

(\$ ' ħ \ f Y ' A U f [U f Y h Y ! G h Y] Z Z ! G W X i ' Y .
= b _ ' i g] c b ' k] f X ' [Y Z Y] Y f h °

8] Y ' A U f [U f Y h Y ! G h Y] Z Z ! G W X i ' Y '] b ' : f U b _ Z i f h ' Z Y] Y f h ' (\$ ' ħ \ f Y
] b _ ' i g] Y ' 6] X i b [" ' H U [' X Y f ' c Z Y b Y b ' H Ø f ' U a ' % (" ' ħ b] ' & \$ &) "



: f U b _ Z i f h ' U a ' A U] b ž ' 8 Y i h g W X ' U b X ' ! ' = b : f U b _ Z i f h ' U a ' A U] b
g h Y \ Y b ' X] Y ' b Å W g h Y b ' K c W X Y b ' [U b n '] a ' N Y] W X Y b ' X Y f ' = b _ ' i g] c b " ' 8] Y
A U f [U f Y h Y ! G h Y] Z Z ! G W X i ' Y ž ' Y] b Y ' d f] j U h Y ' 6] X i b [g Y] b f] W X h i b [' a] h
; f i b X ! ' i b X : Ö F X Y f g W X i ' _ ' U g g Y b ž ' Z Y] Y f h ' A] h h Y ' ħ b] ' & \$ &) '] \ f
(\$! ' Å \ f] [Y g ' 6 Y g h Y \ Y b " ' K U g ' Z Ø f ' X] Y ' G W X i ' ' Y] h Y f] b ' = _ U ' G Y \ b Y f h ' i b X
] \ f ' a i ' h] d f c Z Y g g] c b Y ' ' Y g ' H Y U a ' Y] b ' 5 b ' U g g ' n i a ' : Y] Y f b '] g h ž '] g h
[' Y] W X n Y] h] [' Y] b ' V Y X Y i h Y b X Y f ' N Y] h d i b _ h ž ' i a ' U i Z X] Y
< Y f U i g Z c f X Y f i b [Y b ' i b X ' 9 f Z c ' [Y ' X Y f '] b _ ' i g] j Y b ' 6] X i b ['] b
8 Y i h g W X ' U b X ' U i Z a Y f _ g U a ' n i ' a U W X Y b " ' 8] Y ' G W X i ' Y ' V] Y h Y h ' D ' U h n ' Z Ø f
% + * ' G W X Ø ' Y f ž ' j c b ' X Y b Y b ' & & ' d f c ' ? ' U g g Y ' i b h Y f f] W X h Y h ' k Y f X Y b ž
X U f i b h Y f ' Z Ø b Z ?] b X Y f ' a] h ' 6 Y Y] b h f Å W X h] [i b [Y b " ' 8] Y g ' a U W X h ' X] Y
A U f [U f Y h Y ! G h Y] Z Z ! G W X i ' Y ' n i f ' Y] b n] [Y b '] b _ ' i g] j ' U f V Y] h Y b X Y b ' G W X i ' Y
] b ' : f U b _ Z i f h "

8]Y`K i fnY`b`X]YgYf`bgh]hi h]cb`fY]WXYb`V]g`]b`XYb`?]bXYf[UfhYb
XYf`9j Ub[Y`]gWXYb` : fUbn0g]gW!fYZcfa]YfhYb` ; Ya Y]bXY`ni f0W_
i bX`X]Y`GWXi`Y`\Uh`Ua`&`"5df`%- ,)`U`g`YfghY`b`hY[fU]hj Y`GWXi`Y`
: fUb_Zi fhg`]\fY`H0FYb`[Y0ZZbYh`b`XYb`YhnhYb`>\fYb`]gh`XUg
6Yk i gghgY]b`Z0f`X]Y`Bchk YbX][_Y]h`Y]bYf`]b`_i`g]j Yb
GWXi`UbXgWUZh[Yk UWgYb"@Ui`h`Y]bYf`Ghi`X]Y`XYg
K]ggYbgWUZhgnYbhf`i`a`g`6Yf`]b`Z0f`Gcn]U`Zc`fgW`i`b[`k`]fX`YXcW
XYi`h`]W`z`XUgg`]b`a`Y`fYfYb`XYi`hgW`Yb`6i`bXYg`AbXYfb`X]Y
5bZcfXYfi`b[Yb`XYf`i`B!6Y`]\bXYfhYbfYW`hg`cbj`Yb]cb
gmghYa`Uh]gW`j`Yf`Yhnh`k`YfXYb`"6YgcbXYfg`@AbXYf`k`]Y`6UXYb!
K`0fhYa`VYf[`i`bX`6UmYfb`nY][Yb`k`Yb][`:`cfhgW`f]hh`]b`XYf
l`a`gYhni`b[`z`k`Ug`X]Y`6`]Xi`b[gW`UbW`b`Z0f`?]bXYf`a`]h
6YY]bhf`AW`h][`i`b[Yb`VYhf]Zh`VYf]W`hYh`XUg`8Yi`hgW`Y
GWXi`d`c`f`h`U`"

8]Y`F`c`Y`XYf`A`Uf[UfYhY!GhY]ZZ!GWXi`Y`

8]Y`A`Uf[UfYhY!GhY]ZZ!GWXi`Y`\Uh]g]W`[Ubni`XYa`@Y]hgd`fi`W`
Gh`f`_Yb`]gh`f`_Yb`i`bX`GW`k`AW`Yb`gW`k`AW`Yb`j`YfgW`f]YVYb`
l`bhYfgh0hni`b[`Yf`\A`h`X]Y`GWXi`Y`j`ca`9j`Ub[Y`]gWXYb`
FY[]cbU`j`YfV`UbX` : fUb_Zi`fh`i`bX`C`ZYbV`UW`gck`]Y`j`cb`XYf`
9j`Ub[Y`]gWXYb`?]fW`Y`]b`<YggYb`i`bX`B`UggUi`z`XYf`GhUXh` : fUb_Zi`fh`
i`bX`XYa`<Ygg]gWXYb`? i`hi`ga`]b]ghYf]i`a`"Hf`ch`X]YgYf`d`cg]h]j`Yb`
5bg`Ah`nY`[]Vh`Yg`k`Y]hYf`]\b`<YfUi`gZcfXYfi`b[Yb`]b`XYf`]b`_i`g]j`Yb`
6`]Xi`b[`z`X]Y`j`cb`Y]bYf`i`bni`fY]WXYbXYb` : 0fXYfi`b[`0VYf`ni`c`Y`
Yl`_i`g]j`Y`Ni`k`Y]gi`b[Yb`V]g`\]b`ni`Y]bYa`A`Ub[Y`Ub`F`Yggci`fW`b`
fY]WXYb`"8]Y`Ghi`X]Y`j`cb`<Ubg`K`cW`Yb`nY][hz`XUgg`hf`ch`n`Y]b][Yf`
A`cXY`fY[]cbYb`_Y]bY`Y]b`Y]h]WXYb` : cfhgW`f]hh`Y`ni`VYcV`UW`hYb`
g]bX`"b`gY]bYb`l`bhYfgi`W`i`b[Yb`g]bX`X]Y`9l`_i`g]cbgei`chYb`]b`
j`]Y`Yb`?`ca`a`i`bYb`gc[Uf`[Ygh]Y[Yb`"

: 0f`X]Y`A`Uf[UfYhY!GhY]ZZ!GWXi`Y`gY`Vgh`VYXYi`hYh`XUg`z`fY[Y`a`A`][
X]Y`Y][YbYb`F`Yggci`fW`b`ni`0VYf`df0Z`b`i`bX`g]W`]b`bcj`Uh]j`Yb`
d`AXU[c[]gWXYb`?`cbnY`dhYb`ni`k`]Xa`Yb`"9]b`k`]W`h][Yf`5gdY`h`]gh`
XUg`gc`n]U`]b`_i`g]j`Y`A`]hY]b`UbXYf`z`XUg`Xi`fW`W`f]gh]WXY`K`YfhY`
[YZ0fXYfh`k`]fX`"l`a`X]Y`GW`0Yf]b`bYb`i`bX`GW`0Yf`VYg`ha`0[`]W`ni`
i`bhYfgh0h`nYb`z`gY`hnh`X]Y`GWXi`Y`Ui`Z`Y]bY`d`f`UI`]gb`U`Y`5i`gV`]Xi`b[
j`cb`@Y`\f`_f`AZ`hYb`i`bX`Y]bYb`\c`Yb`9]bg`Uhn`Ub`a`i`h]d`fc`ZY`gg]cbY`Yb`

