

8 >? '@Ub[Yba cgYb 'ghY][h' bUWÅ '%. ('[Y[Yb
6UmYfX]`'b['UV°

8 >? '@Ub[Yba cgYb'j Yf]Yfh'Ua '%%"\$* "&\$&) ']b'F c\fybZY`g
[Y[Yb'GJ '6UmYfX]`'b['a]h'%. ('i bX'ghY][h'Ui g'XYf
'fY]g_`UggY 'UV"



F c\fybZY`gž'8 Yi hgWÅ`UbX '! ð'Y]bYa 'gdUbbYbXYb
F Y'Y[Uh]cbggd]Y`žXUg'Ua 'A]h'k cWÅUVYbX']b'F c\fybZY`g'ghUhhZUbXž
i bhYf'U['X]Y'8 >? '@Ub[Yba cgYb'XYa 'GJ '6UmYfX]`'b['a]h'%. ('i bX
a i gg'gca]h'XYb'5Vgh]Y['Ui g'XYf'?fY]g_`UggY 'BYi Vi f[
U_nYdh]YfYb"J cf'XYb'5i [Yb'j cb'%%\$&\$'Ni gWÅUi Yfb'nY][hY'g]WÅ
6UmYfX]`'b['j cb'6Y[]bb'Ub'U'g'X]Y'ghÅf_YfY'A UbbgWÅUZh"6YfY]hg
]b'XYf'%- "A]bi hY''Y» 'ĩ 'Ub'@X'X]Y': Ubg'† VY'b'i bX'Yfn]Y'hY'XUg
%. \$'ZØf'6UmYfX]`'b["

A UfWc '< cZa Ubb'\ÄhhY'nk Y]'A]bi hYb'gdÄhYf'Ui Z&.\$'Yf\Ö\Yb
_ÖbbYbžXcWÅ'Yf'gWÅY]hYfhY'Ua 'DZcghYb"HfchnXYa ''Y» 'Yf'g]WÅ
b]WÅh'Ybha i h][Yb'i bX'gcf[hY'_i fn]j cf'XYf'<U'VnY]hdUi gYž]b'XYf
(('A]bi hYž'ZØf'XUg'&.\$"8]Y'8 >? '@Ub[Yba cgYb'_Äa dZhž'\UhhY

YXcW`b`XYf`YfghYb`<U`VnY]h`b]W`h`Y]b`Y`Y]bn][`Y`b`Y`b`Y`b`gk`Y`f`H`
HcfW`UbW`"9]b`ghf]hh][`Yf`9`Za`Y`h`f`z`X`Y`f`_`i`fn`j`c`f`X`Y`f`<U`VnY]h`Z0f`
@Ub[`Yba`cgYb`Å`h`Y`[`Y[`Y`V`Y`b`k`Y`f`X`Y`b`_`0`b`Y`b`z`V`]Y`V`Ui`g`f`(`)`Ž`%`
A`]bi`h`Y`Ł`"

8 Yf`? Ua dZ`i a` `XYb`5i Zgh]Y`[

8]YgYf`5Vgh]Y`[`_`ca`a`h`b]W`h`0`V`Y`ff`U`g`W`Y`b`X`ž`X`U`X]Y`8`ž`
@Ub[`Yba`cgYb`]b`XYf`[`Y`g`Ua`h`Y`b`GU]g`c`b`b]W`h`Ub`]f`Y`V`Y`gh`Y`b`
@Y]ghi`b[`Y`b`Ub`_`b`0`d`Z`Y`b`_`c`b`b`h`Y`"9]b`6`]W`_`Ui`Z`X]Y`j`Y`f`g`W`]Y`X`Y`b`Y`b`
F`Y`Y`[`Uh]c`b`g`g`d]Y`Y`]b`XYf`F`Y`[`]c`b`n`Y`][`h`ž`X`U`g`g`j`]Y`Y`H`Y`Ua`g`i`a`_]f`Y`
?`U`g`g`Y`b`_`Ä`a`d`Z`Y`b`"ž`X`Y`b`F`Y`Y`[`Uh]c`b`Y`b`Ui`Z`6`Y`n]f`_`g`Y`V`Y`b`Y`g]b`X`X]Y`
5i`Z`i`b`X`5Vgh]Y`[`Y`Y]b`gh`Ä`b`X][`Y`g`<]b`i`b`X`<`Y`f`":`0`f`[`f`0»`Y`f`Y`
?`U`g`g`Y`b`k`]Y`X]Y`&`"6i`b`X`Y`g`][`U`i`b`X`X]Y`6i`b`X`Y`g`][`U`ž`X]Y`Å`0`W`gh`Y`b`
X`Y`f`X`Y`i`hg`W`Y`b`@][`Y`b`ž`]gh`Y]b`Y`J]Y`n`U`Å`]j`c`b`5i`Z`i`b`X`
5Vgh]Y`[`g`Z`c`f`a`U`h`Y`b`g`Y]h`š`Å`f`Y`b`0`V`]W`"8]Y`g`Y`G`h`f`i`_`hi`f`Y`b`g]b`X`
Y`b`hg`W`Y]X`Y`b`X`ž`i`a``XYb`g`d`c`f`h]W`Y`b`K`Y`h`h`V`Y`k`Y`f`V`i`b`X`X]Y`
7`Å`Ub`W`b[`Y]W`Å`Y]h`ni`[`Y`k`Å`Å`f`Y]gh`Y`b`ž`k`]Y`K`_]d`Y`X]U`Ui`g`Z`0`Å`f`]W`
Y`f`Å`i`h`Y`fh`"

