

< Y] b n ' < c Y b] [. ' J c a ' l ! 6 c c h ! 8 f U a U h] _ Y f
n i a ' [Y Z Y] Y f h Y b ' G W X U i g d] Y ' Y f °

< Y] b n ' < c Y b] [ž V Y _ U b b h ' U i g / e i c h / 8 U g ' 6 c c h ' e i c h / ž ' n Y] [h
g Y] b Y ' j] Y ' Ž Ā ' h] [Y ' G W X U i g d] Y ' ' U i Z V U \ b ' i b X ' d Y f g Ø b '] W X Y b
< Y f U i g Z c f X Y f i b [Y b ' V] g ' & \$ &) "



6 ` U b _ Y b V i f [' f k U f n t ž ' 8 Y i h g W X ` U b X ' ! < Y] b n ' < c Y b] [ž Y] b
d f c Z]] Y f h Y f ' G W X U i g d] Y ' Y f ' X Y f ' X Y i h g W X Y b ' :] ' a ! ' i b X
H \ Y U h Y f ' U b X g W X U z h ž ' k i f X Y ' % - , % X i f W X ' g Y] b Y ' F c ` Y ' U ` g : i b _ a U U h
<] b f] W X '] b ' X Y f ' F c a U b j Y f Z] ' a i b [' 8 U g ' 6 c c h ' V Y f Ø \ a h ' 8] Y g Y f
:] ' a ž X Y f ' X] Y ' Y b [Y ' K Y ' h ' X Y g ' l ! 6 c c h ! 8 f U a U g ' h \ Y a U h] g] Y f h ž ' a U W X h Y
< c Y b] [' Ø V Y f ' B U W X h n i ' Y] b Y a ' V Y _ U b b h Y b ' B U a Y b " ' b ' X Y b
Z c ` [Y b X Y b ' \ J \ f Y b ' V Y k] Y g ' Y f ' g Y] b Y ' K U b X ' i b [g Ž Ā \] [_ Y] h] b
j Y f g W X] Y X Y b Y b ' F c ` Y b ' i b X ' [Y b c g g ' Y] b Y ' V Y Y] b X f i W _ Y b X Y ' ? U f f] Y f Y ž
X] Y ' g c k c \ ' ?] b c ! ' U ` g ' U i W X : Y f b g Y \ d f c X i _ h] c b Y b ' i a Z U g g h Y " ' @ U i h '
G W X ' U [Y f " X Y ' g] b X ' g Y] b Y ' 7 \ U f U _ h Y f Y ' g h Y h g ' a] h Y] b Y f
i b j Y f k Y W X g Y ' V U F Y b ' B c h Y ' U i g [Y g h U h Y h ž ' k c V Y] ' < c Y b] [' g] W X
V Y k i g g h ' X U Z Ø f ' Y b h g W X] Y X Y b ' \ U h ž ' _ Y] b Y ' < Y ' X Y b ' n i ' j Y f _ Ø f d Y f b ž
g c b X Y f b ' U i h \ Y b h] g W X Y ' A Y b g W X Y b ' a] h ' G h Ā f _ Y b ' i b X ' G W X k Ā W X Y b

XUfni ghY`Yb"

GY]b`GWk UZZYb`YfghfYW_h`g]Wk`ØVYf`a`Y`fYfY`ϻ\fnY`bHY`"ϻ`XYb
-\$Yf`ϻ\fyb`k`Uf`Yf`]b`8Yf`[fc»Y`6Y`Y]a`U`g;`YgWk`ÅZhg`a`Ubb
F`chha`Ubb`i`bX`%-`-`*`]b`8Yf`GWk`UhhY`ba`Ubb`U`g`Dc`n]gh`9f]Wk
`?`b[`;`fcVYW`Yf`ni`gY`Yb`"<cYb][`j`YfghUbX`Ygž]b`YXYf`F`c`Y
i`bhYfgWk]YX`]Wk`ghY`:`UWk`hhYb`a`YbgWk`]Wk`Yf`BUh`i`f`ni`nY][`Ybž`k`Ug
]\a`%-`-,`Y]bY`;`c`XYbY`?`Ua`YfU`U`g`6YghYf`GWk`Ui`gd]Y`Yf`ZØf`gY]bY
8`UfghY`i`b[`XYg`B`UWk`hWi`VVYg]hnYfg`Gi`[`Uf`]a`:`]a`8Yf`?`Øb][
j`cb`Gh`DUi``]`Y]bVfUWk`hY"

J]Y`ZÀ`h][`Y`?`Uff]YfY

<Y]bn`<cYb][`ž[`YVcfYb`U`g`Gc`b`Y]bYg`?`fUbZØ`fYfg`]b
<Uf`]b[`YfcXY`Ua`i`<Ufnž`VY[`Ubb`Y]bY`GWk`cggYf`Y`fY`i`bX`VYfi`ZYhY
g]Wk`]b`j`YfgWk]YXYbYb`HÀh][`_Y]hYbž`VYj`c`f`gY]bY`_ØbghYf]gWk`Y
@Ui`ZVU`b`VY[`Ubb`"B`UWk`Y]bYa`GWk`Ui`gd]Y`i`bhYff]Wk`h]b`XYb`i`G5
_`Y`fhY`Yf`ni`fØW`b`UWk`8Yi`hgWk`UbX`i`bX`hfUh`Ua`6Yf`]bYf`;`f]dg!
H`Y`UhYf`Ui`Z`GY]b`:`]a`XYVØh[`UV`Yf`%-`+`)]b`XYa`gWk`k`Ufnk`Y]»`Yb
8`fUa`U`i`bhYf`XYa`DZUghYf`]gh`XYf`GhfUbX`"

=a`@Ui`ZY`gY]bYf`?`Uff]YfY`UfVY]hYhY`<cYb][`a`Y`fZUWk`a`]h
FY[`jggYi`f`8]YhYf`K`YXY`ni`gUa`a`Yb`i`bX`k`Uf`]b`nU`fY]Wk`Yb
DfcXi`_h]cbYb`ni`gY`Ybž`XUfi`bhYf`X]Y`?`f]a`]fY]\`Y`GhUb`6YW`Yf
i`bX`X]Y`N8`!`FY]\`Y`8Ug`HfUi`a`gWk]ZZ`"8UfØVYf`\]bUi`g`bU`a`Yf
&\$%-`Ub`XYf`YfghYb`GhUZZY`j`cb`H`Y`A`Ug`_YX`G]b[`Yf`hY]`i`bX
VY`Y[`hY`Xcfh`XYb`UWk`hYb`D`Uhn`GY]b`j`]Y`ZÀ`h][`Yg`GWk`UZZYb`gd]Y[`Y`h
g]Wk`]b`Y]bYf`FY]\`Y`j`cb`5i`gnY]Wk`bi`b[`Yb`k`]XYfž`Y]bgWk`]Y]»`]Wk`XYg
6UmYf]gWk`Yb`:`YfbgY`dfY]gYg`i`bX`XYg`5Xc`Z;`f]a`a`Y!`DfY]gYg"

DYfgØb`]Wk`Yg`@YVYb`i`bX`9b[`U[`Ya`Ybh

<cYb][`k`Uf`j`cb`%-`,``,`V]g`&\$%&`a`]h`XYf`GWk`k`Y]nYf]b`G]a`cbY
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XYa`HcX`gY]bYf`YfghYb`:`fUi`Y]fUhYhY`Yf`&\$%-`5bb]_U`?`ÅfghYb!
<cYb][`ž`X]Y`VYfY]hg`Y]bY`HcWk`hYf`]b`X]Y`9`Y`VfUWk`hY`";`Ya`Y]bgUa
\UVYb`g]Y`nk`Y]`GØ`bY`"<cYb][`Y`Vh`XYfnY]h]b`6`Ub`_YbVi`f[`]a
<Ufn"

GY]bY`gcn]U`Yb[U[]YfhYb`Dfc`Y_hY`g]bX`Yfk`Å\bYbgbk`Yfh`&\$\$&
 [f0bXYhY`Yf`X]Y`b]h]Uh]j`Y`<Y]bn`XYf`Gh]Yf`ž`X]Y`g]W`Z0f
 hfUi`a`Uh]g]YfhY`i`bX`gcn]U`VYbUW`hY]]`[hY`?]bXYf`Y]bgYhnhž`i`bX
 k`i`fXY`&\$\$)`a`h`XYa`?]bX!5k`UfX`Z0f`gY]b`9b[U[Ya`Ybh
 Ui`g[YnY]W`bYh`b`gY]bYf`5i`hcV]c[fUZ]Y`A`Y]bY`fY]Y]h`bY`a`]W`
 a`]f.`9f]bbYfi`b[Yb`Ub`) `\$`k`]XY`X`fY`gW`fY]Vh`Yf`0VYf`gY]b
 VYk`Y[hYg`@YVYb"

B`UW`[Ygi`bX`Y]h]W`Yb`Dfc`V`Ya`Ybž`X]Y`]\b`nk`]gW`Yb`A`U]`i`bX
 GYdhYa`VYf`&\$(`]b`Y]b`6Yf`]bYf`?`fUb`_Yb`U`i`g`VfUW`hY`bž`k`i`fXY
 <cYb][`j`cf0VYf[Y`YbX`]bg`_0bgh]W`Y`?`ca`U`j`YfgYhnh`GY]bY
 :`Ua`]`Y`gUa`a`Y`hY`GdYbXYb`Z0f`X]Y`a`YX]n]b]gW`Yb`?`cghYbž`XU`Yf
 ni`X]YgYa`NY]hdi`b`h`b]W`h`_fUb`_Ybj`Yfg]W`Yfh`k`Uf`Hfc`h`X]YgYf
 <YfUi`gZcfXYfi`b[Yb`U`h`<cYb][`g]W`b]Y`Ui`g`XYf`?`ZZYbh]W`_Y]h
 ni`f0W`[Ync[Yb`i`bX`V`Y]Vh`Y]b`[YZfU[hYf`GW`Ui`gd]Y`Yf`Ui`Z`XYb
 XYi`hgW`Yb`60\bYb`i`bX`6]`XgW`]fa`Yb"

<cYb][`g`Z]`a`]gW`Yg`9fVY`U`h`Y]bY`bUW`U`h][`Y`K`]f`_i`b[`i`bX`k`]fX
 j`cb`gY]bYa`Di`V`]_i`a`[`YgW`Å`hnh`A`h]gY]bYf`Y]bn][`Ufh][`Yb
 :`Å`][`_Y]hž`XUg`a`YbgW`]W`Y`K`YgYb`XUfni`ghY`Ybž`U`h`Yf`g]W`
 Y]bYb`ZYghYb`D`Uhn]b`XYf`XYi`hgW`Yb`:]`a`[`YgW`]W`hY`YfUfVY]hYhž
 k`]Y`Ui`W`K`_]`dYX]U`Xc`_i`a`Ybh]Yfh"

8YhU]`g	
Cfh	6`Ub`_YbVi`f[`fk`Ufntž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gW`U[Yf"XY • XY"a "k]_dYX]U"cf[

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`Y]bY`!fY]gY"XY