

I f [Y b h ' G Y U f W X ' Z c f ' G i] W X U ' ' J Y h Y f U b F c V Y f h ' C 6 f] Y b '] b ' 6 f U X Y b h c b °

5 i h \ c f] h] Y g '] b ' A U b U h Y Y ' 7 c i b h m ' g Y Y _ '] b Z c f a U h] c b ' c b ' a] g g] b [j Y h Y f U b g ' U b X ' U h ! f] g _ '] b X] j] X i U ` g '] b ' i f [Y b h ' d i V '] W g U Z Y h m W U g Y g "



& % \$ \$ * % g h ' 5 j Y b i Y ' 9 U g h ž ' 6 f U X Y b h c b ž : ` c f] X U ž ' I G 5 ' ! ' † b ' U
W c b W f b] b [' X Y j Y ` c d a Y b h ' Z c f h \ Y ' W c a a i b] h m ž ' X Y d i h] Y g '] b
A U b U h Y Y ' 7 c i b h m ž : ` c f] X U ž ' U f Y ' i f [Y b h ' m ' g Y Y _] b [' U g g] g h U b W '] b
` c W U h] b [' ' ' ! m Y U f ! c ` X ' F c V Y f h ' C 6 f] Y b ž ' k \ c '] g ' V Y '] Y j Y X ' h c ' V Y ' U h
f] g _ ' ' C 6 f] Y b ' ' Y Z h ' \] g ' \ c a Y '] b ' 6 f U X Y b h c b ' U f c i b X ' ' ' d " a " ' c b
G U h i f X U m ' U b X ' \ U g ' b c h ' V Y Y b ' g Y Y b ' g] b W ' " < Y ' k U g ' f Y d c f h Y X ' m
X f] j] b [' U ' k \] h Y ' 8 c X [Y ' W U f ž ' k \] W X '] g ' U ` g c ' a] g g] b [" ' 5 i h \ c f] h] Y g ' Z Y U f
Z c f ' \] g ' g U Z Y h m ž ' V Y '] Y j] b [' \ Y ' a U m ' V Y '] b ' X U b [Y f ' c Z \ U f a] b [' \] a g Y ' Z '
5 b m c b Y ' k] h \] b Z c f a U h] c b ' U V c i h ' C 6 f] Y b g ' k \ Y f Y U V c i h g '] g ' U g _ Y X
h c ' W c b h U W h ' h \ Y ' A U b U h Y Y ' 7 c i b h m ' G \ Y f] Z Z g ' C Z Z] W '] a a Y X] U h Y ' m ž ' U g
W c a a i b] h m j] [] U b W ' W c i ' X ' V Y ' W f i W U ' '] b ' h \] g ' g] h i U h] c b " ' A m
G i b W c U g h ' f Y d c f h g "

H\]g`j]bWjXYbhWca Yg`cb`h\Y`\\YY`g`cZUbch\Yf`WUgY`]bj`c`j`]b[`U
a`]gg]b[`]bX]j`]Xi`U`]b`h\Y`Wca`a`i`b]hm`7Uf`cg`A`cfU`Ygž`U`%-!mYUf!
c`X`k`]h\`a`YbhU`]]a`]hUh]cbgž`k`Ug`fYWb`h`m`fYdcfhYX`a`]gg]b[`UZhYf
\\Y`X]X`b`ch`fYhi`fb`Zfca` `U`hf]d`hc`K`U`a`Ufh]b`6fUXYb`hcb`"<Y`\\UX
VYYb`\\Ugh`gYYb`bYUf`&%%\$`\$`*`%gh`5j`Ybi`Y`9Ugh`Ufci`bX`%\$`U`a`"cb
H\i`fgXUmž`k`YUf]b[`U`V`UW`\\cb[!g`YYj`Y`g\]fh`UbX`WUffm]b[`U`[`fYYb
VUW_dUW`"H\Ub_Zi`\\mž`A`cfU`Yg`\\Ug`g]bW`VYYb`Zci`bX`Vm`h\Y
A`UbUhY`7ci`bhm`G`\\Yf]ZZ`g`C`ZZ]Wž`\\[\`][\h]b[`h\Y`]a`dcfhUbW`cZ
Wca`a`i`b]hm`]bj`c`j`Ya`Ybh]b`c`WUh]b[`h\cgY`Uh`f]g`"567`5W]cb
BYk`g`]bZcfa`g`UVci`h`A`cfU`Yg`g`WUgY`UbX`gi`VgYei`Ybh`fYWc`j`Yfm`

