

9W UXcf/ , \$' - /g`K cf`X`7i d`< cdYg. `K \Uh H\ Ym`B`Y`Y`X`5`ZhYf`6`fUn]`H]Y`°

9W UXcf`ZUW`g`X]gUddc]bha Ybh`UZhYf`U`XfUk`k`j`h`6`fUn]`c`b
‡`bY`*`ž`&\$&) "`8]gWc] Yf`k` \Uh`h`Y`m`b`Y`Y`X`h`c`ei`U`]Zm`Zc`f`h`Y
K`cf`X`7i`d`"



9W UXcf`!`5`g`h`Y`Xi`gh`g`Y`h`Y`g`U`ZhYf`9W`UXcf`g`f`Y`W`b`h`a`U`h`W`
U[`U]b`gh`6`f`U`n]`ž`U`a`]l`c`Z`X]g`U`dd`c]b`h`a`Y`b`h`U`b`X` \`c`d`Y`n]b[`Y`f`g]b`h`Y`
U]f`"8`Y`g`d]h`Y`U` \`U`f`X!`Z`c`i`[`\`h`%`!`%`X`f`U`k` `]b`h`Y`K`cf`X`7i`d`ei`U`]Z]Y`f`g`ž`
9W`UXcf`g`d`U`h` \`h`c`h`Y`K`cf`X`7i`d`]g`g`Y`Y`b`U`g`d`f`Y`W`U`f]c`i`g`"
5`W`W`c`f`X]b[`h`c`F`Y`X`a`U`g`ž`9W`UXcf`]g`W`f`f`Y`b`h`m`g]h]b[`d`f`Y`W`U`f]c`i`g`m]b`
h`Y`ei`U`]Zm]b[`gh`U`b`X]b[`g`U`b`X`k`j`b`Y`Y`X`h`c`g`b`U`h`W`j`U`i`U`V`Y`d`c]b`h`g`
]b`h`Y`f]i`d`W`c`a`]b[`a`U`h`W`Y`g`h`c`Y`b`g`i`f`Y`U`g`d`c`h`U`h`h`Y`h`c`i`f`b`U`a`Y`b`h`"

:`c`ck`]b[`h`Y`a`U`h`W`ž`d`U`m`Y`f`g`U`b`X`Z`U`b`g`U`]Y`j`c]W`X`U`g`Y`b`g`Y`c`Z`
i`f[`Y`b`W`m`K`]h`c`b`m`U` \`U`b`X`Z`c`Z[`U`a`Y`g`f`Y`a`U]b]b[`]b`h`Y`
ei`U`]Z]Y`f`g`ž`Y`j`Y`f`m`d`c]b`h`k`j`V`Y`W`f`i`W]U`"H`c`a`U]b`h`U]b`h`Y`f]K`cf`X`
7i`d`X`f`Y`U`a`g`ž`h`Y`9W`UXcf]U`b`h`Y`U`a`k`j` \`U`j`Y`h`c`h`i`f`b`h`Y`h]X`Y`]b`
h`Y`f`b`Y`i`h`Y`b`W`c`i`b`h`Y`f`g`ž`g`l`c`k`]b[`h`Y`f`Y`g`]Y`b`W`U`b`X`X`Y`h`Y`f`a`]b`U`h]c`b`

h\Uh\UgXYZ]bYX'h\Y]f'ZcchVU``b['gd]f]h'c] Yf'h\Y'mYUfg" 'H\Y]f
WcUW]b['ghUZZ'k]''VY''cc_]b['hc'a U_Y'hUWh]WU''UX↑ gha Ybhgž
Ya d\Ug]n]b['U'bYYX'Zcf'Wc]bg]ghYbWhi]b'dYfZcfa UbW'Xi f]b['h\]g
Wf]h]WU''↑ bWhi fY"

7\U``Yb[Yg'5\YUX

K \]Y'h\Y'hYUa '[fUdd'Yg'k]h\']hg'W ffYbh'ghUbX]b[ž'YI hYfbU'
ZUWhc'fg'UfY'U'gc'ja dUWh]b['ZUb'Yb[U[Ya Ybh'UbX'j]Yk Yfg\]d"
FY[UfX'Ygg'cZk \YfY'mci 'UfYž'ghfYUa]b['cdh]cbg'Zcf']bhYfbUh]cbU'
gdcfhg'UfY'VYWc'a]b['bWfYUg]b['mj]hU''Zcf'ZUbg'YU[Yf'hc'Zc''ck
h\Y]f'hYUa g''CWhc\]XY'ci h']bYg'h\Y'WU''Yb[Yg'dcgYX'Vm[Yc!
fYghf]Wh]cbgž'k \]W'WU'b''a]h'UWfYgg'hc'_Ymigd'cfh]b['Yj Ybhg'VUgYX
cb'mci f'[Yc[fUd\]WU''cWU]cb" 'A U'cf'ghfYUa]b['d'UhZcfa gž
]bWi X]b['YghUV''g\YX'ZUj cf]hYg''_Y'BYhZ]I 'UbX'<6C 'A UI ž'cZhYb
ja d'Ya Ybh'h\YgY'VUff]Yfg'hc'Wc'a d'm'k]h\''Wf]bg]b['U[fYYa Ybhg"

