

< GJ ! B U W k i W g ' g h U f h Y h ' X i f W . ' l & % ' a] h
b Y i Y a ' H f U] b Y f ' i b X ' H U ` Y b h Y b °

9 f Z U \ f Y b ' G] Y ` X] Y ` b Y i Y g h Y b ` 9 b h k] W _ ` i b [Y b `] a
B U W k i W g V Y f Y] W ` X Y g ' < U a V i f [Y f ' G J ž '] b _ ` i g] j Y
H f U] b Y f k Y W g Y ` i b X ' G d] Y ` Y f h U b g Z Y f g ž ' X] Y ` X Y b ' l & % ! ? U X Y f
V Y h f Y Z Y b "



A U [X Y V i f [ž ' 8 Y i h g W ` U b X ' ! ' 9] b ` V] g g W Y b ` Z f] g W Y f ` K] b X ` k Y \ h
V Y] a ' < U a V i f [Y f ' G J ž ' X Y b b ` k À \ f Y b X ` X] Y ` D f c Z] g ` g] W `] b ` X Y f
G c a a Y f d U i g Y ` Y b h g d U b b Y b ž ` V ` Y] V h ` X Y f ` B U W k i W g ` k Y] h Y f ` U _ h] j " 8
8] Y ` l % % \ U h] g] W ` Z Ø f ` X Y b ` _ c a a Y b X Y b ` G c b b h U [` [Y [Y b ` l G 7
D U ` c a U ` k U f a ` [Y a U W h ž ` b U W X Y a ` X] Y ` l % & ` i b X ` l %) ` U a ` G U a g h U [] a
] a ' < U a V i f [Y f ` † b] c f Y b d c _ U ` f U b ` X Ø f Z Y b " : <] Y f ` k U f h Y h i [` Y] W ` Y] b
g d U b b Y b X Y g ` 8 i Y ` ` [Y [Y b ` H G J ` G U g Y ` i b X ` X Y b ` : 7 ` G h ` D U i `] ` U i Z X] Y
↑ b [Y b ` H U ` Y b h Y " ` 6 Y g c b X Y f g ` Y f Z F Y i `] W `] g h ` X Y f ` A Y] g h Y f g W U Z h g g] Y [X
X Y f ` l % * `] b ` X Y f ` 6 ! † b] c f Y b ! F Y [] c b U ` ` [U ` ` Y] b ` N Y] W Y b ž ` X U g g ` V Y] a
< G J `] a ` B U W k i W g V Y f Y] W ` Y] b [Y g `] b ` 6 Y k Y [i b [`] g h ` G c
V Y f] W h Y h Y ` X Y f ` < G J ` U i Z ` g Y] b Y f ` < c a Y d U [Y . ` < G J ! G d `] h h Y f "

K Ug []Vh'Yg'B Yi Yg'VY]'XYf'I &%3'8]Y'A UbbgW\ UZh'ghUfhYhj c``Yf
9'Ub']b'X]Y'J cfVYfY]hi b['Ui Z'X]Y'GU]gcb'&\$&) #&*""B UW\
@Y]ghi b[ghYghgž'X]Y'Ua' '%*""i bX'%+" 'ž b]'ghUhhZUbXYbž'\ Uh'XUg
HYUa' 'Ua' '%, ""ž b]'X]Y'YfghY' HfU]b]b[gY]b\Y]h'Ui Z'XYa
?i bghfUgYbd'Uhn'Ua' '7Ua di g'UV[Y\U'hYb" 'A]h'Y]bYa' 'YfghYb
Gd]Y'hU[']b'XYf'F Y[]cbU``][U'BcfX']a' 'ž ']'k]fX'XUg'HYUa' 'XUbb'gc
f]W\h]['Ui Z'Hci fYb' _ca a Yb"

B Yi Yf' HfU]bYf'i bX'Zf]gW\ Yf'K]bX

9]b'Zf]gW\Yf'HfU]bYf']gh'YVYbZU`g'Ua' 'GhUfh' '@ _Ug'DZY]ZZYf'\ Uh'X]Y
j YfUbhk cfh]W\Yb'NØ[Y`j cb'GcbYf'I mgU`ØVYfbca a Yb'i bX'Vf]b[h
gY]bY'9fZU\fi b['a]h" '8Yf'Y\Ya U`][Y' HfU]bYf'XYg'J Z6 '@ØVYW_
ZØ\fhY'X]YgYg'HYUa' '&\$&' ']b'X]Y' " '@[UžVYj cf'Yf'X]Y'I %- 'XYg
<GJ ']bg'J]YfhY'Z]bU'Y'XYf'XYi hgW\Yb' A Y]ghYfgW\UZh[Y'Y]hYh'\ Uh"
DZY]ZZYf'k Y]ž ž k c'X]Y' HU'YbhY`]Y[Yb" ' 8 Ug'N]Y`]gh'Ygž'X]Y'Gd]Y'Yf
Ui Z'X]Y'YfghY' A UbbgW\ UZh'j cfni VYfY]hYb' ž'VYhcbh'Yfž'i bX'ZØ[h
\]bni ž'XUgg'XYf'7Ua di g'Y]bY'bU\Yni 'dYfZY_hY' l a [YVi b['ZØf'X]Y
HU'YbhYbhk]W_`i b['V]YhYh" '8]Y'bYi Yb'K Y[Y'i bX'Ghfi _hi fYb
gc``hYb'\Y'ZYbž'i a' 'X]Y'K Y]hYfYbhk]W_`i b['† b[Yf'Gd]Y'Yf
j cfUbni hfY]VYb"

