

Dc`_`7ci bhm< ca Y`GU`Yg`8fcd.`Df]Wg`l dž
HfUbgUWh]cbg`8ck b`]b`5df]`°

9l d`cfY`Dc`_`7ci bhm` , \$' - /g`fYU`YghUhY`a Uf_Yh`hfYbXg`Zcf
5df]`&\$&) ž]bWi X]b[`\"ca Y`df]WgžgU`Yg`XUhUž`UbX`fY[]cbU`
Wca dUf]gcbg"



%%&`J]Yk`Dc]bhY`7]fž`@U_Y`K U`Ygž: @ž`l G5`!`5g`cZ`5df]`
&\$&) žDc`_`7ci bhmg`fYU`YghUhY`a Uf_Yh`fYZYWg`U`a]l`cZ
fYg]`YbW`UbX`WU`Yb[Ygž`k]h`bchUV`Y`g\]Zhg`]b`\"ca Y`df]Wg`UbX
gU`Yg`j c`i a Y`h`Uh`XYgYfj Y`UhYbh]cb`Zfca`dchYbh]U`Vi mYfg`UbX
gY`Yfg`U`]_Y`H`Y`a YX]Ub`\"ca Y`gU`Y`df]Wg`]b`5df]`k Ug`fYdcfhYX
Uh`' %) ž\$ \$ \$ ž`a Uf_]b[`U`a cXYgh`]bWfYUgY`cZ`%*`i`Zfca`A UfW`g
Z[i fY`cZ`' %\$ž\$ \$ \$`<ck Yj Yfž`Wca dUfYX`hc`5df]`&\$&(ž`h`g
fYdfYgYbhg`U`WcbWfb]b[`Xfcd`cZ`("(`i`Zfca`U`a YX]Ub`df]Wg`cZ
`' &- ž*`+ž`Ug`bchYX`Vm`H`Y`@YX[Yf"

: cf`g]b[`Y!ZJa`]m`\"ca Yg`gdYW]Z]WU`mž`h`Y`a YX]Ub`df]Wg`k Ug
g`][`h`m`\][`Yf`Uh`' &\$ž\$ \$ \$`]b`5df]`ž`k`\"W`]g`U`ga U`f]gY`Zfca
A UfW`g`' %+ž\$ \$ \$`M`hžgU`Yg`df]Wg`ZY`Vm`")`i`Wca dUfYX`hc

5df]`&\$&(& ž k \Yb`h\Y`a YX]Ub`k Ug`~`'`%ž*`'-`"H\]g`hfYbX`cZ`\][\Yf
df]Wg`Wc`bhfUghYX`k`]h\`ZYk Yf`\][\!YbX`gU`Yg`]g`Yj`]XYbh`Ug`cb`m
hk Y`j`Y`g]b[`Y!ZUa`]m`\ca`Yg`ZYhW\YX`cj`Yf`~`%a`]`]cb`]b`5df]`ž`U
g][`b]Z]Wb`h`Xfcd`Zfca``&`,`]b`5df]`&\$&("

GU`Yg`J`c`i`a`Y`UbX`HfYbXg

Dc`_`7ci`bhm`fYWc`fXYX`U`g\Ufd`XYW]bY`]b`\ca`Y`gU`Ygž`k`\]W\
XYW`fYUgYX`Vm`&-`"&`i`ž`Zfca``%ž+&)`]b`5df]`&\$&(`hc`↑`gh`%ž&&&`h\]g
mYUf`"H\Y`hc`hU`j`U`i`Y`cZ`fYg]XYbh]U`\ca`Y`gU`Yg`]b`5df]`fYUW\YX
~`(%\$"+`a`]`]cbž`k`\]W\`]bX]WUhYg`h\Uh`k`\]Y`\ca`Yg`a`Um`VY`gY``]b[
Zcf`g][\h`m`\][\Yf`df]Wgž`h\Y`j`c`i`a`Y`]g`g][`b]Z]Wb`h`m`Xck`b`
7ca`dUfUh]j`Y`mž`UW`cgg`:`cf]XUž`h\Y`cj`YfU``\ci`g]b[`a`Uf`Yh`U`gc
ZUW\X`U`Xck`b`h`fb`k`]h\`h\Y`a`YX]Ub`\ca`Y`gU`Y`df]W`U`h`~`,`,\$ž&-`,`
]b`5df]`ž`Xck`b`g][\h`m`Zfca``A`UfW\`"

5XX]h]cbU`mž`h\Y`XYW]bY`]b`hc`hU`fYWc`fXYX`gU`Yg`UW`cgg`:`cf]XU
k`Ug`b`chUV`Y`Uh`%)`"`,`i`ž`k`]h\`'`)`ž`)`+`gU`Yg`]b`5df]`Wc`a`dUfYX`hc
(`&ž`(`\$`]b`h\Y`gUa`Y`a`cb`h\`h\Y`dfYj`]ci`g`mYUf`"H\Y`bi`a`VYf`cZ
\ca`Yg`gc`X`Zcf`~`%a`]`]cb`cf`a`cfY`U`gc`X]ddYX`Zfca``%\$`%&`i`]b
5df]`&\$&(`hc`-`%(`i`]b`5df]`&\$&)"

