

<] ` g V c f c i [\ ' 5 h h c f b Y m ' 5 f f Y g h Y X '] b
G \ c W _] b [' 7 \] ` X ' D c f b c [f U d \ m ' 7 U g Y °

D] b Y ` ` U g ' 7 c i b h m ' X Y h Y W h] j Y g ' U f f Y g h ' U ' g h U h Y ' U h h c f b Y m ' Z c f ' W X] ` X
d c f b c [f U d \ m '] b j Y g h] [U h] c b ' \] [\ '] [\ h g ' U ' [f c k] b [' W f] g] g '] b
W X] ` X ' Y I d ` c] h U h] c b "



D] b Y ` ` U g ' 7 c i b h m ž ' I G 5 ' ! ' 8 Y h Y W h] j Y g ' Z f c a ' h \ Y ' D] b Y ` ` U g ' 7 c i b h m
G \ Y f] Z Z g ' 7 f] a Y g ' 5 [U] b g h ' 7 \] ` X f Y b ' I b] h ' f Y W b h ' m ' h c c _ ' U ' g] [b] Z] W b h
g h Y d '] b ' h \ Y] f ' c b [c] b [' Z] [\ h ' U [U] b g h ' W X] ` X ' Y I d ` c] h U h] c b " ' H \ Y m
U f f Y g h Y X ' K] `] U a ' 5 b X f Y k ' ‹ b Y g ž ' U " & ! m Y U f ! c ` X ' 5 g g] g h U b h ' G h U h Y
5 h h c f b Y m ' Z f c a ' <] ` g V c f c i [\ ' 7 c i b h m ž ' c b ' g Y f] c i g ' W X U f [Y g '] b W i X] b [H f U b g a] g g] c b ' U b X ' D c g g Y g g] c b ' c Z ' 7 \] ` X ' D c f b c [f U d \ m ' ' H \ Y
] b j Y g h] [U h] c b '] b h c ' ‹ b Y g ' V Y [U b ' c b ' † ` m ' \$ ž & \$ & (ž ' Z c ` c k] b [' f Y d c f h g
c Z W X] ` X ' d c f b c [f U d \ m ' Z] Y g ' U W W g g Y X ' U b X ' g \ U f Y X ' c b `] b Y " "

H \ f c i [\ ' X] [Y b h '] b j Y g h] [U h] j Y ' h Y W X b] e i Y g ž ' X Y h Y W h] j Y g '] X Y b h] Z] Y X
‹ b Y g ' U g ' h \ Y ' d f] a U f m ' g i g d Y W h " ' 8] g h i f V] b [` m ž ' h \ Y ' Z] Y g '] b j c ' j Y X
↑ j Y b] Y ' Z Y a U ' Y g ' U [Y X ' * ' h c ' % \$ ' m Y U f g ' c ` X ' Y b [U [] b ['] b ' g Y I i U ' U W h g "
8 i f] b [' U b '] b h Y f j] Y k ' k] h \ ' X Y h Y W h] j Y g ' c b ' A U m ' & , ž & \$ &) ž ' ‹ b Y g

UXa]hhYX`hc`j`jYk`b[`UbX`hfUbga`jh]b[`h\YgY`fYdfY\Ybg]V`Y`Z`Yg"
5g`U`fYgi`hž`Y`bck`ZUW`g`h`fYY`Wci`bhg`c`Z`DcggYgg]cb`c`Z`7`\`X
Dcfbc[`fUd`mž`h`fYY`Wci`bhg`c`Z`HfUbga`]gg]cb`c`Z`7`\`X
Dcfbc[`fUd`mž`UbX`hk`c`Wci`bhg`c`Z`HfUbga`]gg]cb`c`Z`A`UhYf]U`
<Ufa`Z`h`c`U`A`]bcf":`c`ck`b[`\`g`UffYghž`æbYg`k`Ug`Vcc`YX`]bhc
h\Y`Cf]Ybh`F`cUX`>J`"<`]g`fc`Y`]b`h\Y`<`]`gVcfci`[\`7ci`bhm`GhUhY
5hcfbYmg`C`Z]W`g]bW`&`\$`&`%`]b`h\Y`:`Y`cbmi`6i`fYUi`ž`Hf]U`8`]j`]g]cb
9ž`UXXg`U`hfci`V`]b[`\`UmYf`hc`h\]g`WUgYž`Ug`h`W`U`Yb[`Yg`h\Y`]Yfm
]bhY[`f]hm`YI`dYWhYX`Zfca`gca`YcbY`]b`\`]g`dcg]h]cb`"H\Y
]bj`Ygh[`Uh]cbž`UW`WcfX]b[`hc`h\Y`fYdcfhgž`]g`gh`"cb[`c]b[`"

