

F Y [Y b g V i f [g ' G d U f _ U g g Y b ! ; U ` U .
G d U b b i b [' i b X ' K Y ` h _ ` U g g Y ! 5 h \ ` Y h Y b
Y f k U f h Y b ' i b g °

F Y [Y b g V i f [' k] f X ' U a ' * " ' ↗ b] ' & \$ &) ' n i f ' 6 Ø \ b Y ` X Y f
G d U f _ U g g Y b ! ; U ` U ` X Y f ' @ Y] W \ h U h \ ` Y h] _ ž ' a] h ' H c d ! 5 h \ ` Y h Y b ' i b X
g d U b b Y b X Y b ' K Y h h _ Å a d Z Y b "



F Y [Y b g V i f [ž ' 8 Y i h g W \ ` U b X ' ! ' 8] Y ' @ Y] W \ h U h \ ` Y h] _ ! ; U ` U] b
F Y [Y b g V i f [' j Y f g d f] W \ h ' U a ' K c W \ Y b Y b X Y ž [Y b U i ` X U g ' n i ` V] Y h Y b ž
k U g ' G d c f h Z U b g ' [i h [Y Z Ä ` h ' F Y b b g d c f h ' U i Z \ c \ Y a ' B] j Y U i ' i b X
g d U b b Y b X Y ' K Y h h _ Å a d Z Y " ' 8] Y ' h f U X] h] c b g f Y] W \ Y ' J Y f U b g h U ` h i b [' \ U h
j] Y ` Y ` d f c a] b Y b h Y ' 5 h \ ` Y h Y b ' \ Y f j c f [Y V f U W \ h ž X U f i b h Y f ` X] Y
K Y] h g d f] b [Y f] b ` A U ` U _ U ` A] \ U a V c ž ` X] Y ` V Y f Y] h g ' U ` g ' † b [Y g ' A Ä X W \ Y b
Y] b Y ' K Y ` h \ \ f Y g V Y g h ` Y] g h i b [' U i Z g h Y ` ` h Y " ' 8 Y f ` A Y Y h] b [! 8] f Y _ h c f ' ? i f h
F] b [' V Y g W \ f Y] V h ` X] Y ' (\$ \$! A Y h Y f ! 6 U \ b ' U ` g ' a U [] g W \ ' i b X ` \ Y V h
\ Y f j c f ž X U g g ' F Y [Y b g V i f [' g Y] h i & \$ \$ * ` Y] b Y b ` Z Y g h Y b ` D ` U h n '] a
X Y i h g W \ Y b ' i b X `] b h Y f b U h] c b U ` Y b ' @ Y] W \ h U h \ ` Y h] _ ! ? U ` Y b X Y f
Y] b b] a a h " ' 8] Y g Y g ` ↘ \ f ` k Y f X Y b ' 5 h \ ` Y h Y b ' U i g ' Z U g h ' \$ ' @ Ä b X Y f b

Yfk UfhYhžk Ug'Z0f'Y]bY'FY_cfXnU\`Ub'BUh]cbYb'gcf[h'i bX'X]Y
J cfZfYi XY'Ui ZX]Y'; U'U'bcW\k Y]hYf'\YVh"A]hhY'VUmYf]gW\Y
VYf]W\hYhžXUgg'XYf': c_i g'XYf'; U'U'Ui ZXyb'8]gn]d`]bYb'%%\$ž'&\$
i bX'(\$\$'A YhYf'Y[hž'gck c\`a]h'U'g'Ui W\c\bY'<0fXYb"

8]Y'K YhhYfUi gg]W\hYb'g]bX'Z0f'X]Y'?i fngfYW_Yf'cdh]a U'ž'a]h'0VYf
'\$'; fUX'Ua'GUa ghU[ž'XYa '*"'ž b]ž'i bX'Y]bYf
F 0W_Ybk]bX[UfUbh]Y'j cb'J YfUbghU'hYf'?i fh'F]b[ž'X]Y'Z0f'[i hY
@Ui ZVYX]b[i b[Yb'gcf[Yb'gc`"'6YgcbXYfg'gdUbbYbX'k]fX'Yg]a
Gdf]bhž'k c'5h\`YhYb'k]Y'HUh'UbU'D]bhčž'F VVY__U'< UUgY'i bX'XYf
<U`Yb!J]nY!9i fcdUa Y]ghYf'7\]f]gh]Ub'6'i a'UbhfYhYb"'6Y]'XYb
A ĀbbYfb'\UVYb'UW\h'@Āi ZYf'6YghY]hYb'i bhYf'(*'GY_i bXYb'Ui Z
XYa'?'cbhc"'8U'_0bbhY'Yg'Y]b][Y', VYffUgW\i b[Yb'[YVYb'
@Y]W\hU\`Yh]_"XY'\Uh'X]Y'A Y'XY'ghYb'i bX'X]Y'J]Y'nU\`XYf
HY]'bY\`a Yf'[i h]a'6`]W_"