H\]g']g'k \YfY'hYW'bc'c[mig\]bYgž'YgdYW]U''mj]U'J]fhi U'Df]j UhY
BYhk cf_g'fU DBgE''H\Ym'WU'b'UWh'Ug'U'Vf]X[Yž'U''ck]b['ZUbg'hc
UWfYgg'j Uf]ci g'Wc'bhYbh'Zfca 'Ufci bX'h\Y'['cVY"': cf']bghUbWf'ž']Z
gca YcbY']b'9W UXcf'k UbhYX'hc'WU'hW'U'DfYa]Yf'@YU[i Y'a U'hW'cf
B65 '[Ua Yž'U'J DB'WU'b'\Y'd'VmdUgg'h\cgY'dYg_m[Yc!fYghf]Wh]cbgž
a U_]b['h'dcgg]V'Y'hc'Wc'bbYWh'hc''j] Y'ghfYUa g'cZ'h\YgY'Yj Ybhg"
BchUV'mž'gYfj]WfYg''_Y'667]D'UmYf'UbX'I G5 g'<i'i'VYWc'a Y
UWfYgg]V'Yž'cdYb]b['Xccfg'hc'YI Wi g]j Y'Wc'bhYbh'dfYj]ci g'm'ci hcZ
fYUW"

; 'cVU''5WfYgg'hc'Gdcfhg

Gdcfhg'`c] Yfg'WU'b'VfYUh\Y'U'g][\cZ'fY`]Yž'h\Ub_g'hc'h\Y
Wc'a dfY\Ybg]j Y'[i]XYg'dfcj]YX'Vm'7ca dUf]hYW' "H\YgY
fYgci fWg'\Y'd'i gYfg'bUj][UhY'h\Y']bhf]WU'hY'k YV'cZ'ghfYUa]b[
gYfj]WfYg'UbX'i b'cW'_UWfYgg'hc'Yj Yfmh\]b['Zfca 'h\Y'DfYa]Yf
@YU[i Y'hc'h\Y'I G'CdYb" 'K \Yh\Yf']hg'i bXYfghUbX]b['ck'hc
VmdUgg'9GDB Ž'V'UW_ci hg'cf'gYY_]b['ci hi: = 5'K cf'X'7i d
ei U']Z]Yfgž'h\YgY'[i]XYg'UfY']bX]gdYbgUV'Y'Zcf'ZUbg''cc_]b['hc
WUdhi fY'Yj Yfm'h\f]''b['a ca Ybh'cZ''j] Y'gdcfhg"

K \UhXcYg'U''h\]g'a YUb'Zcf'9W UXcf]Ub'ZUbg3' #i'a YUbg'h\UhYj Yb
k \]Y'gi ddcfh]b['h\Y'bUh]cbU''hYUa ']b'h\Y'ei U']ZYfgžh\YfY'g'Ub
Ybh]fY'k cf'X'cZgdcfh]b['UWh]cb'UWW'gg]V'Y'Zfca 'h\Y'Wca ZcfhcZ
\ca Y''K]h\dfcdYf'hcc'g'Uh'\UbXž'gi W\Ug'U'fY'UV'Y'J DBž'ZUbg
WUb'Yb'čmih\Y]f'ZUj cf]hY'gdcfhg'Ubmh]a Yž'Ubm\k \YfY'' #h\]g'X][]hU'
U[Yž'h\Y'Yi W]hYa Ybh'cZfcch]b['Zcf'9W UXcf'cb'h\Y'fcUX'hc'h\Y
K cf'X'7i d'WUb'VY'Wca d'Ya YbhYX'Vm'WUhW]b['h\Y''UhYgh'UWh]cb
Zfca 'YU[i Yg'Ufci bX'h\Y'k cf'Xž'U''UW\Yj UV'Y'k]h\ 'U'Zyk'g]a d'Y
W]W_g"

5g'ei U']Z]WWh]cbg'\YUhi d'UbX'h\Y'a UhW\Yg'XfUk 'WcgYfž']hg
YggYbh]U''Zcf'ZUbg'hc'ghUm]bZcfa YX'UbX'Yb[U[YX''9W UXcf']g'cb
h\Y'Vf]b_cZ'U'g][b]Z]WUb'h'a ca Ybh']b'h\Y]f'gdcfhg'\]ghcfmž'UbX
k \]Y'h\Y]f'či fbYmi bZc'Xgž'h\YfY'UfY'd'YbhmicZUj Ybi Yg'hc'X]j Y
]bh'c'h\Y'k cf'X'cZgdcfhg'UbX'_YYd'h\Uh'Wca dYh]h]j Y'gd]f]h'U']j Y"

@Yhg'\cdY'h\Y'9W UXcf]Ub'hYUa 'Z]bXg'h\Y'gdUf_'h\Ym'bYYX']b
h\Y]f'i dWca]b['a UhW\Yg'k \]Y'ZUbg'Yj Yfmk \YfY'Yb'čmih\Y'h\Y]''
cZ['cVU'gdcfhg'']_Y'bYj Yf'VYZcfY"

8YhU]`g	
C fh	9W UXcf
E i Y''Yb	<ul style="list-style-type: none"> • fYXa Ug"Wca "Wc • cWhc\]XY"Wca • k k k "Wca dUf]hYW "Wca

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