ! ` G Y h ` U [U] b g h ` h \ Y ` V U W _ X f c d ` c Z U ` [f] h m i ` @ c g
5 b [Y ` Y g ž ` @ U X m] b ` h \ Y ` @ U _ Y `] g ` U ` W U g g] W Z] a ` b c] f ` h \ U h] b j] h Y g ` i g
h c ` g Y Y ` h \ f c i [\ ` h \ Y ` Y m Y g ` c Z h \ Y `] W c b] W X Y h Y W h j Y ` D \] ` d ` A U f ` c k Y "
F Y ` Y U g Y X ` c b ` 8 Y W a V Y f ` %- ž %- (* ž U b X ` U X U d h Y X ` Z f c a ` F U m a c b X
7 \ U b X ` Y f g %- (' ` b c j Y ` ž h \] g ` Z] a `] g ` U g `] b b c j U h j Y ` U g `] h `] g
] b h f] [i] b [" ` 8] f Y W h Y X ` V m F c V Y f h ` A c b h [c a Y f m ž ` k \ c ` U ` g c ` d ` U m g
A U f ` c k Y ž ` h \ Y ` Z] a ` g Y h g `] h g Y ` Z U d U f h ` k] h \ `] h g ` X U f] b [` Z] f g h ! d Y f g c b
d Y f g d Y W h j Y ž] a a Y f g] b [` j] Y k Y f g] b ` h \ Y ` W U f U W h Y f g ` Y I d Y f] Y b W `
U ` [U a V ` Y ` h \ U h ` d f c j Y X ` h c ` V Y ` U \ Y U X ` c Z] h g ` h] a Y ž f Y Z Y W h] b [` U b
U a V] h j c i g ` Y Z c f h ` h c ` a] a] W h \ Y ` b U f f U h j Y ` g h m Y ` c Z 7 \ U b X ` Y f g ` d f c g Y "
G W f Y Y b ` F U b h ` f Y d c f h g ` h \ U h ` h \] g ` i b] e i Y ` j] Y k d c] b h ` U ` ` c k g ` i g ` h c
k] h b Y g g ` c b ` m ` k \ U h ` A U f ` c k Y ` g Y Y g ž ` X f U k] b [` i ` g ` f] [\ ` h] b h c ` h \ Y ` \ Y U f h
c Z \] g `] b j Y g h] [U h j Y ` ` c i f b Y m "

H\Y`d`ch\h]W_Ybg`k]h\`A Uf`ck Y`VY]b[`\]fYX`Vm`di V`]g\Yf
5Xf]YbbY`:`fca`gYhž`dcfhfUmYX`Vm`5i XfYm`HchYfž`hc`c`WUhY`h\Y
a`mghYf]ci`g`k]ZY`cZ`Yf`Vcggž`8YfUW`?`]b[`gVm`5g`h\Y
]bj`Ygh][`Uh]cb`i`bZc`Xgž`U`hY`Y[`fUa`fYj`YU`g`h\Uh?`]b[`gVm`g`k]ZY
]bhYbXg`hc`YUj`Y`\]a`Zcf`7\`f]g`@j`Yfmž`U`a`Ub`k`\c`WU]a`g`hc`\Uj`Y
bch`gYYb`\Yf`Zcf`cj`Yf`hk`c`a`cbh`g`"<`ck`Yj`Yfž`h\]g`]g`cb`m`h\Y
VY[`]bb]b[`]cZA`Uf`ck`Y`g`dYf]`ci`g`ci`fbYm]bh`c`U`k`cf`X`Z`\`YX`k`]h\
XUb[`]fž`Ufa`YX`k`ca`Ybž`UbX`[`f]hm`Wc`bZfcbhUh]cbg`5g`bchYX`]b`U
fYj`]Yk`Zfca`<`Ud\`UnUfX`Ghi`ZZ`k`\]Y`h\Y`Z`]a`g`]bbcj`Uh]j`Y
Z`]a`]b[`]ghmY`WfYUhYg`U`i`b]ei`Y`bUffUh]j`Y`YI`dYf]YbW`ž`h`]g`bch
k`]h\ci`h`]hg`bi`UbW`g`h\Y`ghUbXci`h`dYfZcfa`UbW`g`cZhYb`Wca`dYhY
k`]h\`U`XfU[`]b[`]dUW`UbX`X]U`c[`]Y`h\Uh`UW`g`h\Y`g`Ufd`k`]h
W\UfUW`hYf]gh]WcZ`7\`UbX`Yf`g`cf][`]bU`k`cf`g"

