

A i g] _ ž ' @] W X h ' i b X ' ? f Y U h] j] h Å h .
5 h Y `] Y f g Y g g] c b '] b ' A Ø b W X Y b ' U a ' & % " ' ð b] °

5 a ' & % " ' ð b] & \$ &) ' Z] b X Y h ' j a ' ? f Y U h] j e i U f h] Y f ' A Ø b W X Y b ' X] Y
5 h Y `] Y f g Y g g] c b ' / e i c h / A i g] _ / U a d / @] W X h ' e i c h / a] h ' X] j Y f g Y b
? Ø b g h Y f b ' g h U h "



8 U W X U i Y f ' G h f " % % & ž ' , \$ * ' * ' A Ø b W X Y b ž 8 Y i h g W X ` U b X ' ! ' 9] b
V Y g c b X Y f Y g ' 9 j Y b h ' g h Y \ h ' V Y j c f . ' 5 a ' G U a g h U [ž ' X Y a ' & % " ' ð b] & \$ &) ž
' Å X h ' X U g ' K] Y b ' A Ø b W X Y b ' ? c ` Y _ h] j ' n i ' Y] b Y f ' Y] b n] [U f h] [Y b
5 h Y `] Y f g Y g g] c b '] b ' X] Y < 5 @ @ 9 ' * ' X Y g ' ? f Y U h] j e i U f h] Y f g ' Y] b " ' 5 V ' & \$. \$ \$
I \ f _ Ò b b Y b ' 6 Y g i W X Y f] b b Y b ' i b X ' 6 Y g i W X Y f '] b a] h h Y b ' j c b ' A i g] _
i b X ' @] W X h ' Y] b Y ' U h a c g d \ Å f] g W X Y ' J Y f b Y h n i b [' Y f ' Y V Y b " ' 8] Y
J Y f U b g h U ' h i b [' n] Y ' h ' X U f U i Z U V ž _ f Y U h] j Y ' ? Ò d Z Y ' U i g ' A Ø b W X Y b ' i b X
K] Y b ' n i g U a a Y b n i V f] b [Y b ' i b X '] b h Y f U _ h] j Y ' Y f ' Y V b] g f Y] W X Y
A c a Y b h Y ' n i ' g W X U Z Z Y b " ' 9 g '] g h ' Y] b Y ' V U f f] Y f Y Z f Y] Y ' J Y f U b g h U ' h i b [' i b X
V] Y h Y h ' U ' Y b ' ? i b g h ' i b X ' A i g] _ V Y [Y] g h Y f h Y b ' X] Y ' A Ò ['] W X _ Y] h ž
a] h Y] b U b X Y f '] b g ; Y g d f Å W ' n i ' _ c a a Y b ' i b X ' ð g d] f U h] c b ' n i ' Z] b X Y b "

8 Y f ' a i g] _ U '] g W X Y ' H Y] ' X Y f ' J Y f U b g h U ' h i b [' j Y f g d f] W X h ' Y] b

UVk YW\g'i b[gfY]W\Yg'Dfc[fUa a " 8Yb'5bZUb['a UW\h'X]Y
A ØbW\byf'6UbX'D55Fž'X]Y'a]h]\fYa 'Dcgh'Di b_'i bX'7c'X'K Uj Y!
Gci bX'XUg'Di V`_]i a 'VY[Y]ghYfb'k]fX"G]Y'\UVYb'Øfn`]W\]f
8YVØhU'Vi a ' 8]Y'Bchk YbX][_Y]h'XYf'Bchk YbX][_Y]h
j YfØZYbh`]W'h"
8UfØVYf'\]bUi g'Vf]b[h'X]Y': cfa Uh]cb'Æ?ž'X]Y'Yfgh'&\$&'
[Y[fØbXYh'k i fXYž'Z]gW\Yb'K]bX'a]h]\fYa '8Uf'_F cW_'i bX'7fcgg
; YbfY'A]l']b'X]Y'<5@@9"' Æf'bYi YghYg'K Yf_ž'X]Y'9D' A Y'5[U]b ž
k]fX'g]W\Yf'ZØf': i fcfY'gcf[Yb"'J Yfj c`ghÅbX][h'k]fX'XUg'@]bY!! d
Xi fW'X]Y'ÆX]Y'Dcd!6UbX'? "G"D"Ui g'K]Ybž'X]Y'a 'F U\ a Yb'XYg
DUi gY'Dfc'Y_hg`]bg'@YVYb' [Yfi ZYb'k i fXY"

