9]b'6`jW_Ui Z'X]Y'5i gghUhi b['nY][hž'XUgg'X]Y'bYi Yb'K c\bi b[Yb
\ÒW ghYb'5bgdfØW Yb'[YbØ[Yb"G]Y'g]bX'a]h\cWk Yfh][Yb'i bX
'Ub['YV][Yb'A UHYf]U']Yb'j YfgY\Yb'i bX'j YfZØ[Yb'ØVYf'Y]bY
nYbhfU'Y'K Åfa Ydi a dY'ZØf'X]Y'<Y]ni b[gj Yfgcf[i b["'9]bY
D\chcj c'hU]_Ub`U[Y'Ui Z'XYa '8UW'gcf[h'ZØf'i a k Y'hžYi bX']W Yb
Ghfca "'Ni gÅh`jW' []Vh'Yg'Y]bY'; UfU[Y'a]h'9!@UXY]bZfUghfi _hi f'ZØf
9'Y_hfcUi hcg'i bX': U\ffÅXYf"'5`Y'5dUfha Ybhg'V]YhYb'df]j UhY
5i »YbfÅi a Yž'XUfi bhYf'; ÅfhYbž'6U'_cbY'i bX'HYffUggYb"'5i W'X]Y
K c\bi b[Yb']a '8UW [YgW'cgg]bX'a]h'?`]a UUb`U[Yb
Ui g[YghUhhYh' 'Y]bY'YW'hY'K c\`ZØ\`cUgY''=a a cV]']Yb!
F Y X U _ h] c b ' Y f [Å b n h ž ' X U g g ' X] Y g Y f ' 6 U i ' X Y f ' n k Y] h Y ' G d U h Y b g h] W X
XYg'Dfc'Y_hYg']bbYf\U'V'k Yb][Yf'K cW'Yb'XUfghY''hž'bUW'XYa'XYf
GW]a a Y'[UggY') "

B U W \ U ` h ] [ \_ Y ] h `] a ` : c _ i g

9]b'VYgcbXYfYg'5i [Yba Yf_']Y[h'Ui Z'XYf'B U W \ U ` h ] [ \_ Y ] h ` X Y g
Dfc'Y_hgž'k Ug'j cb'GYVUgh]Ub`i b[Yfž'XYa ' ; YgW'ÅZhgZØ\fyf'XYf'6=Ð
=a a cV]']YbžY]bXfi W_gj c''VYhcbh'k i fXY''9f'Yf_'ÅfhYž'XUgg'X]Y
GWUZ] b['j cb''Y]ghVUFYa 'i bX'bUW\U'h][Ya 'K c\b'fUi a 'Y]bYb
k YgYbh]W Yb'6YghUbXhY]'XYggYb'XUfghY''hž'k Ug'K]Yb'U`g'Y]bY'XYf
'YVYbgk YfhYghYb'GhÅXhY'XYf'K Y'h'Ui ga UW'h" H\ca Ug'GhY]b\Ufhž
XYf'6Yn]f_gj c'fghY\Yf'j cb'G]a a Yf]b[ž\cV'VY]'XYf': Y]Yf'X]Y
6YXYi hi b['bUW\U'h][Yf'i bX'a cXYfbYf'K c\b_cbnYdhY'ZØf'X]Y
@VYbgei U']hÅh'b'XYf'GhUXh\Yfj cf"'8]Yg'dUggh'dYfZY_h]b'XYb
HfYbXž'XYb'j]Y'Y'=a a cV]']YbYbhk]W_Yf']bnk]gW'Yb'VYX]YbYb'
]a a Yf'a Y\fgYhYb'Ui Z'bUW\U'h][Yg'K c\bYbž'XUg'Ò_c`c[]gW'ž
gcn]U`i bX'Ò_c'bc a]gW'g]bbj c''[YghU'hYh']ghž'gc ']a a cZfU[Yb"Uh"

8]Y'J]g]cb']gh'_Uf.'6]g'&\$) \$'gc''K]Yb'Y]bY'%%\$ \$i] [Y'YfbYi YfVUFY
9bYf[]Yj Yfgcf[i b['YffY]W Yb"'Dfc'Y_hY'k]Y'XUg']b'XYf'; f]''[UggY
%&'g]bX'XU\Yf'b]W h'bi f'Y]b'GW'f]h'i]b'X]Y'f]W'h][Y'F]W hi b[ž
gcbXYfb'Ui W']b'XYf'i a gYhni b['j cb']bhY''[YbhYb
K c\b_cbnYdhYbž'X]Y'9bYf[]YYZ]n]Ybn'_ca V]b]YfYb'a]h'Y]bYf
\c\Yb'@VYbgei U']hÅh'GW'Øbž'XUgg'[YfUXY']a '6Yn]f'_G]a a Yf]b[
gdUbbYbXY'bYi Y'=a di `gY'[YgYhnh'k YfXYbž'X]Y'XYa 'GhUXhV]'X'i bX
XYb'6Yk c\bYfb'ni [i hY_ca a Yb'k YfXYb"

8YhU]`g	
C fh	; f]`[ UggY`%&ž`%%%\$`K]Ybž`² ghY ffY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "chg"Uh •]a a cV]`]Yb!fYXU_h]cb"WŁa •]a a cZfU[Yb"Uh

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