

< G; ' ? c b g h U b n . ' A] h ' z f] g W X Y a ' K] b X ' n i f Ø W _
] b ' X Y b ' 5 i Z g h] Y [g _ U a d Z °

< G; ' ? c b g h U b n ' g h f Y V h '] b ' X Y f " " ' @ [U ' i a ' 5 i Z g h] Y [g d ` Ä h n Y "
G U] g c b V Y [] b b . ' & ' # & (" ' 5 i [i g h ' a] h ' ↑ b [Y b ' H U ` Y b h Y b ' i b X
Y f Z U \ f Y b Y b ' G d] Y ` Y f b "



? c b g h U b n ž ' 8 Y i h g W X ` U b X ' ! ' 6 U ` X '] g h ` Y g ` g c ` k Y] h ` 8] Y ` < G ;
? c b g h U b n ' g h Y \ h '] b ' X Y b ' G h U f h ` Ø W X Y f b ' Z Ø f ` X] Y ` _ c a a Y b X Y ' G U] g c b '] b
X Y f " " ' < U b X V U ` ` @ [U ` G Ø X ž ` X] Y ` U a ' ' & ' " i b X ' & (" ' 5 i [i g h ` V Y [] b b h "
B U W X ` X Y a ' 5 V g h] Y ['] b ` X] Y ` X f] h \ Ø W g h Y ` @ [U ` k] ` ` X] Y ` A U b b g W U Z h
i b h Y f ` X Y f ` @ Y] h i b [' j c b ' ; Y g W X ` Ä z h g Z Ø \ f Y f ` 5 b X f Å ` A Y ` W X Y f h ` k] Y X Y f
i a ` X] Y ` 5 i Z g h] Y [g d ` Ä h n Y ` a] h g d] Y ` Y b " " K] f ` \ U V Y b ` X Y b ` _ ` U f Y b
5 b g d f i W X ž] b ` X Y f ` c V Y f Y b ` H U V Y ` ` Y b f Y [] c b ` X U V Y] ` n i ` i g Y] b ž ` Y f ` _ ` Ä f h
A Y ` W X Y f h i b X ` V Y h c b h ž ` X U g g ` Y g ` Z Ø f ` X Y b ` J Y f Y] b ` X U f i a ` [Y \ Y ž a Y \ f
G d] Y ` Y ` n i ` [Y k] b b Y b ' i b X ` X U g ` G Y ` V g h j Y f h f U i Y b
n i f Ø W _ n i [Y k] b b Y b " < U b X V U ` ` K c f ` X ` V Y f] W X h Y h ž ` X U g g ` X] Y ` X] f Y _ h Y
F Ø W _ _ Y \ f '] b ` X] Y ` & " ' @ [U ` X U g ` _ ` U f Y ` N] Y ` `] g h "

I a ` X] Y g Y g ` N] Y ` ` n i ` Y f f Y] W X Y b ž ` f i \ h i g] W X ` X] Y ` < G ; ` b] W X h ` U i Z `] \ f Y b

@cfVYYfYb`Ui g`A]h`@ _Ug`8]Yhf]Wł`ž`XYf`Ui g`DZ` ``]b[Yb`[Y\c`h
k i fXYž`\Uh`bi f`Y]b`YI hYfbYf`BYi ni [Ub[`gY]bYb`K Y[`bUWł
?cbghUbn`[YZi bXYb`"Ni XYa` fØW`h`a]h`?cbghUbh]b`DUi` `]`Y]b
k Y]hYfYg`HU`Ybhj cb`XYf`Y][YbYb`l &%]b`XYb`?UXYf`Ui Z`
5V[YgY\Yb`j cb`X]YgYb`nk Y]`BYi ni [Åb[Yb`\UVYb`g]Wł`[`Y]Wł
g]YVYb`Gd]Y`Yf`Ui g`XYf`l &%ZØf`XUg`Yfk Y]hYfhY`HYUa` `ei U`]Zn]Yfh
8]Y`?fY]g`Ài ZYf`LYbc`A Ø`Yf`i bX`X]Y`@]b_g\ÅbXYf`łb`Ghc`hYb`ž`X]Y
FØW`fUi a gd]Y`Yf`Gj Yb`łYf`ž`H]a` `9bb]b[\cfghž`Fi VYb`Mf`_Umł
gck]Y`X]Y`Hcf\ØhYf`BcU\` : fYbgY`i bX`5Xf]Ub`@Y`a` Ubb"

