

8]c W gY 'c Z' D Y b g U W ċ `U! H U `U \ U g g Y Y @ c k Y f g ' 7 c b Z] f a U h] c b ' 5 [Y ' h c ' + °

H U `U \ U g g Y Y / ˆ \$ ' - / g ' 8] c W g Y ` c k Y f g ' W ċ b Z] f a U h] c b ' U [Y ' h c ' + ž
f Y g h c f] b [' h f U X] h] c b ' Z c f ' Y U f ' m Z U] h \ ' Z c f a U h] c b '] b ' W X] ' X f Y b ' U b X
Z U a] '] Y g "



H U `U \ U g g Y Y ž : ` c f] X U ž ' I b] h Y X ' G h U h Y g ' ! ' H \ Y ' 8] c W g Y ' c Z
D Y b g U W ċ `U! H U `U \ U g g Y Y ` \ U g ' g Y h ' h \ Y ' g h U [Y ' Z c f ' U ' Z f Y g \ ' W X U d h Y f '] b
h \ Y ' g d] f] h i U ` `] j Y g ' c Z] h g ' m c i b [Y f ' a Y a V Y f g ' V m ' c k Y f] b [' h \ Y
W ċ b Z] f a U h] c b ' U [Y ' h c ' + " ' H \] g ' g] [b] Z] W U b h i g \] z h i U g ' i b j Y] Y X '] b ' U
d U g h c f U ` ` Y h h Y f ' Z f c a ' 6] g \ c d ' K] `] U a ' K U W _ ž 7 G 7 ž c b ' A U m i & , ž ' & \$ &) "
 ð \] g ` Y h h Y f ' h] h Y X ' F Y V c f b ž 5 b c] b h Y X ž B c i f] g \ Y X . : U] h \ ' U b X
: c f a U h] c b ' Z c f ' @] Z ž ' 6] g \ c d ' K U W _ Y a d \ U g] n Y g ' h \ Y '] a d c f h U b W ċ ' c Z
U] [b] b [' h \ Y ' g U W f U a Y b h g ' c Z] b] h] U h] c b ' 6 U d h] g a ž 7 c b Z] f a U h] c b ž
U b X :] f g h ' 9 i W X U f] g h] b h c ' U ' W ċ \ Y f Y b h i g Y e i Y b W ž f Y] b Z c f W] b [' h \ Y
V Y] Y Z ' h \ U h ' h \ Y g Y ' f] h Y g ' U f Y ' b c h ' † g h ' g m a V c `] W V i h j] h U ` W X U b b Y ' g ' c Z
[f U W "

H f U X] h] c b U ` m ž W X] ' X f Y b ' \ U j Y ' V Y Y b ' W ċ b Z] f a Y X '] b ' h \ Y ' b] b h \ ' c f ' h Y b h \

[fUXYž'U'dfUWh]WV'h\Uh'XUhYg'VUW_`hc`%-`%\$`k` \Yb'DcdY`Gh"D]i`g`L
YbXcfgYX':`]fgh'7ca`a`i`b]cb`Uh'U[`Y`+'Vi`h'X]Xb`h'UXXfYgg'h\Y
h]a`]b[`'cZ'7cbZ]fa`Uh]cb"'H\]g'ca`]gg]cb`ZcghYfYX`U`W`'hi`fU`g\]Zh
hck`UfXg`j`]Yk`]b[`'7cbZ]fa`Uh]cb`a`U]b`m'Ug`U`hYYbU[`Y`f]hY"'Bck`ž
6]g\cd`K`UW_`gYY`g`hc`fYghcfY`]'h'hc`U`a`cfY`Uddfcdf]UhY`U[`Yž
U`ck`]b[`'W\]`XfYb`'hc`Zi`'m'Yb[`U[`Y`k`]h\`h\Y]f`ZU]h\`Xi`f]b[`'h\Y]f
Zcfa`Uh]j`Y`m'Ufg"'`H\Y`<c`m'Gd]f]h]g'dfca`dh]b[`'dfcUWh]j`Y`ZU]h\`
Zcfa`Uh]cb`Zcf`W\]`XfYb`UbX`ZUa`]'Ygž`'\Y`fYa`Uf`YXž`UZZ]fa`]b[`'h\Y
bYYX`Zcf`h]a`Y`m'gUWfUa`Ybhg`hc`Ya`dck`Yf`mci`b[`Yf`Wcb[`fY[`Ubhg"

I`bXYfghUbX]b[`'h\Y`5[`Y`cZ'7cbZ]fa`Uh]cb`

H\]g'a`cj`Y`U`][`bg'k`]h\`WUbc]WU`'[`i`]XY`]bYg'k`\YfY`h\Y`7cXY`cZ
7Ubc]b`@Uk`'ghUhYg'h\Uh`WcbZ]fa`Uh]cb`g\ci`'X`\UddYb`Uh'UVci`h'h\Y
U[`Y`cZ'X]gWfYh]cb`Ufci`bX`+'m'Ufg`c`X"'`b`ZUWhž'h\Y`I`"G"`V]g\cdg
WcbZYfYbW`gYh'h\Y`U[`Y`fUb[`Y`Zcf`WcbZ]fa`Uh]cb`VYhk`YYb`+'UbX
%*`ž`U`ck`]b[`'V]g\cdg`hc`hU]`cf`h]a`Y`]bYg`Zcf`h\Y]f`X]cW`gYgž`Ug
bchYX`Vm'**7Uh\c`]WWca`**"`H\]g`ZYI`]V]`]hm`\Ug`YX`hc`j`Uf]Uh]cbg
UWfcgg`h\Y`bUh]cb`/k`\]Y`gca`Y`X]cW`gYg`gh]`UX\YfY`hc`hYYbU[`Y
WcbZ]fa`Uh]cbgž`ch\Yfg`\Uj`Y`Ya`VfUWX`ck`Yf`U[`Yg"

