

F c a U b ' 5 b h \ c b m ' , \$ ' - / g ' (- + ! : c c h ' G ` U a
G d U f _ g ' 6 c g h c b ' F Y X ' G c l ' 8 Y V U h Y °

9 l d ` c f Y ` h \ Y ` j a d U W h ` c Z h c d ` d f c g d Y W h F c a U b ' 5 b h \ c b m i c b ` h \ Y
6 c g h c b ' F Y X ' G c l ' U g ` h \ Y ` h Y U a ` Z U W g ` d j j c h U ` f c g h Y f ` W X U b [Y g `] b
& \$ &) "



: c f h ` A m Y f g ž ` l G 5 ` ! ` H \ Y ` 6 c g h c b ` F Y X ` G c l ` U f Y ` b U j] [U h] b [` U ` f c W _ m
g h f Y h W X ž ` c g] b [` Z j Y ` W c b g Y W h j Y ` [U a Y g ` U b X ` g \ c k W U g] b [` U ` f Y W c f X
h \ U h ` Y U j Y g ` a i W X ` h c ` V Y ` X Y g] f Y X ` U h & + ! ' % " ` 5 a] X ` h \] g ` h i f V i ` Y b W ž
c b Y ` b U a Y ` \ U g ` f] g Y b ` h c ` h \ Y ` Z c f Y Z f c b h ` c Z X] g W g g] c b g ` k j h \] b ` h \ Y
c f [U b] n U h] c b . ` F c a U b ' 5 b h \ c b m " ` 7 c b g] X Y f Y X ` h \ Y ` W f c k b ` Y k Y ` U a
c b [` F Y X ` G c l ` d f c g d Y W h g ž ` 5 b h \ c b m g ` j a d f Y g g j j Y ` g h U h] g h] W g `] b
H f] d ` Y ! 5 ` K c f W g h Y f ` \ U j Y ` Z c ` c k Y f g ` V i n n] b [` k j h \ ` U b h] W d U h] c b
U V c i h ` U ` d c h Y b h] U ` W U ` ! i d "

K j h \ ` U b ` C D G ` c Z " - % * ` U b X ` h Y b ` \ c a Y ` f i b g ž ` 5 b h \ c b m \ U g ` a U X Y ` U
g h f c b [` W U g Y ` Z c f ` k \ m \ Y ` g \ c i ` X ` c `] b ` h \ Y ` A U c f ` @ Y U [i Y ` f c g h Y f " <] g
f Y W b h [f U b X ` g ` U a U ` h c k Y f] b [` (- + ! Z c h ` g \ c h ` U [U] b g h ` h \ Y
F c W X Y g h Y f ` F Y X ` K] b [g V c U g h g ` U ` V U h ` g d Y Y X ` c Z % %) " * ` a d \ ` U b X

\][\][\ hg\]g'WUdUV)]hmhc'a U_Y'Ub']bghUbh'a dUW"5WŁcfX]b['hc'
A chcfWmWY'Gdcfhgž'h\]g'dUfh]W'Uf\ca Y'fi b'fUb_g'Ua cb['h\Y
h\]fX`cb[Ygh'hfUW_YX'VmGhUhWUgh]b'a]bcf`YU[i Y'\]ghcfm'g]bWŁ
&\$&%"

H\Y'7ca]b['7\Ub[Yg

5g'h\Y'FYX'Gcl'gYUfWŁ'Zcf'Ubgk Yfgž'h\Ym'ZUW'U'X]'Ya a U
fY[UfX]b['fcghYf'UX†gha Ybhg"H\Y'dfYggi fY']g'a ci bh]b[ž
YgdYW]U`mik]h\h\Y'hYUa '-") '[Ua Yg'VY\]bX'X]j]g]cbU`YUXYfg
UbX'ghfi [[']b['hc'Z]bX'a ca Ybhi a "'5a cb['h\cgY'i bXYf'gWfi h]bm
]g'?f]gh]Ub'7Ua dVY`ž'k \c'\Ug'ZU'hYfYX'Vch\c'ZYbg]j Y'm'UbX
XYZYbg]j Y'm'g]bWŁ'\]g'dfca]g]b['ghUfh'Ug'h\Y'5@Fcc_]Y'cZ'h\Y
A cbh\"7f]h]Wg'Uf[i Y'7Ua dVY`g'gk]Zh'f]gY'hc'h\Y'a U'cfg'a][\h
\Uj Y'WŁa Y'hcc'YUf'mž'WŁbhf]Vi h]b['hc'\]g'XYW]bY"Gca Y'dfcdcgYX
h\Uh'U'WŁa d'YhY'fYg\i ZZ]b['WŁi 'X'WfYUhY'gdUWŁ'Zcf'5bh\cbm'k \]Y
gh]'`a U]bhU]b]b['hYUa '\Ufa cbm"

