

B c f h \ Y U g h ' : ` c f] X U ' @ Y Z h '] b ' h \ Y ' @ i f W \ .
8 Y G U b h] g ' J Y h c Y g ' A] `] c b g '] b ' : i b X] b [

8 i j U ` 7 c i b h m ' Z U W \ g ' V i X [Y h ' W ' h g ' U g ' ; c j Y f b c f ' 8 Y G U b h] g
j Y h c Y g ' ~) * + ' a] `] c b ' Z f c a ' ` c W U ' ` d f c ' Y W h g ž ' U Z Z Y W h] b [' Y X i W h] c b
U b X '] b Z f U g h f i W h i f Y "



8 i j U ` 7 c i b h m ž ' : ` c f] X U ž ' i G 5 ' ! ' b ' U ' X f U a U h] W a c j Y ' h \ U h ' \ U g
g h] f f Y X ' g] [b] Z] W U b h ' f Y U W h] c b g ' U W f c g g ' h \ Y ' g h U h Y ž ' ; c j Y f b c f ' F c b
8 Y G U b h] g ' g] [b Y X ' : ` c f] X U g ' ~ % % + " (' V] `] c b ' V i X [Y h ' Z c f ' h \ Y ' i d W c a] b [Z] g W ' m Y U f ž ' V i h ' b c h ' k] h \ c i h ' k] Y ' X] b [' \] g ' j Y h c ' d Y b ' f U h \ Y f
Z c f W \ Z ' ` m ' ' 5 g ' d U f h ' c Z ' h \] g ' Z] b U b W \ U ' f Y g \ i Z Z Y ž ' \ Y ' g ' U g \ Y X ' ~) * +
a] `] c b ' Z f c a ' j U f] c i g ' d f c ' Y W h g ' U b X ' d f c [f U a g ž ' W h] b [' U ' b Y Y X ' h c
d f Y d U f Y ' h \ Y ' g h U h Y ' Z c f ' d c h Y b h] U ' Y W c b c a] W X c k b h i f b g " ' H \ Y g Y ' W h g
\ U j Y ' W c b g] X Y f U V ' Y ' f U a] Z] W h] c b g ž ' d U f h] W ' U f ' m] b ' B c f h \ Y U g h
: ` c f] X U ž ' k \ Y f Y ' a U b m ' ` c W U ' `] b] h] U h] Y g ' b c k ' \ U b ['] b ' h \ Y ' V U ' U b W "

H \ Y ' j Y h c Y g '] b W i X Y ' b c h Y k c f h \ m i U ' ` c W U h] c b g ž ' g i W \ ' U g ' ~ (" ((' a] `] c b
] b h Y b X Y X ' Z c f ' d i V '] W h Y ' Y j] g] c b ' g h U h] c b g ' U b X ' ~ & ' a] `] c b ' Y U f a U f _ Y X
Z c f ' h \ Y ' f Y d U] f g ' c Z h \ Y ' 6 f] W _ Y ' ~ ? Y m i 6 f] X [Y ' ' 5 X X] h] c b U ' m ž ' ~ % + '

a]``cb'gYh'Ug]XY'Zcf'h\Y'Gci h\ : `cf]XU'5[f]7YbhYf'UbX'9a Yf[YbWn
G\Y'hYf']g'bck `cZZ'h\Y'hUV`Y"; cj Yfbcf'8YGUbh]g'U]a g'hc'U'][b
gdYbX]b[`k]h\`]\g'fYWca a YbXUh]cbgž'k \]W\`Uj Y'fYWbhm
VYWca Y'U'WcbhYbh]ci g'dc]bh'Xi f]b[``Y[]g`Uh]j Y'gYgg]cbg"
Ghf_]b[`mž'FYd"'5`YI `5bXfUXYž'k \c`W\U]fg'h\Y'<ci gY'<YU'h\`7UfY
6i X[YhGi VWca a]hhYŽ'gUk`%) `cZ\]g'dfc`YWhg]b'h\Y'DUb\UbX`Y
j YhcYXž'fUW_]b[`i d'U'gi VghUbh]U`hcU`cZ~ +"() `a]``cb`cgh'hc
h\cgY`W hgž'UWWcfX]b[`hc`BYk g(>U! "

H\Y'6fcUXYf`=a d`]WUh]cbg

H\Y'gWcdY'cZ'h\YgY`W hg]g'dUfh]W`Uf`mghUfh]b[`k \Yb`j]Yk YX
U[U]bgh'h\Y`VUW_Xfcd`cZ'cb[c]b[`Vi X[Yh'X]gW`gg]cbg`UbX
dfYj]ci g`X]gdi hYg`VYhk YYb'8YGUbh]g`UbX`Uk a U_Yfg`cj Yf'hUI
W hg" `b hYfYgh]b[`mž'8YGUbh]g`j YhcYX`~ +) \$`a]``cb'gYh'Ug]XY'Zcf
fYgYfj Yg`]b'h\Y'gi VgYei Ybh'Vi X[Yh'mYUfž'k \]W\`fU]gYg`ei Ygh]cbg
UVci h\]g`cb[!hYfa `Z]gWU`ghfUhY[m`<Y`Ya d\Ug]nYX'h\Y
U[fYYa Ybh'Ua cb[``Y[]g`Uhcf'g'hc`ZcW`g'cb`gdYbX]b[`h\Uh'U'][bg
k]h\`]\g`j]g]cb``@cWU`dfc`YWhg`k YfYb`h]a a i bY`Y]h\Yf/gYj YfU`
dfc[fUa g`Wfi W]U`Zcf`Wca a i b]hmXYj Y`cda Ybhž'YXi WUh]cbž'UbX
\YU'h\`gYfj]W`g`UWfcgg'h\Y`ghUhY`k YfY`XYU'h\`YUj mV`ck`g"