5g'h\Y`I`"G"`V]g\cdg`YghUV`]g\YX`]b`ž`'m`&\$`\$&ž`U`ck`]b[`'Zcf
]bX]j`]Xi`U`X]gWfYh]cb`YbUV`Yg`X]cW`gY!gdYW]Z]WdfUWh]W`g`':`cf
]bghUbW`ž`k`\]Y`h\Y`8]cW`gY`cZ'DYbgUWcb`U!HU`U\UggYY`hfUb]g]h]cbg
hc`+'ž`ch\Yf`X]cW`gYg`']_Y`6Uhc]b`Fci`[`Y`d`Ub`hc`ck`Yf`h\Y]f
WcbZ]fa`Uh]cb`U[`Y`hc`+'h\`[`fUXY"'`b`h\Y`5fW\X]cW`gY`cZ'6cghcbž`U
g]a`]'Uf`hfYbX`]g`bch]W`UV`Yž`k`]h\`X]gW`gg]cbg`gi`ffci`bX]b[
fYXi`W]b[`'h\Y`U[`Y`hc`h\Y`,`h\`[`fUXY"'`A`YUb`k`\]Yž`h\Y`5fW\X]cW`gY
cZ'GYUhh`Y`\Ug`U`fYUXm`hU`Yb`U`g][`b]Z]WUbhghYd`Vm'a`cj`]b[`'hg
WcbZ]fa`Uh]cb`U[`Y`Zfca`'%%h\`[`fUXY`hc`+'h\`[`fUXY`VUW_`]b`&\$`%-`"

5`6fcUXYf'DYfgdYWh]j`Y`c`b`h\Y`7\Ub[`Y`

6]g\cd`K`UW_`g`]b]h]Uh]j`Y`fYZYW`hg`U`VfcUXYf`i`bXYfghUbX]b[`'cZ'ZU]h\`
XYj`Y`cda`Ybh"'H\Y`7\i`fW\`hYUW`Yg'h\Uh'7cbZ]fa`Uh]cb`Wca`d`YhYg
VUdh]ga`U`[`fUW`ž`Yb]f]W\]b[`'h\Y`VY`Y]j`Yf`g`ci`fbYm"'6m]bj`]h]b[
mci`b[`Yf`W\]`XfYb`]bhc`h\]g`gUWfUa`YbhU`']ZYž`h\Y`X]cW`gY`\cdYg`hc
bi`fhi`fY`U[`YbYfUh]cb`h\Uh'gYYg'h\Y`j`U`i`Y`cZ'h\Y]f`ZU]h\`Zfca`'Ub

YUf`m`U[Y" `h g`b c h`↑ gh`UVci h`hfUX]h]cb /]h g`UVci h`YbWŁi fU[]b[
mci b[`VY`Yj Yfg`hc`hU_Y`h`Y]f`gd]f]hi U``Łi fbYmg`gYf]ci g`mž
h\YfYVmZcghYf]b[`U`a cfY`fcVi gh`WŁa a i b]hmicZ`ZU]h\"

5g`h`Y`8]cWgY`cZ`DYbgUWŁ`U!HU``U\UggYY`Ya VUf_g`c b`h\]g`bYk
dUh\ž]h`Ł]bg`U`[fck]b[`a c j Ya Ybh`cZ`X]cWgYg`fY!Yj U`i Uh]b[`ck
h\Ym]b]h]UhY`mci b[`a Ya VYfg`]bh`c`h`Y`7Uh\c`]W7\i fW\"H\]g
Yj c`i h]cb`]b`gUWfUa YbhU`h`Yc`c[m[cYg`\UbX`]b`\UbX`k]h`U
gd]f]hi U`YXi WUh]cb`h`Uh`Yi]ghg`ci hg]XY`h`Y`k U`g`cZ`h`Y`WŁi fWŁž
]bZ`g]b[`Yj YfmXUm`]ZY`k]h`[fUW`UbX`di fdcgY``Gi fY`mžh`YfY g
gca Yh\]b[`hc`VY`gU]X`Zcf`Ya VfUW]b[`ZU]h`k]h`WŁ`X`]_Y`k cbXYf
UbX`W f]cg]hm cZZYf]b[`U`Z]fa `Zci bXUh]cb`h`Uh`WŁi `X`Ugh`U
`]ZYh]a Y"

8YhU]`g	
Cfh	HU``U\UggYYž: `cf]XUž`I b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• U`YhY]U"cf[• k k k "WUh\c`]W`WŁa• k k k "i gWWW"cf[

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