7cbWfbg`Cj`Yf`J`YhYfUb`Gi`]WjXY

5g`Ui`h\cf]h]Yg`Wcbh]bi`Y`hc`gYUfW`Zcf`C`6f]Ybž`]hg`]a`dcfhUb`h`hc
fYZYWh`cb`h\Y`\\Uf[`Yf`]ggi`Yg`gi`ffci`bX]b[`a`YbhU`\\YU`h\ž
dUfh]W`Uf`m`Ua`cb[`j`YhYfUbg`"H\Y`gi`]WjXY`fUhYg`Ua`cb[`I`"G"
j`YhYfUbg`fYa`U]b`U`Ufa`]b[`m`\`][\ž`k]h\`h\Y`J`5`fYdcfh]b[`h\Uh
*ž%`-`j`YhYfUbg`X]YX`Vm`gi`]WjXY`]b`&\$`%+`U`cbYž`k`\\W`hfUb`g`UhYg
hc`Ub`Uj`YfU[`Y`cZ`%*`",`gi`]WjXYg`dYf`XUm`"H\]g`fUhY`]g`g][`b]Z]WUb`h`m
\\[\Yf`h\Ub`h\Uh`cZ`bcb]j`YhYfUb`UXi`hg`"F]g`ZUW`hcf]g]bWi`XY
Wfcb]W\YU`h\`]ggi`Ygž`\\ca`Y`Ygg`bYggž`UbX`a`YbhU`\\YU`h\
X]gcfXYfgž`U`\\cZ`k`\\W`WUb`VY`YI`UW`fVUhYX`Vm`W]fW`a`ghUbW`g`]_Y
C`6f]Yb`g`FYgYUfW`Zfca`h\Y`J`5`\\[\`][\hg`h\YgY`WcbWf]b[
ghUh]gh]Wgž`]bX]WUh]b[`h\Uh`i`f[`Ybh`UW]cb`]g`bYYXYX`hc`Wca`VUh`h\]g
Wf]g]g"

Gi`ddcfh]b[`ci`f`j`YhYfUbg`]g`a`cfY`Wf]h]WU`h\Ub`Yj`Yf`"H\Y`J`5`g
]b]h]Uh]j`Ygž`gi`W`Ug`h\Y`B`Uh]cbU`GhfUhY[`m`Zcf`J`YhYfUb`Gi`]WjXY
&\$%,`!&\$&(`ž`U]a`hc`dfYj`Ybh`gi`]WjXY`h\fc`i`[\`hUf[`YhYX`fYgYUfW
UbX`]bhYfj`Ybh]cb`ghfUhY[`]Yg`"5XX]h]cbU`mž`h\Ym`\Uj`Y`YghUV`]g\YX
Wf]g]g`]bYg`UbX`fYgci`fW`g`Zcf`j`YhYfUbg`k`\\c`a`Um`VY`ghfi`[[`]b["
<ck`Yj`Yfž`h\YfY`g`gh]`a`i`W`a`cfY`hc`VY`XcbY`"DUfh]W]dUh]cb`]b
h\YgY`dfc[`fUa`g`]g`ck`Yf`h\Ub`]h`g\ci`X`VYž`gi`[[`Ygh]b[`U`bYYX`Zcf
[`fYUhYf`ci`hfYUW`UbX`Wca`a`i`b]WUh]cb"

7ca`a`i`b]hm`=bj`c`j`Ya`Ybh`]g`?`Ym

=b`h]a`Yg`]_Y`h\YgYž`Wca`a`i`b]hm`Uk`UfYbYgg`UbX`]bj`c`j`Ya`Ybh`WUb

a U_Y`U`fYU`X]ZZfYbW`"K \Yh\Yf`mci fY`cc_]b[`ci hZcf`U
bY][\Vcf`cf`WXYW_]b[`]b`cb`U`cj YX`cbYž`mci f`YZZcfhg`WUb`YUX`hc
Wf]h]WU`]bhYfj Ybh]cbg"Ž`mci `cf`gca YcbY`mci `_bck `bYYXg`Y`dž
Xcb h`Yg]hUhY`hc `fYUW`ci hZcf`gi ddcfh"Dfc[fUa g`]Y`h\Y
J YhYfUbg`7f]g]g`@bY`UfY`Uj U]UV`Y`&(#`UbX`cZZf`U`fUb[Y`cZ
gYfj]Wg`hc`h\cgY`]b`bYYX"

5g`k Y`bUj][UhY`h\YgY`WU`Yb[Yg`hc[Yh\Yfž`Yhg`ghUmj][]Ubh`UbX
gi ddcfh]j Y`cZcbY`Ubch\Yf`"K \Yh\Yf`h\fc i [\`X]fYWh`Ugg]ghUbW`cf
g]a d`mgdfYUX]b[`Uk UfYbYggž`YUW`cZi g`\Ug`U`fc`Y`hc`d`Um]b
ZcghYf]b[`U`gUZYfž`\YU`h\]Yf`Wta a i b]hm"

8YhU]`g	
Cfh	&%\$ \$`*%gh5j Ybi Y`9Ughž`6fUXYbhcbž : `cf]XUžI G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "a mgi bWtUgh"Wta• k k k "UVWUWh]cbbYk g"Wta• k k k "fYgYUfW`j U"[cj

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