- >W_gcbj]``Y`I b]j Yfg]hm; fUXi UhYž'FYhU]bž'UbX`Cdh]a]nY`U
K cf_ZcfW`fI FCK Ł`cZ: `cf]XU`Bi fgYg. `` &ž* **ž* * +
- : `cf]XU`Ghfc_Y`FY[]ghfm `` %ž\$ \$ \$ž\$ \$ \$
- A]h[]Uh]b[`: ccX`b gYW`f]hmZcf`C`XYf'5Xi `hg. `` (\$ \$ž\$ \$ \$
- ;]f`GWci hg`cZ; UhYk Um'7ci bW]`7Ua d`?UhYf]'7Ud]hU`
Dfc`YW`h `` (\$ \$ž\$ \$ \$
- Bcfh\ : `cf]XU`g`C_W`Uk U\U`F]j Yf'fYghcfUh]cb`Zi bXg`k YfY
j YhcYXž'hcU`]b[`` * "&) `a]``cbž'i bXYf`Wcbhfcj YfgmUg`cWU`
cZ]W]U`g'dc]bh'hck UfX`YWcbca]WVYbYZ]hg"
- H\Y`Zi bX]b[`Zcf`BYk `dc`]W`ghUh]cbg`]b`A]Xk Um'UbX`<][\
Gdf]b[g`U`gc`ZUW`X`W hgž]a dUW]b[``cWU`gUZYhm'fYgci fW`g"

8Ygd]hY`h\YgY`W hgž'8YGUbh]g`X]X'di g\`Zcf`U`~ &`V]``cb`hUI`W`h
d`Ubž]bWi X]b[`h\Y`Y`]a]bUh]cb`cZ'h\Y`Vi g]bYgg'fYbh'hUI ž'U`a cj Y
h\Uh'X]X`bch[c`i bbch]W`X`]b``Y[]g`Uh]j Y`X]gW`gg]cbg" H\YgY
WcbZ]W]b[`df]cf]h]Yg`YI Ya d`]Zm'h\Y`hYbgY`Uha cgd\YfY`i bXYf

k \jW\`h\Y`Vi X[Yh`k Ug`dUggYXž`Ug`cVgYfj YX`Vm`K ; 7I ``H\]g
YI hYbXYX`gYgg]cb`i bj Y]`YX`h\Y`X]gdUf]hm`VYhk YYb`h\Y`[cj Yfbcf`g
U]a`g`UbX`h\cgY`cZ<ci gY`GdYU_Yf`8Ub]Y``DYfYnž``YUX]b[`hc`Ub
]a`dUggY`cj Yf`hU\`UbX`gdYbX]b[`d`Ubg"

@cc_]b[`5\YUX

H\Y`Vi X[Yhg`Uddfcj U`k Ug`\UfX`mU`k U`_]b`h\Y`dUf_``h\UX`↑ gh
[cbY`h\fc i [\`U``Yb[h\m`%) !XUm`Y[]g`Uh]j Y`gYgg]cbžfYgi`h]b[`]b
Ub`Uddfc i]a UhY`Z]bU`Z][i fY```%\$`a`]``cb`\][\Yf`h\Ub`YUf`]Yf
fYW`a`a`YbXUh]cbgž`Ug`XYhU]`YX`Vm`I G5`HcXUm``K]h\`gca`Y`ghUhY
Ya`d`cmY`Yg`gYh`hc`gY`Y`&i`fU]gYgž`UbX`dUm`\`_Yg`Zcf`Uk
YbZcfW`a`Ybh`UbX`Z]fYZ][\hYfg`fUb[]b[`Zfca``,`i`hc`%`i`žbch`U``
UgdYW`hg`cZ`h\Y`Vi X[YhdU]bhYX`U`X]fY`d]Whi`fY"

5g`h\Y`ghUhY`VfUW`g`Zcf`h\Y`Z]gWU``fYU`]h]Yg`cZ`h\YgY`W`hgž`h\Y
]a`dUW`h`cb``cWU`W`a`a`i`b]h]Yg`UbX`h\Y`dfc[fUa`g`h\Ym`XYdYbX
i`dcb`k`j``VY`WcgY`m`a`cb]hc`fYX``F`Yg]XYbhg`cZ`B`cfh\YUgh:``cf]XU
bck`Z]bX`h\Ya`gY`j`Yg`k`]h\ci`h`Wfi`WU`gi`ddcfh`gmghYa`g`h\Uh`k`Yfy
a`YUb`h`hc`ZcghYf`YXi`WUh]cbž`gUZ`hmž`UbX`Ybj`]fcb`a`YbhU`
dfYgYfj`Uh]cb``K`]h\`h\Y`[cj Yfbcf`g`XYW]g]j`Y`UW]cbgž`h\Y
i`dW`a`]b[`a`cbh`g`k`j``gi`fY`m`fYj`YU`h\Y`YI`hYb`h`cZ`h\Y`YZZYW`hg
ghYa`a`]b[`Zfca`h\YgY`Vi X[YhUfm`XYW]g]cbg`UbX`k`\Yh\Yf`h\Ym
WUb`di`g\`Zcf`fYghcfUh]cb`cZ`cgh`Zi`bX]b[`Ua`]X`h\Y`cb[`c]b[
YW`bca`]WX]gW`gg]cbg"

8YhU]`g	
Cfh	8i`j`U``7ci`bhmž:``cf]XUž`I`G5
Ei`Y``Yb	<ul style="list-style-type: none">• k k k ``bYk`g(`UI`"W`a• k k k ``k`[`W`"cf[• k k k ``i`gUhcXUm`W`a

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