

H \ Y U h Y f ! ? f] g Y `] b ` D ` U i Y b . ` 9 I ! ≠ h Y b X U b h F c ` U b X ` A U m ' g W ` Ä [h ` 5 ` U f a °

F c ` U b X ` A U m ž ` Y \ Y a U `] [Y f ` ≠ h Y b X U b h X Y g ` H \ Y U h Y f g ` D ` U i Y b !
N k] W _ U i ž ` Ä i » Y f h ' g] W ` V Y g c f [h ` Ø V Y f ` U _ h i Y ` ` Y
H \ Y U h Y f d f c V ` Y a Y ` U a ` (" ' † `] & \$ &) "



N k] W _ U i ž ` 8 Y i h g W ` U b X ` ! ` ≠ ` X Y b ` ` Y m h Y b ` H U [Y b ` [] V h ` Y g `] b ` X Y f
H \ Y U h Y f ` U b X g W U ž h j c b ` D ` U i Y b ` i b X ` N k] W _ U i ` G d U b b i b [Y b ž ` X] Y
b] W ` h i b V Y a Y f _ h [Y V `] Y V Y b ` g] b X " ` F c ` U b X ` A U m ž ` X Y f ` Y \ Y a U `] [Y
; Y b Y f U `] b h Y b X U b h X Y g ` H \ Y U h Y f g ` D ` U i Y b ! N k] W _ U i ž ` Ä i » Y f h ' g] W
V Y g c f [h ` Ø V Y f ` X] Y ` [Y [Y b k Ä f h] [Y b ` 9 b h k] W _ i b [Y b " ` A U m ž ` X Y f ` j c b
& \$ \$ - ` V] g ` & \$ & ` U b ` X Y f ` G d] m Y ` X Y g ` H \ Y U h Y f g ` g h U b X ž ` [Y b] Y » h ` Y] b Y b
F i Z ` U ` g ` _ f] h] g W ` Y f ` 6 Y c V U W ` h Y f ` X Y f ` H \ Y U h Y f k Y ` h i b X ` U ` g ` ` Y a U b X ž
X Y f ` g] W ` ` Y] X Y b g W U ž h] W ` Z Ø f ` X] Y ` ? i b g h i b X `] \ f Y
< Y f U i g Z c f X Y f i b [Y b ` Y] b g Y m h " : f Y] Y ` D f Y g g Y ` V Y f] W ` h Y h ž ` X U g g ` Y f
k Y] h Y f \] b ` J Y f U b g h U ` h i b [Y b ` U a ` ` D ` U i Y b Y f ` G W ` ` c » V Y f [` c f [U b] g] Y f h
i b X `] b g n Y b] Y f h "

F c ` U b X ` A U m ž ` [Y V c f Y b ` % -)) ž ` \ U h ` Y] b Y ` V Y Y] b X f i W _ Y b X Y ` ? U f f] Y f Y `] a

H\YUhYfz`X]Y`]b`XYb`%- , \$Yf`d\fyb`Ua`GhUUhggW\Ui`gd]Y`8fYgXYb
]\fyb`5bZUb[`bU\`a`" `a` `d\`f`%- , +`]bgnYb]YfhY`Yf`XUg`GhØW` `@YV
k`c\`đ`XUg` `i`bX`gd]Y`hY`]b`XYf`YfghYb`5i`ZØ\`fi`b[`]`cb`GUa`i`Y`
6YW`Y`hng` `K`UfhYb`Ui`Z;`cXch` `]b`XYf`88F`X]Y`F`c`Y`XYg`Dcnc`
8]YgY` `bgnYb]Yfi`b[`]`h`U`g`\]ghcf]gW\`VYXYi`hgUa`ž`i`bX`X]Y
Ni`gUa`a`YbUfVY]h`a`]h`UbXYfYb`dfca`]bYbhYb`G\W\Ui`gd]Y`Yfb`k`]Y
DYhYf`?`i`VY`i`bX`Hca` `DUi` `g`nY][`h`A`Umg`[`YghU`hYf]gW\Yg
;`YgW\]W`"K`_]dYX]U` \YVh` \Yfj`cfž`XUgg`F`c`UbX`A`Um`Y]b[`i`hYg
<`ÅbXW\Yb`ZØf`VYa`Yf`_Ybgk`YfhY` `bgnYb]Yfi`b[`Yb` \Uhi`bX`XUgg`gY]b
9b[`U[`Ya`Ybh]b`D`Ui`Yb`i`bX`Nk`]W`Ui` `bUW\`U`h][`Y`Gdi`fYb
\]bhYf`UggYb` \Uh"

