

F À hgY ` \ U ZhY f ' ; ` Y] hgW X] fa UV ghi fn '] b
8 Y [[Y b X c f Z ' ! ' ; fc » Y] bgUhn ' c \ b Y
<] b k Y] g Y °

; ` Y] hgW X] fa i b Z U ' '] b ' 6 Y fb f] Y X ž ' @ U b X _ f Y] g ' 8 Y [[Y b X c f Z
F Y hhi b [g _ f À ZhY '] a ' ; fc » Y] bgUhn ' c \ b Y ' 5 i Z Z] b Xi b [' j c b
J Y f ' Y hnhY b "



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6] f _ Y h ž ' 8 Y i hgW X ` U b X ' ! ' 9] b ' a Ò [`] W X Y f ' i b Z U ' ' Y] b Y g
; ` Y] hgW X] fa Z] Y [Y f g ` \ U h ' U a ' K c W Y b Y b X Y '] b ' 6 Y fb f] Y X '] a ' @ U b X _ f Y] g
8 Y [[Y b X c f Z ' Z Ø f ' 5 i Z F Y [i b [' [Y g c f [h " ' 5 b k c \ b Y f ' V Y c V U W h Y h Y b ž
X U g g ' Y] b ; ` Y] hgW X] fa ' Ø V Y f ' Y] b Y a ' K U ` X g h Ø W _ V Y] ' 6] f _ Y h
i b [Y V f Y a ghni ' 6 c X Y b ' gh Ø f n h Y " ' 8 Y f ' G W X] fa ' _ ' U d d h Y ' _ i fn ' Ø V Y f ' X Y b
6 U i a _ f c b Y b ' ni g U a a Y b ž ' k U g ' X] Y ' 9] b g U h n _ f À ZhY ' gc Z c f h ' U i Z X Y b
D ` U b ' f] Y Z ' A Y \ f ' U ' g ' % \$ \$ ' F Y hhi b [g _ f À ZhY ' j c b : ; Y i Y f k Y \ f ž
6 Y f [k U W h ž ' F Y hhi b [g X] Y b ghi b X ' D c `] n Y] ' ` Y] h Y h Y b ' Y] b Y b
; fc » Y] bgUhn ' Y] b " ' i bhY f gh Ø m h k i f X Y b ' g] Y ' b] W h i b i f ' j c b ' Y] b Y a
D c `] n Y] \ i V g W X f U i V Y f ž ' g c b X Y f b ' U i W X ' j c b ' 8 f c \ b Y b ž ' Y] b Y a
Ø fh '] W X Y b ; ` Y] hgW X] fa j Y f Y] b ' i b X ' X Y a ' 8 Y i hgW X Y b ' K Y h h Y f X] Y b gh " ' ð

XYf'6Yf]W\hYfghUhi b['j cb'5bhYbbY']gh'ni 'YgYbž'XUgg'hfc'hn'XYg
i a ZUggYbXYb'9]bgUhnYg'_Y]b'UV[YghØfnhYf'cXYf'j Yf'YhnhYf
A YbgW\ [YZ bXYb'k YfXYb'_cbbhY'i bX'X]Y'<]bhYf[fØbXY'XYg
J cfZU`g'ni bÅW\ghi b'_Uf'V'Y]VYb"

HfUi f][Y': Å`Y']b'XYb'5`dYb

8Yf'J cfZU``]b'6UmYfb'_ca a h'ni 'Y]bYa 'NY]hdi b_hž'Ub'XYa
hfU[]gWY'9fY][b]ggY']a 'Ni gUa a Yb\Ub['a]h'; 'Y]hgW\]fa ZØ[Yb']b
XYb'5`dYb'GW\U[nY]'Yb'a UW\Yb"'Gc'g]bX']b'XYb'j Yf[Ub[YbYb
K cW\Yb'VYfY]hg'XfY]'A YbgW\Ybž'XUfi bhYf'Y]b'nY\ b'Å\ f][Yg
XYi hgW\Yg'A ÅXW\Ybž'VY]'; 'Y]hgW\]fa ZØ[Yb'ni 'HcXY'[Y_ca a Ybž
k]Y'XYf'Gd]Y[Y'VYf]W\hYh''8]YgY'hfUi f][Yb'6Y[YVYb\Y]hYb
k YfZYb'Y]bYb'GW\UhhYb'Ui ZY]bY': fY]nY]hVYgW\ÅZ][i b[ž'X]Y'ZØf
j]Y'Y'U'g'5VYbhYi Yfgdcfh'\cW\]a '?i fg'ghY\h''8]Y'\c\Y'5bnU\`Ub
J Yf'YhnhYb'i bX'gc[Uf'HcXYgZÅ`Yb'nY][h'X]Y'F]g]_Ybž'X]Y'a]h'XYa
; 'Y]hgW\]fa Z]Y[Yb'j YfVi bXYb'g]bX"