9]b'<][\`][\h'Ua '5VYbX

5`g'5ZhYfg\ck !5Wh'k]fX'X]Y'K]YbYf'; fi ddY'5HCA GH55H'ZØf'Y]bY
Yl d`cg]j Y'a i g_]U`]gW\Y'9fZU\fi b['gcf[Yb"'A]h]\fYa '5W]X'F cW_
i bX'8fcbY'F cW_'k YfXYb'g]Y'X]Y'6Ø\by'ni a '6YVYb'Vf]b[Yb"'8]Y
VY]XYb'A]h[`]YXYf'A Uh\]Ug'@]b[Yf'i bX'<UbbYg'6i W\k]YgYf
\UVYb'g]W\Ui W\Yhk Ug'[Ub'n'6YgcbXYfYg'Ui g[YXUW\h'Y]bY
ZYggY'bXY'J]XYc!5fh!Dfc'Y_h]cb'j cb'86'F YW\c'fXgž'X]Y'XUg'9f'YVb]g
UVfi bXYh"

8Ug'?fYUh]j ei Ufh]Yf'gY'Vgh'\Uh]b'XYb''YhnhYb'š\ fYb'Y]bYb
VYa Yf_Ybgk YfhYb'K UbXY''Xi fW [Ya UW\h"'æ' <YfnYb'j cb
A ØbW\Yb'YfghfYW_h'Yg'g]W\ØVYf'&\$'<Y_hUfž'Ui Z'Y\Ya U`g
a]]hÅf]gW\ [Ybi hnhYa ' ; Y`AbXYž'i bX'j YfY]bh'?i bghž'?i `hi fž
K]fhgW\UZh'gck]Y'K c\bfUi a ']b'Y]bYa 'i fVUbYb'Bi hni b[g_cbnYdh"
<]Yf'YbhghY\Yb'Yhk U" ,) 'K c\bi b[Ybž'Y]b'?]bXYf\Ui g'gck]Y
X]j YfgY'_i `hi fY''Y'i bX'gcn]U'Y'9]bf]W\hi b[Yb"'8]Y
XYb_a U'[YgW\ØhnhYb'š h]Yf! 'i bX'HcbbYb\U''Yb'k YfXYb
[fi bXgÅhn`]W\]bghUbX'[YgYhnh'i bX'i a [YVUi hž'i a 'XYb
6YXØfZb]ggYb'j cb'?i bgh!'i bX'?i `hi fgW\UZYbXYb' [YfYW\h'ni
k YfXYb"'8Ub_Y]bYf'VY\i hgUa Yb'HfUbgZcfa Uh]cb'k]fX'Y]b'C fh'XYf
Ægd]fUh]cb' [YgW\UZYbž'Ub'XYa '_fYUh]j Y'? ØdZY
ni gUa a Yb_ca a Yb'_ØbbYb"'8Yf'GhUXhfUh\Uh'X]Y'9bhk]W_'i b[
XYg'?fYUh]j `UVc'fgž'XUg'Yb['a]h'XYf'A ØbW\byf'; Yk YfVY\cZ]'i bX
HYW\bc`c []YnYbhfi a g[YgY''gW\UZh'a V<'fA ; <Ł'j YfVi bXYb']ghž
VYfY]hg'&\$%- 'VYgW\`cggYb"