HcdUh\`YhYb'i bX'gdUbbYbXY'K YhhVYk YfVY

8]Y'K YhhVYk YfVY']b'FY[YbgVi f['g]bX'U`Yg'UbXYfY'U'g
[Yk 0\b`]W\`GdUbbYbX'k]fX'j cf'U`Ya'XYf'(\$\$!A YhYf!<0fXYb'Ui Z
XYf'A ĀbbYfž'Ub[YZ0\fhj cb'9a]'5[mY_i a' i bX'xg\i U'5Vi U_i "
6Y]'XYb': fUi Yb'Vi \Yb'9]YYb'8Ya Yg'i bX'9'YbU?'Y'Yhmi a'X]Y
j cfXYfYb'D'ĀhnY"'5i W\ja' '%\$!A YhYf!Gdf]bh'k]fX'Yg'Ub'GdUbbi b[
b]W\hZY\`Ybž'XU'X]Y'J cf'Āi ZY'Ua'GUa ghU['a]h'9bX'Āi ZYb
Ui Z[YghY`h'k YfXYb"'5`YfX]b[g'a 0ggYb'X]Y'Ni gW\Ui Yf'Ui ZX]Y
C`ma d]Ugdf]bhYf]b';]bU'@0W_Yb_Ya dYf'j Yfn]W\hYbž'XU'g]Y']b
X]YgYa'ž\`f'b]W\h'Ua'GhUfh'gh"'8]Y'UbXYfYb'A]h[`]YXYf'XYf
C`ma d]gW\Yb'6fcbnY!GhUZZY`k YfXYb'YXcW\Ub'XYb'GhUfh[Y\Yb"

8 Ug'9j Ybh'k]fX'b]W\h'bi f'Z0f'X]Y'5h\`YhYbž'gcbXYfb'Ui W\Z0f'X]Y
Ni gW\Ui Yf'Y]b': Ygh'J cf'U\`fYgg]Y[Yf'k]Y'?Ua [\Y'; UVU'i bX'Fi h\`
Gcd\]U'GdY'a YmYf'g]bX'k]YXYf'a]h'XUVY]'i bX'_0bbhYb']\fYb'H]hY`
j YfhY]X][Yb"'8Ua]h'b]W\h[Ybi [ž'gcf[h'X]Y'@Ui ZbUW\h'Ua': fY]hU[
Z0f'ni gĀh'm]W\Y'5W]cb'a]h'Āb[YfYb'8]ghUbnYbž'k c'i bhYf'UbXYfYa
D\]]dd'DZ]Y[Yf'Ui ZXyb') "\$\$\$'A YhYfb'UbhfYhYb'k]fX'"K]_]dYX]U
nY][h'ni XYa'X]Y'6YXYi hi b['XYf'@Y]W\hU\`Yh]_`U'g[fi bX'Y[YbXY
GdcfhUfhž'X]Y'@Ui ZYbž'Gdf]b[Yb'i bX'K YfZYb'i a ZUggh"

9]b '9j Ybh'a]h': cfa Uh

ðg[YgUa h'ghY\Yb'Ub'X]YgYa 'K cWYbYbXY'j]Y'Y'K Yhh_Àa dZY'Ui Z
 XYa 'D'Ubž'XUfi bhYf'X]Y '('I '(\$ \$!A YhYf!GhUZZY'b'XYf': fUi Yb'i bX
 A ÀbbYf'Ua 'GcbbhU["' ðgVYgcbXYfY'XYf'[YgUa hY'NY]hd'Ub'XYf
 GdUf_UggYb!; U'U'V]YhYhY]bY'VYY]bXfi W_YbXY'5i gk U\`Ub
 8]gn]d`bYbž'X]Y'g]W\ØVYf'X]Y'VY]XYb'HU[Y'YfghfYW_h"8Yf
 NY]hXfi W_]gh\cWž'i bX'b]W'h'bi f'X]Y'5h\`YhYbž'gcbXYfb'Ui W\`X]Y
 Ni gWUi Yf'k YfXYb'j cb'XYf'dcg]hj] Yb'5ha cgd\ÀfY'a]h[Yf]ggYb"

CV'G]Y'bi b'Y]b'Y]b[YZY]gW'hYf': Ub'g]bX'cXYf'Y]bZUW`X]Y'GcbbY
 i bX'X]Y'hc``Y'Gh]a a i b['j]b'FY[YbgVi f['[Yb]Y» Yb'a ØW'hYbž'X]YgY
 ; U'U']gh'Y]b'gdcfh]WYg<][\`][\hž'XUg'a Ub'b]W'h'j YfdUggYb
 gc``hY"GY]Yb'G]Y'XUVY]žk Ybb'X]Y'5h\`YhYb']\f'6YghYg'[YVYb'i bX
 X]Y'Ni gWUi Yf'UbZYi Yfb'`Yg'k]fX'Y]b'9fY][b]gž'XUg'ZØf'YXYb
 Yhk Ug'ni 'V]YhYb`\Uh°

8YhU]`g	
C fh	F Y[YbgVi f[ž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a]hhY`VUmYf]gWY"XY • k k k ``Y]W hUh\`Yh]_"XY • XY"a "k]_]dYX]U"cf[

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