

@i l Ya Vi f [g ' J c `` Y m V U `` ! B U h] c b U ` a U b b g W X U Z h ` ħ V Y ` h ` Ø V Y f ` n k Y] h Y b G] Y [°

@i l Ya Vi f [g ' J c `` Y m V U `` ! B U h] c b U ` a U b b g W X U Z h] Y [h [Y [Y b
² g h Y f f Y] W X `] b ` X Y f ` 9 i f c d Y U b ` G] j Y f ` @ Y U [i Y " ` 7 \ f] g ` N i] X V Y f [V `] W _ h ` U i Z < Y f U i g Z c f X Y f i b [Y b ` i b X ` _ c a a Y b X Y ` G d] Y ` Y "



6 U f h f] b [Y b ž ` @ i l Ya Vi f [! ' 5 a ' - " ' † b] ' & \$ &) ` _ c b b h Y ` X] Y
` i l Ya Vi f [] g W X Y ` J c `` Y m V U `` ! B U h] c b U ` a U b b g W X U Z h ` Y] b Y b
V Y a Y f _ Y b g k Y f h Y b ` ` . % ! G] Y [` [Y [Y b ` ² g h Y f f Y] W X `] b ` X Y f ` 9 i f c d Y U b
G] j Y f ` @ Y U [i Y ` Z Y] Y f b " ` 8] Y g Y g ` A U h W ž ` k Y ` W X Y g `] a ` 7 Y b h f Y ` 5 h Y f h] b
6 U f h f] b [Y b ` g h U h h Z U b X ž ` a U f _] Y f h Y ` V Y f Y] h g ` X Y b ` n k Y] h Y b ` G] Y [`] a
n k Y] h Y b ` G d] Y ` X Y f ` @ [U " ` H f c h n ` X Y f ` B] Y X Y f ` U [Y `] a ` Y f g h Y b ` G U h n
f & & . &) Ě _ Å a d Z h Y ` g] W X ` X] Y ` B U h] c b U ` a U b b g W X U Z h ` n i f Ø W _ i b X
[Y k U b b ` X] Y ` Z c ` [Y b X Y b ` G Å h Y ` _ U f ` a] h ` &) . & ` ž ` &) . & \$ ` i b X ` &) . & % "
8] Y g Y f ` G] Y [`] g h i a g c ` V Y a Y f _ Y b g k Y f h Y f ž ` X U ` ² g h Y f f Y] W X ` b Y i b
D ` Å h n Y] b ` X Y f ` Y i f c d Å] g W X Y b ` F U b [`] g h Y ` j c f ` @ i l Ya Vi f [` f U b [] Y f h ž
k] Y ` k c f h " ` i ` Z Y g h g h Y ` ` h "

@ I Ya Vi f['\UhhY`ni j cf`VYfY]hg`Y]b`' . \$` [Y[Yb`g`UbX`Yfn]Y`hi bX
ghY`h`bUW`nk Y]j cb`gYW`g`Gd]Y`Yb`Ui ZXYa`nk Y]hYb`D`Uhn`]b`XYf
HUVY`Y`ž`]\bhYf`GW`k YXYb`"7`f]g`Ni]XVYf[ž`Y]b`&(!`Å`\f][Yf
A]hhY`V`cW`Yf`XYf`B`Uh]cb`U`a` UbbgW`UZh`VYhc`bh`X]Y`6YXYi hi b[`XYf
5V`k Y`\f`i bX`X]Y`I` bhYfgh`Ø`hni b[`XYg`Di`V`]i a`g`"9f`ghY`h`Y`XcW`
j`cf`Y]b`Yf`<`YfUi`gZc`fXYfi`b[`ž`XU`Yf`k`Å`\fYbX`XYf
@`Å`bXYfgd]Y`k`cW`Yb`Df`ØZ] b[Yb`Ub`XYf`I`b]j`Yfg]h`Å`h`@`I`Ya`Vi`f[
\`Uh`"5`a`"8]YbghU[`k`]fX`X]Y`A`UbbgW`UZh`bUW`"5`gYfVU]XgW`Ub
fY]gYbž`k`c`g]Y`Ua`":`fY]hU[`I`[Y[Yb`5`gYfVU]XgW`Ub`i`bX`I`b[`Ufb
U`bhY`hYb`k`]fX"