H\YUhYf`_f]h]_`i`bX`[`YgY`gW`UZh`]W\Y`H\Ya`Yb

`gY]bYb`U`hi`Y`Yb`FYZYI`]cbYb`h\Ya`Uh]g]Yfh`A`Um
I`b[`YfYW`h][`_Y]hYb`]b`XYf`H\YUhYfk`Y`hi`bX`n]Y`h`DUfU`Y`Yb`ni`XYb
_`Ugg]gW\Yb`K`Yf`_Yb`j`cb`G\U`YgdYUfY"8]Y`8]g`_i`gg]cb`i`a`XYb
K`Yfh`XYg`H\YUhYfg`]b`XYf` \Yi`h][`Yb`;`YgY`gW`UZh`k`]fX`Xi`fW`gY]bY
_f]h]gW\Yb`6YcVUW`hi`b[`Yb`Ub[`Yghc`»`Yb" `Y` \b`]W`k`]Y`]b`XYb
_`Ugg]gW\Yb`GhØW`Yb`k`YfXYb`Ui`W` \Yi`hY`X]Y`[`fc`»`Yb`i`fU[`Yb`XYf
A`Yb`gW\`Y]h`Ui`Z`X]Y`6Ø`bY`[`YVfUW`hž` `gc`A`Um"

`hYfYggUb`hYfk`Y]gY`]gh`XUg`H\YUhYf`b]W`h`bi`f`A`Umg`@Y]XYb`gW`UZhž
gc`bXYfb`Ui`W` \Y]b`C`fhž`Ub`XYa` `Yf`g]W`a`]h`XYb`Yb`hgW\Y]XYbXYb
: `fU[`Yb`XYf`NY]h`Ui`gY]bUbXYfgYhnh"GY]bY`g]YVYb`Ghi`bXYb
XUi`YfbXYb`J`cfghY`i`b[`Yb`g]bX`b]W`h`Y]bZUW`bi`f
J`YfUbghU`hi`b[`Yb`ž`gcbXYfb`j`]Y`a`Y`f`_i` `hi`fY`Y`9f`YVb]ggYž`X]Y`XUg
Di`V`_i`a` `ni`a` `BUW`XYb`_Yb`Ub`fY[`Yb" `H\YUhYf[`YgW`]W`hY`nY][`hž
XUgg`gc`W`Y` `b]h]Uh]j`Yb`X]Y`h\YUhfU`Y`@UbX`gW`UZh`VYfY]W\Yfb`i`bX
ni`f`8YVU`hY`Ub`fY[`Yb"

9]b`6`]W`_]b`X]Y`Ni`_i`bZh

8]Y`?`Ø`bYf`H\YUhYf[`Ya`Y]bgW`UZh`i`bX`XUg`Di`V`_i`a` `Ö`bbYb
[`YgdUb`bh`gY]bž`k`Ug`F`c`UbX`A`Um`a`]h`gY]bYb`ni`_Ø`bZh][`Yb`Dfc`Y`_hYb
Ua`D`Ui`YbYf`G\W`c`»`VYf[`bcW`U`Y`g`Ui`Z`X]Y`6Y]bY`ghY`Yb`k`]fX"
GY]b`9b[`U[`Ya`Ybh`i`bX`gY]bY`YVYbX][`Yb` `bgnYb]Yfi`b[`Yb`k`YfXYb
k`Y]hYf\]b`Y]bYb`D`Um`ja` `<`YfnYb`XYf`H\YUhYf`]YV\UVYf

Y]bbY\ a Yb"8]Y': Y]Yf'XYf'?i bghi bX'X]Y'_f]h]gWXY
 5i gY]bUbXYfgYhni b['a]h[YgY`gW UZh]WXYb'H\Ya Yb'V`Y]VYb'Ui W
]b'Ni _i bZh'nYbhfU`']b'gY]bYf'5fVY]h"

: Øf'U`Yž'X]Y'X]Y'9bhk]W_`i b[Yb']b'XYf'H\YUhYf'UbXgW UZh
 j YfZc`[Yb'a ÒW hYbž'V`Y]VhYg'gdUbbYbXž'k]Y'g]W'X]Y'@[Y'fi bX
 i a `D`Ui Yb'i bX'Nk]W_`Ui `Ybhk]W_Y`b'k]fXž']bgVYgcbXYfY`i bhYf
 XYa `k UWgUa Yb'5i [Y'j cb'Fc`UbX'A Um"

8YhU]`g	
C fh	Nk]W_`Ui ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • XY"k]_]dYX]U"cf[• k k k "h\YUhYf[YgW]W hY"cf[

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["bYh