

& \$ \$ ' A Y b g W X Y b ' d f c h Y g h] Y f Y b '] b ' 5 f b g h U X h
[Y [Y b ' 5 V g W X] Y V Y \ U Z h d ` Ä b Y °

5 a ') " ' † '] & \$ &) ' X Y a c b g h f] Y f h Y b ' f i b X ' & \$ \$ ' A Y b g W X Y b '] b
5 f b g h U X h [Y [Y b ' X] Y ' [Y d ` U b h Y ' 5 V g W X] Y V Y \ U Z h U b g h U ` h ' 8] Y
g h ð f i b [g Z F Y] Y ' J Y f g U a a ` i b [` n c [` j c a ` G Ø X V U \ b \ c Z n i a
A U f _ h d ` U h n "



5 f b g h U X h ž ' 8 Y i h g W X ` U b X ' ! ' 5 a ') " ' † '] & \$ &) ' k i f X Y '] b ' 5 f b g h U X h
Y] b Y [i h ' V Y g i W X h Y ' 8 Y a c b g h f U h] c b ' U V [Y \ U ` h Y b ž ' V Y] ' X Y f ' g] W X
n U \ ` f Y] W X Y ' 6 Ø f [Y f .] b b Y b ' [Y [Y b ' X] Y ' [Y d ` U b h Y ' 9 f f] W X h i b [` Y] b Y f
5 V g W X] Y V Y \ U Z h U b g h U ` h U i g g d f U W X Y b " ' F i b X ' & \$ \$ ' A Y b g W X Y b ' _ U a Y b
n i g U a a Y b ž i a `] \ f Y ` A Y] b i b [Y b ' Ò Z Y b h] W X ` _ i b X n i h i b " @ U i h
Y] b Y a ` 6 Y f] W X h j c b ' **b Y k g " X Y** ' V Y [U b b ' X] Y ' J Y f g U a a ` i b [` i a ` % (. ' \$
l \ f '] a ` 6 Y f Y] W X ; Y f U g h f U » Y ž] b ' X Y f ' B Ä \ Y ` X Y g ' G Ø X V U \ b \ c Z g ž i b X
n c [` X U b b ' X i f W X ` X] Y ` @ Ä b [k] h n Y f ' G h f U » Y ž X Y b ' ? c \ ` Y b a U f _ h ` V] g ` n i a
A U f _ h d ` U h n ž k c ` g] Y ` i a ` % + . \$ \$ ' l \ f ` Y b X Y h Y "

8] Y ` ð] h] U h j Y ` n i f ` D f c h Y g h j Y f U b g h U ` h i b [` _ U a ` j c b ` X Y b ` G Y Y V f Ø W _ Y b
› b U ` i b X ` 9 f Z f h ž X] Y ` g] W X j Y \ Y a Y b h [Y [Y b ' X] Y ` D ` Ä b Y ` X Y f

H\Øf]b[Yf'@UbXYgfY[]Yfi b['ni f'GW UZi b['Y]bYf
5VgW]YVY\UZhUbghU`h'ZØf'A][fUbhYb'c\ bY'5i ZYbh\U`hgFYW h
k Y\ fYb'"8]YgY'5bghU`h'gc`'b'XYf'đ [YbXUffYghUbghU`h]b'5fbghUXh
i bhYf[YVfUW h'k YfXYb'"]bgi YXh\i Yf]b[Yb"XY'VYf]W hYhž'XUgg
X]Y' ðVYhf]YVbU\ a Y'XYf'YfghYb'nY\ b' < UZhd`ÀhnY'ZØf'9bXY'đ `]
j cf[YgY\Yb']ghž'a]h'Y]bYf'dYfgdY_hj]gWYb'9fk Y]hYfi b['Ui ZV]g
ni ' + 'D`ÀhnY"

8 Yf' <]bhYf[fi bX'XYf'DfchYghY

8]Y'8Ya cbghfUbh.]bbYb'Y\ bYb'b]W h'bi f'X]Y' [Yd`UbhY' < UZhUbghU`h
UVž'gcbXYfb'a ØW hYb'Ui W'Ui ZX]Y'_f]h]gWYb'5gdY_hY'j cb
5VgW]YVi b[Yb'Ui Za Yf_gUa 'a UWYb'">À\ f'W' a ØggYb'nU\ fY]WY
DYfgcbYbž'XYfYb'5gmUbhfÀ[Y'UV[Y'Y\ bh'k i fXYbž'8Yi hgW`UbX
j Yf'UggYbž'i bX'k]Y'X]Y' VdV"XY'VYf]W hYhž'k i fXYb'U`Y]b']a 'đ\ f
&\$&('ØVYf'&\$"\$\$\$'A YbgWYb'Ui g'8Yi hgW`UbX'UV[YgW'cVYb'"J cf
U`Ya 'DYfgcbYb'Ui g'; Ycf[]Ybž'XYf'HØf_Y]i bX'5Z[\Ub]ghUb'g]bX
\Ai Z[]j cb'5VgW]YVi b[Yb'VYhfcZYb"