ž`X`Y`f`n`k`Y]h`Y`b`<U`VnY]h`b`U`Å`a`@Ub[`Yba`cgYb`nk`Y]K`Y`W`g`Y`]j`c`f`ž`]b`
X`Y`f`<c`Z`bi`b[`ž`Z`f]g`W`Y`b`K`]b`X`]b`g`G`d]Y`ni`V`f]b[`Y`b`"8]Y`g`Y`
Y`b`X`Y`fi`b[`Y`b`Z`0`Å`f`h`Y`b`g`W`]Y»`]W`]b`X`Y`f`)`&`"A`]bi`h`Y`ni`a`Y`f`gh`Y`b`
H`f`Y`Z`Z`Y`f`Z`0`f`X]Y`8`ž`H`c`V]U`g`6`U]Y`f`bi`h`h`Y`Y]b`Y`A`0[`]W`_`Y]h`ž`i`a`XYb`
F`0`W`gh`Ub`X`Ui`Z`%`&`ni`j`Y`f`0`fn`Y`b`"8`c`W`X]Y`":`f`Y`i`X`Y`k`U`f`bi`f`j`c`b`
_`i`fn`Y`f`8`Ui`Y`f`ž`X`Y`b`b`š`b`U`g`F`c[`Y`f`Y`fn]Y`h`Y`]b`X`Y`f`+)`"A`]bi`h`Y`X`U`g`
'`.%`Z`0`f`6`U`m`Y`f`X`]b[`]b`U`W`Y]b`Ya`9`W`gh`c»`"

5a`9b`XY`V`Y]V`h`X`Y`f`5Vgh]Y`[

8]Y`8`ž`@Ub[`Yba`cgYb`X`f`Ä`b[`h`Y`]b`XYf`c`[`Y`Ui`Z`Y]b`Y`K`Y`b`X`Y`ž`
Å`U`h`Y`Y`X`c`W`G`W`k`]Y`f][`_`Y]h`Y`b`ž`X]Y`c`Z`Y`b`g]j`Y`b`5`_`h]c`b`Y`b`ni`
Y`b`h`k`]W`_`Y`b`ž`X]Y`b`0`h][`[`Y`k`Y`g`Y`b`k`Å`f`Y`b`ž`i`a`X`U`g`G`d]Y`bc`W`ni`
X`f`Y`Å`Y`b`"ž`X`Y`f`,`\$`"A`]bi`h`Y`Å`U`h`Y`Y]b`@Ub[`Yba`cgYb`Y`f`G`h`0`fa`Y`f`X]Y`
A`0[`]W`_`Y]h`ž`Z`f`Y]j`c`f`X`Y`a`H`c`f`k`U`f`h`G`d`f`U`h`Y`f`ni`h`f`Y`Z`Z`Y`b`ž`X`c`W`Å`Ui`W`
X]Y`g`Y`7`Å`Ub`W`k`i`f`X`Y`j`Y`f[`Y`V`Y`b`"ž`X`Y`f`B`U`W`g`d]Y`n`Y]h`j`c`Y`b`X`Y`h`Y`
<`c`Za`U`b`b`g`W`]Y»`]W`g`Y]b`[`f`c»`U`f`h][`Y`g`G`d]Y`i`b`X`Y`fn]Y`h`Y`]b`X`Y`f`
-`\$`Ž`)`A`]bi`h`Y`X`U`g`(`.%`Z`0`f`6`U`m`Y`f`X`]b[`"

8]YgYf'XYi h]WXY'G]Y['g]WXYfhY'XYa 'GJ'6UmYfX]``b['XYb'5i Zgh]Y[
 Ui g'XYf'5!?'UggYžk Å\fybX'@Ub[Yba cgYb'bi b'X]Y'V]hhYfY'FYU`hÅh
 XYg'5Vgh]Y[g'U_nYdh]YfYb'a i gg''8]Y'G]hi Uh]cb'nY][h'YfbYi hž'k]Y
 \Ufhi a _Åa dZiX]Y'i bhYfYb'@[Yb'ja 'VUmYf]gWXYb': i »VU``g]bX
 i bX'k]Y'k]W]h]['YXYf'Y]bnY'bY'Di b_h]b'XYf'GU]gcb'gY]b'_Ubb"
 K Å\fybX'X]Y'8? '@Ub[Yba cgYb']\fY': Y\Yf'UbU`mg]Yfhi bX'Ub'XYf
 JYfVYggYfi b['\fYf'@Y]ghi b[Yb'UfVY]hYhž'k YfXYb'X]Y'UbXYfYb
 HYUa g'[YgdUbbh'Ui ZX]Y'UbghY\YbXYb'FY'Y[Uh]cbggd]Y'Y'i bX']\fY
 Y][YbYb'7\UbWb'Ui Z5i Zgh]Y['cXYf'JYfV'Y]V']b']\fYb'@[Yb
 gWXYi Yb'a ØggYbžk]Y'Ui W : i DU"bYh'VYf]W]hYh"

8YhU]`g	
Cfh	Fc\fybZY`gž'8Yi hgWXY`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "XcbUi _i f]Yf"XY • k k k "Zi dU"bYh • XY"k]_]dYX]U"cf[

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