⊕'XYf'GW\k Y]n'k i fXYb'j cb'&\$%%'V]g'&\$&\$'a Y\ fYfY'hØX`]W\Y
l bZÅ`Y'VY]a '; 'Y]hgW\]fa Z]Y[Yb'Xc_i a Ybh]Yfh"@Ui h'Y]bYf'Ghi X]Y
XYf'6YfUhi b[gghY`Y'ZØf'l bZU``j Yf\Øhi b[ž'X]Y'Ui Z'GhUh]ghU
j YfZØ[VUf']ghž']gh'Yg]b'X]YgYa 'NY]hfUi a 'ni 'Y]bYa
VYgcf[b]gYffY[YbXYb'5bgh]Y['Ub'Nk]gW\YbZÅ`Yb'[Y_ca a Yb"
8]YgY'NU\`Yb'j YfXYi h]W\Ybž'XUggž'cVkc\`XUg'; 'Y]hgW\]fa Z]Y[Yb
ZØf'j]Y'Y'Y]b'Ui ZfY[YbXYg'9f'YVb]g'V]YhYhž'X]Y'G]W\Yf\Y]h'b]W\h
j YfbUW\`Ågg][h'k YfXYb'XUfZ'

F]g]_cVYk i gghgY]b'ghÅf_Yb

K]Y'X]Y'U_hi Y`Yb'9fY][b]ggY'nY][Ybž']gh'Yg'VYgcbXYfg'k]W\h][ž
XUgg'gck c\`<cVVmłD)`chYb'U'g'Ui W\B'Yi`']b[Y'g]W\XYf'; YZU\ fYb
VYk i ggh'g]bXž'X]Y'a]h'X]YgYa 'Gdcfh'j YfVi bXYb'g]bX"'9]b[i hYg
<ÅbXW\Yb']a 'l a [Ub['a]h'XYb'K YhYfVYX]b[i b[Yb'i bX'XYf
Y][YbYb'5i gfØghi b['_Ubb'gc[Uf'ØVYf'@VYb'i bX'HcX
YbhgW\Y]XYb"⊕'5bVYhfUW\h'XYf'j cfUb[Y[Ub[YbYb'l bZÅ`Y']gh'Yg
fUhgUa ž'g]W\]j cf'XYa '5V\YVYb'[fØbX`]W\`ni 'b]Zcfa]YfYb'i bX
[Y[YVYbYbZU`g'Ui Z'dfcZYgg]cbY`Y'GW\i 'i b[Yb'ni fØW_ni [fY]ZYb"

8]Y'9bhk]W_i b[Yb']b'6Yfbf]YX'i bX'X]Y'hfU[]gWYb'J cfZÀ''Y'']b'XYb
 5`dYb'gc``hYb'U'g'Yfbgmi bY\ a YbXY'A U\bi b['X]YbYbž'X]Y
 G]WYf\Y]h'VY]a ; 'Y]hgW]fa Z]Y[Yb'Ub'YfghY'GhY''Y'ni 'gYmYb''Bi f
 gc' _Ubb'g]WYf[YghY''h'k YfXYbž'XUgg'XUg'9f'YVb]g']b'XYf'@ Zh'Ui W
]b'Ni _i bZhi bVYgWk Yfhi bX'c\bY'i b[Yk c``hY'Nk]gWYbZÀ''Y
 [YbcggYb'k YfXYb' _Ubb"

8YhU]`g	
Cfh	6]f_Yhž'8Yi hgW'UbX
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "UbhYbbY"XY • k k k "gd]Y[Y'"XY • XY"ghUh]ghU"Wca

6Ygi WYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY