

+ (! Å \ f] [Y f ' F U X Z U \ f Y f ' b U W X
ghi b X Y b ` U b [Y a ' <] ` Z Y f i Z '] b ' 9 f ` U b [Y b
[Y f Y h h Y h °

9] b ' + (! Å \ f] [Y f ' F U X Z U \ f Y f '] b ' 9 f ` U b [Y b ! < Ò W X g h U X h ' k i f X Y
b U W X ' b Y i b ' G h i b X Y b '] a ' K U ` X ' [Y f Y h h Y h " D c `] n Y] ' i b X
F Y h h i b [g _ f Å Z h Y ' Y b [U [] Y f h Y b ' g] W X ' Z Ø f ' g Y] b Y ' <] ` Z Y "



9 f ` U b [Y b ! < Ò W X g h U X h ž ' 8 Y i h g W X ` U b X ' ! ' 9] b ' h f U [] g W X Y f ' J c f Z U ` ` \ U h
g] W X ' Ø b [g h] a ' @ U b X _ f Y] g ' 9 f ` U b [Y b ! < Ò W X g h U X h ' Y f Y] [b Y h ž ' X Y f ' X] Y
K] W X h] [_ Y] h j c b ' B c h Z U ` ` a U » b U \ a Y b ' i b X ' X Y f ' N i g U a a Y b U f V Y] h
j c b ' F Y h h i b [g _ f Å Z h Y b ' i b h Y f ' 6 Y k Y] g ' g h Y ` ` h " 5 a ' 8 c b b Y f g h U [ž ' X Y a ' (" † '] & \$ &) ž ' g h Ø f n h Y ' Y] b ' + (! Å \ f] [Y f ' A U b b ' [Y [Y b ' % * ' i \ f ' U i Z Y] b Y a
: ' i f V Y f Y] b] [i b [g k Y [' n k] g W X Y b ' G] a a Y f g X c f Z i b X ' K U W X Y b f c h \ " 8 Y f ' G Y b] c f ' Z U b X ' g] W X '] b ' Y] b Y f ' g W X k] Y f] [Y b ' @ U [Y ž ' X U ' Y f ' U i g
Y] [Y b Y f ' ? f U Z h ' b] W X h ' a Y \ f ' U i Z g h Y \ Y b ' _ c b b h Y ' i b X ' U i Z ' <] ` Z Y
U b [Y k] Y g Y b ' k U f "

G Y] b Y ' j Y f n k Y] Z Y ' h Y b ' <] ` Z Y f i Z Y ' V '] Y V Y b ' Y X c W X ' Ø V Y f ' a Y \ f Y f Y

Ghi bXYb'i b[Y\Öfhž'V]g'Y]b'9\YdUUf'Ui g'<cfVUW' [Y[Yb'&' "' \$
I \f'Yhk U'+\$\$'A YhYf'YbhZYfbh'; YfÄi gWXY'j YfbU\ a "'8]Y'VY]XYb
_cbbhYb'gW'Y»`]W'X]Y'Dc`]nY]'<ÖWghUXh'U'Ufa]YfYbž'X]Y
i ba]hhY'VUf'a]h'Y]bYa ' <i VgWfUi VYf'i bX'k Y]hYfYb'Gi W_fÄZhYb
bUW'XYa 'JYfi b[`ØW_hYb'5i ggWUi '\]Y'h"; `ØW`]WYfk Y]gY'k i fXY
XYf'A Ubb'gW'Y»`]W' [YZi bXYb'i bX']b'Y]b'?fUb_Yb\Ui g'[YVfUW'hž
k c'Yf'X]Y'VYbÖh][hY'<]'ZY'Yf\]Y'h''8YhU]'g'ni 'gY]bYa 'U_hi Y''Yb
; Ygi bX\Y]hgni ghUbX'g]bX'V]g'Ub['b]W'h'VY_Ubbh"

8]Y', Vi b[gVYfY]hgW UZh'XYf'F Yhhi b[g_fÄZhY

8Yf'JcfZU''\Uhj]Y'Y'5bk c\bYf'i bX'<Y'ZYf'h]YZ'VYk Y[hi bX
j YfXYi h]W'h'X]Y' Bchk YbX][_Y]hj cb'[i hj cfVYfY]hYhYb
F Yhhi b[gY]b\Y]hYb']b'i bgYfYf'F Y []cb"'9fgh]a 'C_hcVYf'&\$\$&'ZUbX
]a '@UbX_fY]g'9f'Ub[Yb!<ÖWghUXh'Y]bY'i a ZUggYbXY
GhUVgfU\ a YbØVi b['ghUhhž'Ub'XYf'fi bX'&(\$'A]h['Y]XYf'XYf
: Yi Yfk Y\fž'XYg'F Yhhi b[gX]YbghYg'i bX'XYg'HYW'b]gWYb
<]'Zgk Yf_g'fH<K ě'hY]'bU\ a Yb"'8]YgY', Vi b[ž'X]Y'X]Y'FYU_h]cb'Ui Z
gW'k YfY'l bk YhhYf'g]a i 'Y]fhYž'i a ZUgghY'Yhk U' (\$\$'9]bgÄhnY'i bX
k Uf'XYa 'GW'i hn'XYf'6Yj Ö_Yfi b['[Yk]Xa Yh''8Yf'Öfh]WY
9]bgUhn'Y]hYfž'?fY]gVfUbX]bgdY_hcf'GhYZUb'6fi bbYfž'_ccfX]b]YfhY
X]Y'U_hj] YfhYb'?fÄZhY'i bX'gcf[hY'ZØf'X]Y'cdYfUhj] Y': Ø\fi b["

Gc`WY', Vi b[Yb'g]bX'YggYbn]Y''ž'XYbb'g]Y'ghY''Yb'g]WYfž'XUgg'ja
9fbghZU''gW'bY''Y'i bX'YZZ]n]YbhY'<]'ZY'[Y'Y]ghYh'k YfXYb'_Ubb"'8]Y
U'Ufa]YfhYb'9]b\Y]hYb'UfVY]hYhYb'Yb['ni gUa a Yb'i bX'bi hnYb
a cXYfbY'X][]hU'Y'<]'Zga]hhY''ni f'9W'hnY]h_ccfX]bUh]cbž'k Ug']b
'?f]gYbg]hi Uh]cbYb'j cb'Ybcfa Yf'6YXYi hi b[']gh"'8]YgY
A U» bU\ a Yb'g]bX'HY]'XYf'?f]h]gWYb' ðZfUghfi _hi fž'X]Y''Ui h'
6i bXYgUa h'ZØf'6Yj Ö_Yfi b[ggW'i hn'i bX
? UhUghfcd\Yb\]'ZY']b]W'h'bi f'XYb'GW'i hn'XYf'9]bgUhn_fÄZhYž
gcbXYfb'Ui W'X]Y'G]WYf\Y]h'XYf'6Yj Ö_Yfi b['[Yk Ä\ f'Y]ghYb"

- GhUVgfU\ a YbØVi b['<]['\`][\hg.
- &(\$'Y]b[YgYmhY'?fÄZhY
- G]a i 'Y]fhY' (\$\$'9]bgÄhnY
- ² fh]WY'9]bgUhn'Y]hi b['Xi fW'?'fY]gVfUbX]bgdY_hcf
- J Yfk YbXi b['Y]bYf'Y'Y_hfc b]gWYb '@U[Y_UfhY

6Yk Y[i b[]b`XYf`FY[]cb`YfZc`fXYfh: `YI]V`]h`h`i bX`gW`bY`Yg
 <UbXY`b`"9`fYbUa`h`]W`Y`C`f[Ub]gUh]cbYb`k]Y`XUg`H<K`i bX`X]Y
 ZfY]k]`][Yb`: Yi Yfk Y`fYb`g]bX`\\Yf`j cb`Yb`hgW`Y]XYbXYf
 6YXYi hi b["G]Y`\\UVYb`b]W`h`bi`f`Y][Ybj YfUbhk`cfh`]W`X]Y
 BchZU`ØVi b[Yb`cf[Ub]g]Yfhž`gcbXYfb`ghY`Yb`Ui W`g]W`Yfž`XUgg
 U`Y`?f`À`ZhY`VY]i bj`cf`Yf[YgY`YbYb`9fY][b]ggYbž`k]Y`XYa`Ghi`fn
 XYg`F`UXZU`fYfgž`YZZY`_hj`fYU[]YfYb`_ØbbYb`"b`Y]bYf`]a`a`Yf
 \\Y`_h]gW`YfYb`K`Y`h`V`Y]Vh`XYf`GW`i`hn`j`cb`_f]h]gW`Yb
 bZfUghfi`_hi`fYb`Y]bY`XYf`j`cfXf]b[`]W`ghYb`5i`Z[UVYbž`X]Y`i`bgYfY
 ; Ya`Y]bgW`UZhj`YfY]bh"

K]Y`[i`h`a`Ub`]a`9fbghZU`ni`gUa`a`YbUfVY]hYb`_Ubbž`k`i`fXY`YfbYi`h
 Ui`Z[YnY][h`C`V`k`c`\\`XYf`j`Yfi`b[`ØW`_hY`F`UXZU`fYf`a`Y`fYfY
 Ghi`bXYb`]b`B`ch`k`Ufž`\\Uh`X]Y`<`]ZgVYfY]hgW`UZh`i`bX`XUg
 5i`ZY]bUbXYfhfYZZYb`XYf`i`bhYfgW`]YX`]W`Yb`9]bgUhn`_f`À`ZhY`Y]b
 \\c`Zbi`b[j`c`Yg`NY]W`Yb`[YgYhnh`"X`XYf`9]bgUhnž`Y[U`k`]Y`_`Y]b
 cXYf`[fc»`Yf`Ui`W`gY]b`a`U[ž`n`À`\\`h`i`bX`nY][hž`XUgg`]a`@UbX`_fY]g
 9f`Ub[Yb!<`ØW`ghUXh`XUg`K`c`\\`XYf`A`YbgW`Yb`Ub`c`VYfghYf`GhY`Y
 ghY`h"

8YhU]`g	
C`fh	9f`Ub[Yb!<`ØW`ghUXhž`8Yi`hgW`_UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "bb"XY • k k k "k]YgYbhVchY"XY • k k k "VV_"Vi bX"XY

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`b`U[!VUmYfb"XY