GhUf`_Yf`? UXYf`i bX`VY`_Ubb`hY` ; Y[bYf

8]Y`<G;` _Ubb`Ui Z`Y]b`YfZU`fYbYg` ; fi bX[YfØgh`ni fØW`[fY]ZYbž
k Y`WłYg`g]Wł`Ui Wł`]b`XYf`YmhYb`GU]gcb`VYk`Å`fh`\Uh`" @Ui`h`XYf
JYfY]bggY]hY`<G;` `?cbghUbn`V`Y]Vh`XYf` ; fc»hY]`XYf
GhUa`a`gd]Y`Yf`Yf`U`hYb`ž`k Ug`Y]bY`gc`]XY`6Ug]g`ZØf`XYb`k Y]hYfYb
9fZc`[`V]YhYh`8]Y`A`UbbgWł`UZh`k]fX`[Y[Yb`Y]b][Y`VY`_Ubb`hY
 ; Yg]Wł`hYf`Ub`hfY`hYb`"Ni`XYb` ; Y[bYfb`]b`XYf`GØXghUZZY`n`Å`\Yb
`Y]ghi`b[gghUf`_Y`HYUa`g`k]Y`X]Y`Nk`Y]hj`YfhfYhi`b[`XYg`HJ`6
Ghi`hh[Ufhž`X]Y`K`Ø`ZY`K`ØfnVi`f[`gck]Y`X]Y`5i`ZghY][Yf`G;
?ØbXf]b[Yb`#HYb]b[Yb`i bX`HJ`9f`Ub[Yb`!6fi`W`"8]YgY`HYUa`g
k YfXYb`a`]h`G]Wł`Yf`Y]h`]\fY`A`ch]j`Uh]cb`Ui`g`XYf`HUhgUWł`Y
gWł`ØdZYbž`XUgg`g]Y`XYb`5VghY][Yf`<G;` `?cbghUbn`]b`X]Y`A`Ub[Y`
bY`a`Yb`k`c`Yb"

8]Y`GhUZZY`XYf`" `@][U`GØX`k]fX`bYVYb`?cbghUbn`Ui`Wł`j`cb
k Y]hYfYb`HYUa`g`k]Y`<6K`6U`]b[Yb`!K`Y]`ghY`hYb``ž`<7`9f`Ub[Yb`=
i bX`HG6`<Y]`Vfcb`b!<cf`_`Y]a` [YV]`XYh`5b[Yg]Wł`hg`XYf`ghUf`_Yb
?cb`_i`ffYbn`k]fX`Yg`ZØf`X]Y`<G;` `k]Wł`h][`gY]bž[`Y]Wł`ni`6Y[]bb
XYf`GU]gcb`X]Y`YfghYb`Di`b`hY`ni` `c`Yb`ž`i`a` `XYa` `N]Y`Y]bYg
D`UmYg`i`bhYf`XYb`9fghYb`b`Å`Yf`ni` `_ca`a`Yb"

8]Y`6YXYi`hi`b[`XYf`ł`[YbX

9]b`k Y]hYfYf`dcg]hj`Yf`5gdY`hž`XYb`X]Y`<G;` `?cbghUbn`\Yf]`cf`YVhž
]gh`X]Y`ł`hY[fUh]cb`ł`b[Yf`HU`YbhY`]b`X]Y`A`UbbgWł`UZh`"8]Yg`]gh
b]Wł`h`bi`f`ni`f`Gh`Åf`_i`b[`XYg`?UXYfg`b`chk`YbX][ž`gcbXYfb`Ui`Wł`Y]bY
7`\Ub`Wł`ZØf`X]Y`ł`b[Yb`Gd]Y`Yf`ž`k`Yfhj`c`Y`9fZU`fi`b[Yb`ni

gUa a Y`b`i bX`ni `k U\gYb" `b`XYb`YhnhYb`d\fyb`\UVYb`Yh]WXY
 9][Yb[Yk ÀW\gY`[YnY][hž`XUgg`g]Y`XUg`NYi [`XUni `UVYbž`g]W\`]b
 XYf`" `@[U`ni `VYk Y]gYb"A]h`XYf`J YfghÀf`_i b[`Xi fW\`Zf]gWXY
 HU`YbhY`Ui g`XYf`Y][YbYb`đ [YbX`\Uh`XYf`J YfY]b`g]W\`ghfUhy[]gW\
 [i h`Ui Z[YghY`hž`i a `XYb`<YfUi gZcfXYfi b[Yb`XYf`GU]gcb`&\$&) #&`*
 [Yk U\gYb`ni `gY]b"

8]Y`J cfVYfY]hi b[Yb`g]bX`]b`j c`Ya` ; Ub[Yž`i bX`X]Y`Gd]Y`Yf`g]bX
 Y]Zf][`XUVY]ž`\fy` : cfa`ni`j YfVYggYfb"K]Y`X]Y`9bhk]W`_i b[Yb`]b
 XYf`@[U`nY][Ybž`[Y\h`Yg`]b`XYf`" `@[U`b]W\h`bi fi a`XYb`?Ua dZ
 i a`Di b_hYž`gcbXYfb`Ui W\`i a`X]Y`9bhk]W`_i b[`i bX` : ÒfXYfi b[
 ni _ØbZh][Yf`< UbXVU`ghUfg" `>XYf`GW\`f]hh`nÀ\`h`Ui Z`XYa`K`Y[
 ni fØW`_ni f`Gd]hnY`?]W`_Yf"

8YhU]`g	
C fh	?cbghUbnž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\UbXVU``!k cf`X"bYk g • \g[_cbghUbn"XY • k k k "_]W`_Yf"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!Vk "XY