I`bXYfghUbX]b[`h\Y`→`dUWh`c`Z`7`\`X
9I`d`c]hUh]cb

H\Y`bUhi`fY`c`Z`W`]X`YI`d`c]hUh]cb`]g`\Uffck`b[`ž`UbX`a`Ubmj`]Wh]a`g
UbX`ZUa`]Yg`Z]bX`h\Ya`gY`]Yg`ZY`]b[`]gc`UhYX`UbX`cj`Yfk`Y`a`YX"
→`g`Wfi`W]U`Zcf`Ubmc`bY`UZZYWhYX`hc`fYUW`ci`h`hc`hfi`ghYX`]bX`]j]Xi`U`g
gi`W`Ug`dUfYbhgž`fY`Uh]Ygž`cf`gW`cc`Wci`bgY`cf`g`Zcf`gi`ddcfh`H\Y
BUh]cbU`7YbhYf`Zcf`A`]gg]b[`/`9I`d`c]hYX`7`\`XfYb`fB`7A`97`E`d`Umg
U`]j]hU`fc`Y`]b`h\]g`UbXgWUdY`"H\Y]f`gi`ddcfh`YI`hYbXg`hc`Wf]g]g
]bhYfj`Ybh]cb`UbX`fYZYffU`g`hc`c`WU`Wci`bgY`]b[`]dfc`ZYgg]cbU`gž
dfcj`]X]b[`]a`i`W`!bYYXXY`Ugg]ghUbW`hc`ZUa`]Yg`WU[`\h`]b`h\YgY
Wf]gYg":`i`fh\Yfa`cfYž`h\Y`B`7A`97`g`HYUa`<`C`D9`W`bbYWh`ZUa`]Yg
k`h\`ch\Yfg`k`\c`i`bXYfghUbX`h\Y]f`ghfi`[[`Ygž`WfYUh]b[`]U`bYhk`cf`
c`Z`gi`ddcfh`Xi`f]b[`]XUf`_`h]a`Yg`"→`X]j]Xi`U`g`WU`b`U`gc`gY`Z`fYdcfh
]bW]XYbhg`hc`h\Y`7mVYfH]d`]bYž`k`\]W`W`b]bi`Yg`hc`VY`Ub
]a`dcfhUb`h`dUh\k`Um`Zcf`fYdcfh]b[`]gi`W`Wf]a`Yg"

5g`h\Y`VUh`Y`U[`U]bgh`W`]X`gYI`i`U`YI`d`c]hUh]cb`]bhYbg]Z]Ygž`h\Y
fc`Y`c`Z`hYW`bc`c[`m`\Ug`VYWca`Y`]bWfYUg]b[`]m`Wca`d`YI`"5fh]Z]W]U`
]bhY`][`YbW`f5`Ł`bck`d`Umg`U`hfci`V`]b[`]dUfh]b`h\Y`dfc`]ZYfUh]cb`c`Z
W`]X`gYI`i`U`UVi`gY`a`UhYf]U`f7G5A`Ł`5`fYdcfh`Zfca`h\Y`GhUb`ZcfX
→`hYfbYh`C`VgYfj`Uhcfm`7mVYf`Dc`]Wm`7YbhYf`\][`\][`\hg`h\Uh`h\Y
]ggi`Y`]g`bch`a`YfY`m`U`Z`hi`fY`h\FYUh`Vi`h`U`Wf]g]g`h\Uh`XYa`UbXg
i`f[`]Ybh`UhYbh]cb`"5`=g`WUdUV`]hm`hc`WfYUhY`X][`]hU`m`a`Ub]di`UhYX
YI`d`c]hUh]j`Y`]a`U[`]Yg`c`Z`W`]X`fYb`Wca`d`]WUhYg`h\Y`]XYbh]Z]WUh]cb`c`Z
fYU`j`]Wh]a`g`UbX`Vf]b[`]g`Zcfh`\`bYk`W`U`Yb[`]Yg`Zcf`Uk
YbZcfW`a`Ybh"

H\Y`WcbWfb]b[`ghUh]gh]Wg`gdYU_`j`c`i`a`Yg.`h\Y`B`7A`97`\Ug
fYdcfhYX`c`j`Yf`,`&`a`j``]cb`]bghUbW`g`c`Z`7G5A`ž`YUX]b[`hc`a`cfY
h\Ub`%-`ž\$`\$`\$`]XYbh]Z]YX`j`j]Wh]a`g``<`ck`Yj`Yfž`ZYk`Yf`h\Ub`%\$`i`c`Z`h]dg
gi`Va`j]hYX`h`fci`[`\`h\Y`7mVYfH]d`]bY`YUX`hc`dfcgYW`h]cbž
j``i`ghfUh]b[`h\Y`g][`b]Z]WUbh`h`i`fX`Yg`ZUW`X`]b`h\YgY`]bj`Ygh][`Uh]cbg"
5`fi`]b[`]b`&\$%*``]a`j]hYX`h\Y`B`7A`97`g`UV``]hm`hc`YbWci`fU[`Y
d`UhZcfa`g`hc`fYdcfh`cb`W`fhU]b`cb`]bY`VY`Uj`]cfgž`UXX]b[`Ubch\Yf
`UmYf`c`Z`X]Z]W`h`m]b`h\Y`Z][`\`h`U[`U]bgh`7G5A`"