9]b`6`]W_]b`X]Y`Ni`_i`bZh

9]b`k`Y]hYfYg`VYa`Yf`_Ybgk`YfhYg`9`Ya`Ybh`XYg`?fYUh]j`ei`Ufh]Yfg`]gh`XYf`[`Yd`UbhY`?fYUh]j`dUf`_ž`XYf`U`g`nYbhfU`Yfž`ÖZYbh`]WXYf`
 ;`fØbfUi`a`X]YbYb`gc`""`8]YgYf`6YfY]W`k`]fX`X]Y`<Y»`ghfU»`Y`i`bX`X]Y`
 8UW`Ui`Yf`GhfU»`Y`j`YfV]bXYb`i`bX`V]YhYh`gca`]h`D`Um`ZØf`Y]bY`
 J]Y`nU`\\`j`cb`5_h]j`]h`hYb`"6Ygi`WXYf`_ØbbYb`i`bhYf`UbXYfYa`
 ?cbnYfhYž`K`cf_g`cdgž`@Ygi`b[`Yb`i`bX`DYfZcfa`UbW`g]a`i`æ`dcfh`
 9l`dcfh`Yf`YVYbž`XUg`U`g`<YfnghØW`XYg`_fYUh]j`Yb`J]YfhY`g`[`]`h`

8Ug`?fYUh]j`ei`Ufh]Yf`XU`cVYb`Ui`Z`XYf`8UW`Ui`Yf`GhfU»`Y`\\`Uh`g]W`
 gca`]h`b]W`h`bi`f`U`g`Ubc`bma`Yg`7]hm]GW`a`i`W`ghØW`_YhUV`]Yfhž`
 gcbXYfb`U`g`YVYbX][`Yf`5b`Ui`Zdi`b_h`ZØf`?Øbgh`Yf`i`bX`_fYUh]j`Y`
 l`bhYfbY`a`Yf`"8Yf`YmhY`GhUXhgdUn]Yf`[`Ub[`ž`XYf`]a`F`U`a`Yb`XYf`
 5i`gghY`i`b[`A`ØbW`Yb`\\`Uh`D`Ub`ghUhhZUbXž`k`Uf`Y]b`
 DUfUXYVY]gd]Y`ZØf`XUg`9b[`U[`Ya`Ybhž`XUg`\\`Yf`[`YnY][`h`k`]fX`<]Yf`
 hfYZYb`g]W`i`XYb`i`bX`J]g]cbYbž`i`a`[`Ya`Y]bgUa`X]Y`Ni`_i`bZh`ni`
 [`YghU`hYb`"

8]Y`5hY`]YfgYgg]cb`Ua`i`&%"`ž`b`]gh`Y]bY`\\`Yfj`c`ffU[`YbXY`
 ;`Y`Y[`Yb`\\`Y]hž`X]YgY`J]g]cb`\\`Ui`hbU`\\`ni`Yf`YVYb`i`bX`g]W`a`]h`
 ;`Y]W`[`Yg]bbhYb`ni`j`YfbYhmYb`"K`Y]hYfY`æ`Zcfa`Uh]cbYb`ni`H]W`Yhg`
 i`bX`8YhU`]g`ni`a`5V`Ui`Z`XYf`J`YfUbghU`hi`b[`g]bX`V]g\\`Yf`bcW`b]W`h`
 VY`_Ubbh[`Y[`YVYbž`UVYf`X]Y`J`cfZ`Yi`XY`]gh`[`fc`»`°`

8YhU]`g	
C`fh	8UW`Ui`Yf`Ghf`""`%&ž`,`\$`*`'`*`A`ØbW`Ybž` 8Yi`hgW`_UbX`
E`i`Y`Y`Yb`	<ul style="list-style-type: none"> • k`k`k`"]b!`a`i`YbW`Yb`"XY` • ghUXh`"a`i`YbW`Yb`"XY` • j`YfUbghU`hi`b[`Yb`"a`i`YbW`Yb`"XY`

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