6Y'XYf'8Ya cbghfUh]cb'j Yf']YZU`Yg'Zf]YX`W' i bX'ghØfi b[gZfY]ž
k Ug'gck c\`j cb'XYb'J YfUbghU`hYfb'U'g'Ui W'j cb'XYf'Dc`nY]
VYghÀh][h'k i fXY'"8]Y'G]W h'k Y]gY'XYf'DfchYgh]YfYbXYb']gh'_Uf.'G]Y
k]hYfb'Y]bY'; YZÀ\ fXi b['XYg'A YbgWYb'fYW hg'Ui Z'5gm'i bX
_f]h]g]YfYb'X]Y'ni bY\ a YbXY'gc`Uh]cb'j cb'A][fUbh.]bbYb'"8 Ug
H\Ya U'5VgW]YVY\UZh'ghY`h']b'X]YgYa '?cbhYI h'b]W h'bi f'Y]bYb
fY[]cbU'Ybž'gcbXYfb'Ui W'Y]bYb'bUh]cbU'Yb'6fYbbdi b_h'XUf"

9]b'k Y]hYfZØ\ fYbXYg'5b`Y[Yb

8]Y'J YfgUa a 'i b[]b'5fbghUXh'k Uf'b]W h'bi f'Y]b'5i gXfi W`XYg
DfchYghž'gcbXYfb'Ui W'Y]bY'A Ø[`]W_Y]h'ZØf'X]Y'HY]'bY\ a YbXYbž
ØVYf'X]Y'f'gUWYb'j cb': 'i W'h'i bX'A][fUh]cb'ni 'X]g_i h]YfYb'"A Ub
a UW hY'XYi h]W ž'XUgg'XYf'f' a [Ub['a]h[YZØW hYhYb'A YbgWYb
b]W h'bi f'Y]bY': fU[Y'XYf'; YgYhnYž'gcbXYfb'Ui W'Y]bY': fU[Y'XYf'
A YbgW`]W_Y]h']gh'"8]Y' [Yd`UbhY'5VgW]YVY\UZh'k]fX'U'g'GW f]h']b
X]Y'ZU'gWY'F]W h'i b['VYhfUW hYhž'XYf'XYb'5bgdfi W'Ui ZY]b
VYggYfYg'@YVYb'ZØf'j]Y'Y' [YZÀ\ fXYh"

8]Y`FYU_h]cbYb`XYf`HY]`bY\`a Yf.]bbYb`k i fXYb`j cb`FYXYVY]hfÅ[Yb
 Ui ZXYa`A Uf_hd`Uhn`VY[`Y]hYhž`X]Y`Y]bXf]b[`]WXY`5ddY``Y`ZØf
 Gc`]XUf]hÅh`i bX`A YbgW\`]W_X]h`Ybh\]Y`hYb"8]Y`: cfXYfi b[Yb`bUW
 Y]bYa`ZU]fYb`5gmj YfZU\`fYb`i bX`XYf`GW i hn`j cb
 A YbgW`Yb`fYW`hYb`gW`Y]bYb`[YfUXY`]b`XYfnY]h][Yb`NY]hYb
 fY`Yj UbhYf`XYbb`Y"

ϕg[YgUa`h`nY][h`g]W\ž`XUgg`X]Y`8]g_i gg]cb`i a`A][fUbh]bbYb`i bX
 5VgW`]YVi b[Yb`]b`8Yi hgW\`UbX`Y]b`j]Y`gW`]W`h][Yg`H\Ya`U`]ghž
 XUg`gck c\`X]Y`Dc`]h]_`U`g`Ui W`X]Y`N]j]][YgY``gW`UZh`VYhf]Zh" , VYf
 * + "\$\$\$`DYfgcbYb`k i fXYb`U``Y]b`&\$&(`UV[YgW`cVYbž
 ni fØW_[Yk]YgYb`cXYf`ni fØW_[YgW`cVYbž`k Ug`X]Y`8f]b[`]W_X]h
 Y]bYg`cZYbYb`8]U`c[g`]b`X]YgYf`H\Ya`Uh]_`i bhYfghfY]W`h"

8YhU]`g	
C fh	5fbghUXhž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "]bgi YXh\i Yf]b[Yb"XY • k k k "VdV"XY

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