H\Y`=a`d`c`f`h`U`b`W`c`Z`5`k`U`f`Y`b`Y`g`g`U`b`X`5`W`h]c`b`

9Zc`fhg`hc`Wca`VUh`h\]g`YgWU`Uh]b[`W]g]g`UfY`a`i`h]ZUW`hYXž`k`j]h\
WU``g`Zcf``Y[`]g`Uh]j`Y`UW]cb`[`U]b]b[`a`ca`Ybhi`a`"``b]h]Uh]j`Yg`]_Y`h\Y
?`]Xg`C`b`]bY`GUZY`hm`5`Wh`U]a`hc`h][`\`hYb`dfchYW]cbg`Zcf`a`]bcfg
cb`]bY`k`\]Y`gi`[`[`Ygh]b[`Ua`YbXa`Ybhg`hc`GYW]cb`&`\$`c`Z`h\Y
7ca`a`i`b]W]h]cbg`8YW`bWm`5`Wh`h\Uh`\c`X`X][`j]hU`d`UhZcfa`g
UW`Wci`b`hUV`Y`Zcf`h\Y`Wcb`hYb`h`h\Ym`\cgh``9I`dYfhg`k`Ufb`h\Uh
i`bW`YW`_YX`5`=[`YbYfUhYX`7G5A`a`][`\`h`bcfa`U`]nY`h\Y
gYI`i`U`]nUh]cb`c`Z`a`]bcfgž`dchYbh]U``m`WfYUh]b[`[`UhYk`Umg`hc`Zi`fh\Yf
YI`d`c]hUh]cb"

h`g`YggYbh]U``Zcf`UXi`hg`hc`hU`Y`dfcUW]j`Y`ghYdg`hc`YXi`WUhY
W\]XfYb`UVci`h`h\Y`XUb[`Yfg`c`Z`cb`]bY`YI`d`c]hUh]cbž`]bWi`X]b[`h\Y
f]g_g`dcgYX`Vm`5`=[`YbYfUhYX`Wcb`hYb`h`H\Y`hfUi`a`U`UggcW]UhYX
k`j]h\`7G5A`WUb`\Uj`Y`Ugh]b[`YZZYWhg`cb`j`j]Wh]a`gž`UbX`h\Y
dYfg]ghYb`h`b`Uhi`fY`c`Z`h\YgY`\Ufa`Zi``]a`U[`Yg`cb`]bY`Wca`d`]WUhYg
fYWcj`Yfm`YZZcfhg"

b``][`\`h`c`Z`h\Y`UffYgh`c`Z`U`di`V`]WgYfj`Ub`h``]_Y`K`j``]Ua`5bXfYk
x`bYgž`h\Y`Wca`a`i`b]hm]g`cbW`U[`U]b`fYa`]bXYX`c`Z`h\Y`bYW`gg]hm`c`Z
j`][`]UbW`]b`gUZY[`i`UfX]b[`h\Y`k`Y`ZUfY`c`Z`ci`f`W\]XfYb``5XXfYgg]b[
W\]X`YI`d`c]hUh]cb`k`\Yh\Yf`]h]g`Wca`a`j]hYX`Vm]bX]j`]Xi`U`g`]b
hfi`ghYX`dcg]h]cbg`c`f`h`fci`[`\`h\Y`a`]gi`gY`c`Z`hYW`bc`c[`m`XYa`UbXg
U`Wc``YWh]j`Y`YZZcfh`Zfca`U``gYWh`fg`c`Z`gcW]Yhm``h`g`WYUf.`h\YfY`g`bc
h]a`Y`hc`k`UghY`]b`h\]g`VUh`Yž`Ug`h\Y`k`Y``!VY]b[`c`Z`h\Y`a`cgh
j`i`bYfUV`Y`Ua`cb[`i`g`\Ub[`g`]b`h\Y`VU`UbW"

8YhU]`g	
Cfh	D]bY``Ug`7ci bhmž`l G5
E i Y``Yb	<ul style="list-style-type: none">• k Yghcf`UbXcbYk g"WŁa• k k k "a]gg]b[_]Xg"cf[• k k k "XYgYfYh"WŁa

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