8cW\ 'b]W\h'U``Yg'V'Y]Vhž'k]Y'Yg'k Uf. 'NY\ b'Gd]Y'Yf'\ UVYb'XYb' <GJ
]b'XYf'I &%j Yf'UggYbž'XUfi bhYf'XYf'? Ud]hÅb' A]UX'BY'UX" <]Yf
ghY'h'Y]b' _UfYf'I a Vfi W\ 'Ubž'XYf'U``YfX]b[g'Ui W\ 'bYi Yb'GW\k i b[
Vf]b[Yb' _ØbbhY" 'Gd]Y'Yf'k]Y' A cf]hm'F Y]a Yfg'i bX'8Uj]g'F Uh\
\ UVYb'g]W\ 'VYfY]hg']b'XYf'F Y[]cbU``][U'YhUV']Yfh'i bX' _ØbbhYb
YVYbZU`g'Y]bY'F c``Y']b'XYf'Ni _i bZh'XYf'I &%gd]Y'Yb"

GW\ f]hh'ZØf'GW\ f]hh']b'X]Y'Ni _i bZh

; YbYfY``nY][h'g]W\ž'XUgg'X]Y'BUW\k i W\gUfVY]h']a' 'XYi hgW\Yb
DfcZ]ž » VU``Ub'6YXYi hi b[' [Yk]bbh" 'a a Yf'a Y\ f'6i bXYg'][]ghYb
\ UVYb'XYb'6']W_ØVYf'X]Y'; fYbnYb'\]bUi g[Yk cfZYb'i bX
]bj Ygh]YfYb']b']bhYfbUh]cbU'Y' ž [YbXgd]Y'Yf" '9]b'6Yf]W\hij cb'
A cbUa]' <G' A]hhk Y]XU'UbU`mg]Yfh'X]Y'U_hi Y``Yb
<YfUi gZcfXYfi b[Yb'i bX'X]Y' A Ø[`]W\ _Y]h'ni f'J YfVYggYfi b['XYf
E i U']hÅh']b'XYb'BUW\k i W\g'Y]ghi b[gnYbhYb" '8UVY]'a ØggYb'X]Y

Xyi hgWYb`B UH]cbU`a UbbgWk UZhYb` `gck c\`]a `9fk UWk gYbYb!`U`g
 Ui Wk`ja `đ [YbXVYfY]Wk` `]\fYb`D`Uhn`Ub`XYf`K Y`hgd]hnY
 ni fØW_YfcVYfb""8]Y`<GJ!HU`YbhY`_ØbbhYb`XUVY]`Y]bY
 YbhgWkY]XYbXY`F c``Y`gd]Y`Yb"

: Øf`X]Y` : fUi Yba UbbgWk UZh`XYg`<GJ` []Vh`Yg`YVYbZU`g
 BYi [[_Y]hYb.`8]Y`@]nYbn`ZØf`X]Y` ; cc [`Y`D]l Y` : fUi Yb!6i bXYg` [[U
 ZØf`X]Y`GU]gcb`&\$&) #&*`k i fXY`YfZc` [fY]Wk`VYUbhfU[h"8]Yg
 [YgWk]Y`h]ja `Ni [Y`Y]bYf`5i ZghcW_i b [`XYf`@[Už`i bX`X]Y`<GJ!
 : fUi Yb`XØfZYb`g]Wk`Ui Z`gdUbbYbXY`6Y [Y [bi b [Yb`ZYi Yb""5a`"*"
 GYdhYa VYf`VY []bbh`X]Y`bYi Y`GU]gcbž`X]Y`Xi fWk`]\fY`&*`Gd]Y`hU [Y
 U`Yg`UbXYfY`U`g`Ub [k Y]` [[k]fX"

A]h`Y]bYa ` _UfYb` : c_i g`Ui Z`X]Y`B UWk i Wk gUfVY]h`gck]Y`XYf
 ðhY [fUh]cb`↑ b [Yf`HU`YbhY`nY] [h`g]Wk`XYf`<GJ`VYfY]hž`X]Y
 b`Wk ghYb`G`Wk f]hhY`]b`Y]bY`YfZc` [fY]Wk`Y`Ni _i bZh`ni` [Y`Yb""8 Ug
 [YgUa hY`HYUa`Z]YVYfh`XYb`_ca`a YbXYb`<YfUi gZcfXYfi b [Yb
 Ybh [Y [Yb`

8YhU]`g	
Cfh	A U [XYVi f [ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\gj "XY • k k k "_]W_Yf"XY • a cbUa]"\g!a]hkh Y]XU"XY

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