HYUa g"8]Yg]ghVYgcbXYfgYbhgWXY]XYbXžXYbb'6]Xi b['a i gg
 ei U]hUhj[\cWk Yfh]['gY]bž'i a '7\UbWb['Y]W\Y]h'ZØf'U''Y'ni
 [Yk Å\ f'Y]ghYbž'i bUV\Åb[]['j cb'gcn]U'Yb'cXYf'k]fhgWUZh]WXYb
 <]bhYf[fØbXYb""8]Y'8]g_i gg]cb'ia 'X]Y'5i ZØgi b['cXYf
 6Y]VY\U'hi b['j cb': ØfXYfgWxi 'Yb'\Å'h'X]Y'6]Xi b[gdc`h]_]b
 8Yi hgW\UbX'bcW'ja a Yf'ghUf_]b'5hYa "'a a Yf\]b'nY][h
]bhYfbUh]cbU'Y'Ghi X]Ybž'XUgg'@ÅbXYf'a]h'[Ya Y]bgUa Yf
 GWxi 'V]'Xi b['V]g'ni f'%"?'`UggY'VYggYfY'6]'Xi b[gYf[YVb]ggY
 Yfn]Y'Yb'_ØbbYb''gc'X]Y'6i bXYgnYbhfU'Y'ZØf'dc`h]gWXY
 6]'Xi b["

5i gV`]W_`Ui Z'XYb`HU[`XYf`cZZYbYb`HØf

5a '(" ð b] &\$&) ``ÅXh'X]Y'A Uf[UfYhY!GhY]Z]GWxi 'Y'ni a 'HU['XYf
 cZZYbYb`HØf'Y]bž'XYf'j cb'%"\$'V]g'%'('l \f'ghUhhZ]bXYb'k]fX'"<]Yf
 Yfk UfhYh'X]Y'6Ygi WXYf'Y]b'Vi bhYg'Dfc[fUa a 'a]h
 A]ha UW\Ub[YVchYb'ZØf'?]bXYf'i bX'DfÅgYbhUh]cbYbž'X]Y'X]Y'5fVY]h
 XYf'GWxi 'Y''YVYbX]['XUfghY''Yb": Øf'j]Y'Y'9'hYfb'i bX'ðbhYfYgg]YfhY
]gh'X]Yg'Y]bY'Ui g[YnY]W\YhY'; Y'Y[Yb\Y]hž'g]W\ØVYf'X]Y']bWi g] Y
 GWxi 'Zcfa 'i bX'X]Y'XUa]hj YfVi bXYbYb'JcfhY]'Y'ni ']bZcfa]YfYb"
 GY'Vgh[Y_cW\hY'A U\`nY]hYb']b'6]c!E i U]hÅhifi bXYb'XUg'5b[YVch
 XYf'GWxi 'Y'UV'i bX'nY][Ybž'XUgg'Ui W\ [Ygi bXY'9fbÅ\fi b['HY]'
 XYg'GWxi 'U'hU[g]gh"

8]Y'A Uf[UfYhY!GhY]Z]GWxi 'Y']gh'b]W\h'bi f'Y]b'Çfh'XYg'@YfbYbgž
 gcbXYfb'Ui W\Y]b'JcffY]hYf']b'XYf'l a gYhni b['j cb'ð'_i g]cb' 'Y]b
 l a ghUbXž'XYf'nk Uf'[YZY]Yfh'k]fXž['Y]W\N]h]['UVYf'Ui W\ 'ni a
 BUWXYb_Yb'UbfY[h'ØVYf'X]Y'9bhk]W_`i b[Yb']b'XYf'XYi hgWXYb
 6]'Xi b[g'UbXgWUZh"

8YhU]`g	
C fh	: fUb_ž fh'Ua 'A U]bž'8Yi hgW\UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "Y_\b"XY • XYi hgWYg!gWxi `dcfhU"XY • k k k "VdV"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!\YggYb"XY