8]Y`<`YfUi`gZc`fXYfi`b[`Yb`ZØf`Ni`]XVYf[

7`f]g`Ni`]XVYf[`ž`XYf`Ui`W`VY]a`VY`[`]gW`Yb`J`YfY]b`J`67`K`UfYa`a`Y
gd]Y`hž`b]a`a`higY]bY`8`cdd`Y`Z]b`_h]cb`U`g`Gdcfh`Yf`i`bX`Ghi`XYbh
Yfbgh`"5`a`"8`cbbYfghU[`ghY`\`higY]bY`6`UW`Y`cf!`Df`ØZ] b[`]a`":`UW`
5`b[`Yk`UbX`hY`"b`Zc`fa`Uh]_`Ub`"Hf`chn`XYf`"Y`_h]gW`Yb`NY]hYb`[`Ui`Vh
Ni`]XVYf[`ž`XUgg`X]Y`HYUa`XmbUa`_]`[`i`h]ghž`Ui`W`k`Ybb`Yg
5`hYfgi`bhYfgW`]YXY`nk`]gW`Yb`XYb`Gd]Y`Yfb`[`]Vh`"9f`g]Y`\`h]b`XYf
U`_hi`Y`Yb`Yi`fcd`Å]gW`Yb`E`i`U`]Z]_Uh]cb`XYf`B`Uh]cb`U`a`UbbgW`UZh
gck`c`\`d`cg]h]j`Y`5`gdY`_hY`U`g`Ui`W`<`YfUi`gZc`fXYfi`b[`Yb`ž`k`]Y`
hU[`YV`Uhh`"i`Uba`Yf`_h"

8]Y`A`UbbgW`UZh`\`UhhY`Y]bY`[`i`hY`J`cfVYfY]hi`b[`ž`_`cbb`hY`X]YgY
Y`XcW`]b`XYb`YfghYb`Gd]Y`Yb`XYf`E`i`U`]Z]_Uh]cb`b]W`h`UVfi`ZYb`
9]b][`Y`Gd]Y`Yf`a`Ub[`Y`b`Yg`Ub`F`ci`h]bYž`i`a`b`UW`B]YXYf`U[`Yb
gW`bY`ni`fYU[`]YfYbž`k`Ug`Ui`h`Ni`]XVYf[`Y]b`k`]W`h][`Yf`":`U`_hcf`ZØf
XYb`9f`Zc`[`]gh`"b`gY]bYf`NY]h`VY]J`67`K`UfYa`a`Y`\`Uh`Ni`]XVYf[`j`]Y`
Gd]Y`nY]h`Yf`\`U`hYb`i`bX`d`cg]h]j`Y`":`cfhgW`f]hhY`[`Ya`UW`hž`hf`chn`XYf
J`Yf`Y`hni`b[`Yb`ž`X]Y`XUg`HYUa`VY`UghYb`"

Ni`_ØbZh][`Y`<`YfUi`gZc`fXYfi`b[`Yb

8]Y`_ca`a`YbXYb`Gd]Y`Y`g]bX`Yb`hgW`Y]XYbX`ZØf`X]Y
B`Uh]cb`U`a`UbbgW`UZh`"B`UW`X`Y`a`A`U`h`W`[`Y[`Yb`5`gYfVU]XgW`Ub
ghY`\`h`Ua`"%(`"ž`b]XUg`Gd]Y`[`Y[`Yb`I`b[`Ufb`Ui`Z`XYa`Dfc[`fUa`a`"
K`Y]hYf`[`Y`\`h`Yg`Ua`"ž`+"`ž`b][`Y[`Yb`";`Ycf[`]Yb`]b`H]Z]g`i`bX`Ua`"&`,`"
ž`b][`Y[`Yb`X]Y`":`Åf`ØYfž`YVYbZU`g]b`H]Z]g`":`Øf`X]Y

: fUi Yba UbbgWk UZh'g]Y\h'Yg'V]g\Yf'k Yb][Yf'YfZc`[fY]Wk`Ui gž'a]h
 B]YXYf`U[Yb`[Y[Yb`BcfXa UnYXcb]YbžGWk Y]n'i bX`@Yhh`UbX""G]Y
 k YfXYb`Ua`%' "ž b][Y[Yb`g`UbX'i bX`Ua`%) "ž b][Y[Yb`X]Y
 : ÅfÖYf`UbhfYhYb"

7\f]g`Ni]XVYf[`V`Y]Vh'cdh]a]gh]gWk""Hfcm`XYf`<YfUi gZcfXYfi b[Yb
 g]Y\h'Yf`D`Uhn`ZØf`dYfgÒb`]Wk`Y`K`Y]hYfYb`hk]W`i b[`i bX`]gh
 a`chj]]Yfhž`gck`c\``]b`XYf`B`Uh]cb`U`a` UbbgWk UZh`U`g`Ui`Wk`]a`]`YfY]b
 YfZc`[fY]Wk`ni`gY]b""GY]b`F`Uh`Ub`UbXYfY`Gdcfh`Yf`]gh`XYi`h`]Wk`.`G]Y
 gc``Yb`Y]bY`DfcZ]_Uff]YfY`]a`5i`g`UbX`]b`6YhfUW`hin]Y\Ybž`XU`gY]bY
 Y][YbYb`9fZU\fi b[Yb`]b`j`YfgWk]YXYbYb`@[Ybž`k]Y`XYf`ghUf`_Yb
 ZfUbnÒg]gWkYb`@[Už`Xi`fWk`Y[`d`cg]hj`k`UfYb"

8YhU]`g	
Cfh	6Ufhf]b[Ybž`@ Ya`Vi`f[
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "k`cfh``i • k k k "hU[YV`Uhh``i

6Ygi Wk`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!k]Yb`"bYh