7i`ffYbh`A`Uf`Yh`7cbX]h]cbg

Hi`fb]b[`hc`fYW`b`h`ghUh]gh]Wg`Zfca``A`Um`&\$&)`ž`h\Y`a`YX]Ub`gU`Y
df]W`c`Z`U`\ca`Y`]b`Dc`_`7ci`bhm`k`Ug`g][\h`m`\][\Yf`Uh`~`,`%-`ž\$`\$`\$`ž
fYZYWh]b[`U`a`Uf[`]bU``]bW`fYUgY`c`Z`\$`\$`\$`+`i`Zfca``h\Y`dfYj`]ci`g`mYUf`
H\Y`Uj`YfU[`Y`\ca`Y`hcc`_)`*`XUmg`hc`gY```U`↑`a`d`Zfca``Ugh`mYUf`g
Uj`YfU[`Y`c`Z`(`(`XUmg``Ug`]bX]WUhYX`Vm`XUhU`Zfca``**F`Y`X`Z]b`"**

- <ca`Yg`gc`X`]b`A`Um`]bW`i`XYX.
 - ~`(%\$ž\$`\$`\$`Zcf`U`dfcdYf`hm`Uh`%%&`J`]Yk`Dc]b`hY`7]fž`
@U`Y`K`U`Yg`
 - ~`%`)`ž\$`\$`\$`Zcf`+`(`;`Uff]gcb`@bž`:`fc`ghd`fcc`Z`
 - ~`&-`&ž)`\$`\$`Zcf`(`'`&%`7UffUVY``Y`F`]j`Yf`@bž`@U`Y`UbX`
 - ~`'`(`\$`ž`-\$`\$`Zcf`'`'`)`6fYUa`7]fž`Dc]bW]UbU`
 - ~`&`)-`ž\$`\$`\$`Zcf`&`)*`%`DYb[`i`]b`6`j`Xž`8Uj`Ybdc`fh`
 - ~`'`+`\$`\$`\$`\$`Zcf`)*`%`G]YbbU`8fž`Dc]bW]UbU`

◦ ˘' &\$ž\$\$\$`Zcf- \$\$`G\cfY\Uj Yb`8fž`Dc]bW]UbU

6i h]hg`bch`U``gi bg\]bY`]b`h\]g`a Uf_Yh`U`g][b]Z]W]bh`' &"%l `cZ
`ca Yg`Yl dYf]YbW`X`df]W`Xfcdgž`UbX`k \]Y`%) "*"l `gc`X`UVcj Y``gh
df]W`ž`h\Uh`g`↑ gh`U`a YfY`f]gY`cZ`%"` dYfW`bhU[Y`dc]bhg`Zfca `Ugh
mYUf``H\Y`gU`Y!hc!`]gh`df]W`fUh]c`ghUbXg`Uh`- , "" l `Ub`]bX]W]h]cb
h\Uh`Vi mYfg`a UmibYYX`U`[ccX`\UbX`hc`gYW`fY`XYU`g`WcgY`hc`h\Y
Ug_]b[`df]W`"

F]g_g/ `7cbg]XYfUh]cbg

5g`ca Yck bYfg`dcbXYf`h\Y]f`dfc`gdYW`hgž`h\Ym`g`ci `X`U`gc`VY
Uk UfY`cZ`h\Y`Ybj]fcb`a YbhU``f]g_g]b`Dc`_`7ci bhm``5ddfc]]a UhY`m
%&l `cZ`dfcdYfh]Yg`UfY`Uh`f]g_`cZ`gYj YfY`ZccX]b[`cj Yf`h\Y`bYl h` \$
mYUfgž`k \]Y`Ub`U`Ufa]b[` -) l `ZUW`k]`XZ]fY`\UnUfXg``K]bX`f]g_g
UfY`Yj Yb`a cfY`dYfj Ug]j Yž`UZZYWh]b[`U``dfcdYfh]Ygž`k \YfYUg`, \$l
UfY`gi gW`dh]V`Y`hc`gYj YfY`\YUhž`k]h\`Ub`Ubh]W]dUhYX`&&, l
]bW`fYUgY`]b`XUmg`h\Uh`Yl W`YX`%\$, ...]b`h\Y`W`a]b[`XYWUXYg`
H\YgY`ZUW`hcf`g`UfY`W`h]WU``Zcf`Ubmc`bY`W`bg]XYf]b[`U`\ca Y
di fW`UgY`]b`h\Y`fY[]cbž`Ug`\][\`][\hYX`Vm`F cW_Yh"

⊖`gi a a Ufmž`h\Y`Dc`_`7ci bhm`fYU``YghUhY`a Uf_Yh`dfYgYbhg`U
W`a d`Yl `d]W]h`fY``K \]Y`\ca Y`df]W`g`\Uj Y`g\ck b`gca Y
fYg]`]YbW`ž`h\Y`X]d`]b`gU`Yg`UbX`cca]b[`Ybj]fcb`a YbhU``f]g_g
g`ci `X`YbW`ci fU[Y`Vi mYfg`UbX`gY``Yfg`hc`ghUm]bZcfa YX`UbX
dfYdUfYX``K \Yh\Yf`bUj][Uh]b[`h\Y`W`U``Yb[Yg`cf`hU_]b[
UXj UbhU[Y`cZ`cddcfh`b]h]Ygž`h\cgY`]bj c`j YX`]b`h\Y`a Uf_Yh`k]`
bYYX`U`g\Ufd`YmY`UbX`U`ghfUhY[m`hc`UXUdh`hc`h\]g`W`Ub[]b[
`UbXgW]dY"

8YhU]`g	
Cfh	%%&`J]Yk `Dc]bhY`7]fž`@U_Y`K U`Ygž`: @ž`l G5
Ei Y``Yb	<ul style="list-style-type: none">• k k k "h\Y`YX[Yf"W`a• k k k "fYXZ]b"W`a• fcW_Yh"W`a

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