→bbcj`Uh]cbg`UbX`7\`U`Yb[`]Yg`

H\Y`X]gh]bW`hZ`]a`]b[`]UddfcUW`\`Ug`YX`hc`U`a`]I`YX`fYW`dh]cb`cj`Yf
h\Y`mYUfg`K`\]Y`gca`Y`Wf]h]Wg`]b]h]U`m`X]ga`]ggYX`]hž`XYYa`]b[`]h`Ub
YbhYfhU]b]b[`]ZU`]i`fYž`cj`Yf`h]a`Yž`]h`\Ug`[`UfbYfYX`UddfYW]Uh]cb`Zcf
]hg`YI`dYf]a`YbhU`bUhi`fY`H\Y`Z`]a`Y`a`d`cmg`Ub`UffUm`cZ`YI`hYbXYX
X]U`c[`]Y`gW`bYg`h\Uh`UfY`Yb[`]U[`]b[`]ž`dUfh]W`Uf`m`\][`\][`\h]b[
HchYf`g`dYfZcfa`UbW`ž`Yj`Yb`]Z`h\Y`Wcbj`YfgUh]cbg`UW`h\Y`i`gi`U`
7\`UbX`Yf`ZU]f`GWfYYb`F`Ubh`Ya`d`Ug]nYg`h\Uh`h\Y`a`]b]a`U`
]bghfi`a`YbhU`gci`bXhfUW`Wc`bhf]Vi`hYg`hc`h\Y`Z`]a`g`cj`YfU`
Uha`cgd\`YfYž`dYfYgYbh]b[`]Ub`i`bgYhh]b[`]gYbgY`cZ`fYU`]ga`c`cf
dYf\`Udgž`X]gcf]YbhUh]cb`Zcf`gca`Y`j`]Yk`Yfg`A`cbh[`]ca`Yfm`g
X]fYW`hcf]U`W`c]W`g`a`YUbh`h\Uh`A`Uf`ck`Y`g`W\UfUW`hYf`cZhYb
UddYUfg`a`cfY`]b`fYZYW]cbg`UbX`]bhYfUW]cbg`h\Ub`Ug`U`ghfcb[`]cb!
gWfYYb`dYfYgYbW`ž`k`\]W`k`Ug`U`XY`]VYfUhY`ghm]gh]WW`c]W`Vi`h
a`UXY`A`Uf`ck`Y`U`Z][`]i`fY`cZ`UVghfUW]cb`Uh`h]a`Yg"

→hYfYgh]b[`]mž`h\Y`Z`]a`g`dYfa`]gY`VYUfg`fYgYa`V`UbW`hc`Ubch\Yf
7\`UbX`Yf`WUgg]W`H\Y`6fUg\`Yf`8ci`V`ccbž`fY`YUgYX`g\`cfh`m`UZhYf
]b`%-`(+`H\]g`UXUdhUh]cb`cZ`7\`UbX`Yf`g`%-`(&`bcj`Y`ž`H\Y`<)[`\
K`]bXck`ž`U`gc`ZYUhi`fYg`h\Y`]bhYd]X`D\`]d`A`Uf`ck`Y`UbX
`]i`ghfUhYg`h\Y`XYhYW]j`Y`g`_bUW`Zcf`i`bfUj`Y`]b[`]Wca`d`YI
a`mghYf]Yg`Ua`]XghXUb[`]Yf`UbX`XYW`dh]cb`K`\]Y`X]ZZYf]b[`]b`ghmY
UbX`fYW`dh]cbž`Vch\`Z`]a`g`fYdYfYgYbh`h\Y`f]W`bYgg`cZ`7\`UbX`Yf`g`

k c f`Xž i bXYfgWcf]b['h\Y`U`i fY`cZ`h\Y`Z]`a 'bc]f[YbfY`UbX`]hg
YbXi f]b[``Y[UWm`F YZYff]b['hc`K`_]dYX]Už`h\Y`Yj c`i h]cb`cZ
7\UbX`Yf g`UXUdhUh]cbg`j``i ghfUhYg`U`[fck`]b[`UddfYW]Uh]cb`Zcf
ghcf]Yg`k \YfY`a cfU`Ua V][i]hm`UbX`Wca d`YI `W\UfUWYfg`h\j] Y"

@Y[UWm`cZ` @UXm`]b`h\Y`@U_Y

8Ygd]hY`]hg`WcbhYbh]ci g`fYWdh]cb`i dcb`fY`YUgYž` @UXm`]b`h\Y
@U_Y ` \Ug`VYWca Y`U`WcfbYfghcbY`cZ`Z]`a 'bc]f`UddfYW]Uh]cb``H\Y
Z]`a 'bck`ghUbXg`Ug`U`hYghUa Ybh`hc`h\Y`WfYUh]j Y`f]g_g`hU_Yb`Vm
Z]`a a U_Yfg`]b`h\Y`%- (\$g``H\ci [\`gca Y`j]Yk Yfg`a Um]Z]bX`]h`U
W\U``Yb[Y`Xi Y`hc`]hg`dUW]b[`UbX`YI dYf]a YbhU`ghmYž`h\YfY g
gca Yh\]b['hc`VY`gU]X`Zcf`h\Y`Z]`a g`Ui XUW]hm`]b`ghcfmY``]b[``5g`k Y
XY`j Y`]bhc`]hg`k c f`Xž`k Y`X]gWcj Yf`Ub`]bhf]WUhy`a mghYfm`h\Uh`]bj]hYg
gWfi h]bmiUbX`WcbhYa d`Uh]cbž`dfcj]b[`h\Uh`gca Yh]a Yg`U`Z]`a `WUb
VY`a cfY`h\Ub`ť gh`YbhYfhU]ba Ybh`/]h`WUb`VY`Ub`]a a Yfg]j Y
YI dYf]YbW`h\Uh`\c`Xg`i d`U`a]ffc`f`hc`h\Y`Wca d`YI]h]Yg`cZ`\i a Ub
bUhi fY"

⌘`U`[YbfY`h\Uh`cZhYb`V`i fg`h\Y``]bYg`VYhk YYb`f][\h`UbX`k fcb[ž
@UXm`]b`h\Y`@U_Y `Wcbh]bi Yg`hc`fYgcbUhY`k]h\`Ui X]YbW`g`_YYb
cb`YI d`cf]b[`h\Y`XYdh\g`cZ`bc]f`ghcfmY``]b[``H\YfY g`U`W\Ufa`]b
Ya VfUW]b[`h\Y`Z]`a g`]a dYfZYW]cbg`k \]Y`\cbcf]b[`]hg
Wcbhf]Vi h]cbg`hc`W]bYa Uh]W\]ghcfm"

8YhU]`g	
C fh	@UXm`@U_Yž`I G5
E i Y``Yb	<ul style="list-style-type: none">• gWfYYb fUb`h`Wca• \Ud\UnUfXghi ZZ`Wca• Yb`k`_]dYX]U`cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb`bYh