A UbU[Yf'5'YI'7cfU'fYa U]bg'WŁa a]hhYX'hc'7Ua dVY`Vi h
UW_bck`YX[Yg'h\Y']bWfYUg]b['WŁ`g'Zcf'WŁUb[Y"H\YfY'g'U'fYU`
hYbg]cb'UVci h'k \Yh\Yf'hc'Zcf[Y'U\YUX'k]h\5bh\cbm'cf'\c'X
ghYUXm'k]h\h\Y'W'ffYbh`]bYi d'h\Uh]bWi XYg'ci hZ]Y'XYfg'UffYb
8i fUbž'7YXXUbbY'F UZUY'Už'UbX'K]mYf'5VfYi "H\Y'hYUa g
XYW]g]cb!a U_]b['bck'fYj c'j Yg'Ufci bX'VU'UbW]b['h\Y'i f[YbWm'Zcf
dYfZcfa UbWŁ'a dfcj Ya Ybh'k]h\h\Y'XYj Y'cda Ybh'cZ'mci b[
hU'Ybh'7ci 'X'5bh\cbm'g'g_]`gYhVY'h\Y'gdUf_'h\Uh][b]hYg'U
hi fbUfci bX3

DfcdgYWh'Dck Yf'D`Um

5h†gh'&%mYUfg'c`Xž'Fca Ub'5bh\cbm'\c'Xg'U'VUh]b['Uj YfU[Y'cZ
" % ž'Ub'cb!VUGY'dYfWŁbhU[Y'cZ"() \$ž'UbX'U'g'i [[]b['dYfWŁbhU[Y
cZ") & , 'UWfcgg'(- '[Ua Yg'h\]g'gYUgcbž'a U_]b['\]a 'dfUW]WŁ`m'U
bUhi fU'Z]h'Zcf'h\Y'A U'cf'@YU[i Yg"<Y`YUXg'Hf]d`Y!5']b'VUffY`g
k]h\&+'UbX'VcUghg'Ub'Uj YfU[Y'YI]hj Y'cW]hmicZ-) ") 'a d\"H\]g
_]bX'cZ'dYfZcfa UbWŁ'\Ug`YX'a Ubm'hc'gdYW'UhY'UVci h\ck'h\Y
FYX'Gcl'a][\h]bhY[fUhY'\]a]bh'c'h\Y]f'ghfi [[']b[`']bYi d"

ð'h\]g'Yj c`j]b[`gWbUf]cž'h\Y`F YX`Gcl `Uj Y`Yj Yb`Wcbg]XYfYX
 a c j]b[`F UZUY`8Yj Yfg`hc`Z]fgh`VUgY`hc`cdYb`i d`XYg][bUhYX`\]hYf
 UbX`ci hZ]Y`X`cddcfhi b]h]Yg`Zcf`5bh\cbm`5`h\ci [\`8Yj Yfg`k Ug
]b]h]U`m`\Yg]hUbh`UVci h`gk]hW\]b[`dcg]h]cbgž`Y`a][\h`VY`k]``b[`hc
 a U_Y`h\]g`gUWf]Z]W`hc`gi ddcfhi`h\Y`hYUa`g`gi W`W`gg`A YUb k \]`Yž
 h\Y`F YX`Gcl `UfY`[fUdd`]b[`k]h\`h\Y`Wca d`YI]hmicZU`]bYi d`h\Uh
 U`fYUXmi]bWi XYg`YghUV`]g\YX`YZh\UbXYX`\]hYfg`UbX`h\Y`cb[!
 hYfa `WcbhfUW`hcZ`F UZUY`U"

5g`h\Y`Zfcbh`cZ]W`k Y][\g`]hg`cdh]cbgž`h\Y`ZUhY`cZ`h\]g`gYUgcb`a Um
 fYghi dcb`\ck`ei]W_`mi`h\Ym`WUb`i b]Zm`h\Y]f`dfca]g]b[`dfcgdYWhg
 UbX`]XYbh]Zm`h\Y`VYgh`dUh\`Zcfk UfX`"K]``h\Ym`\c`X`cbhc`W`ffYbh
 d`UmYfg`_]Y`7Ua`dVY`ž`cf`hU_Y`U`f]g_`cb`bYk`UXX]h]cbg`hc`Y`Yj UhY
 h\Y]f`\cdYg`cZ`d`Um`cZ`WcbhYbh]cb3`C`b`m`h]a Y`k]``hY`ž`Vi h`h\YfY`g
 bc`XYbm]b[`h\Uh`Fca`Ub`5bh\cbm`]g`U`bUa`Y`hc`_YYd`Ub`YmY`cb`Ug
 h\Y`hYUa``cc_g`hc`fY][b]hY`]hg`gYUgcb"

ðXYXXž`h\Y`a]l`cZ`mci b[`hU`Ybh`UbX`]bbcj Uh]j Y`ghfUhY[]Yg`Wci`X
 VY`↑ gh`k \Uh`h\Y`6cghcb`F YX`Gcl `bYYX`hc`g\]Zh`h\Y]f`Zcfhi bYg"
 5ZhYf`U`ž`]hg`WYUf`h\Uh`5bh\cbm`]g`bch`↑ gh`U`dfcgdYWh`\Y`Wci`X
 j Yfmik Y``VY`U`WUhU`mgh`Zcf`W\Ub[Y"

8YhU]`g	
Cfh	: cfh`A mYfgž`l G5
E i Y`Yb	<ul style="list-style-type: none"> • a c hc fWmWYgd c fhg"bYh • k k k "a `V"Wca • k k k "Wggd c fhg"Wca

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