

< cWk UggYf!5`Ufa `]b`K]hhYbVYf[Y.`9`VY
Xfc\h`FY_cfX\cWk`j`cb`,`A`YhYfb`°

5_hi`Y`Y`ϑZcfa`Uh]cbYb`ni`XYb`<cWk`UggYfk`Ufbi`b[`Yb`XYf`
9`VY`]b`K`]hhYbVYf[`Y`Ua``%&"`\$*`"&\$&)`.`K`UggYfghUbXž`
A`U»`bU\`a`Yb`i`bX`9j`U_i`]Yfi`b[`Yb`"



K`]hhYbVYf[`Yž`8Yi`hgWk`UbX`!`8Yf`\Yi`h][`Y`HU[`ž`XYf`%&"`ħ`b]
&\$&)`ž`Vf]b[`h`Z0f`X]Y`GhUXh`K`]hhYbVYf[`Y`Y]bY`U`Ufa`]YfYbXY`
G]hi`Uh]cb`a`]h`g]Wk`.`8Yf`K`UggYfghUbX`XYf`9`VY`Xfc`h]b`[`YZÄ`\f`]Wk`Y`
<`0`Yb`ni`ghY][`Yb`" `ϑ`XYb`Y`hnhYb`ϑ\`fnY\`bhYb`Yf`YVhY`X]Y`FY`[`]cb`
VYfY]hg`a`Y`\fZUWk`j`Yf\`YYfYbXY`,`VYfZi`hi`b[`Ybž`]bgVYgcbXYfY`X]Y`
ϑ\`fY`&\$&`i`bX`&\$%`k`YfXYb`j`]Y`Yb`bcWk`YV\`UZh]b`9f]bbYfi`b[`
gY]b`" `@Ui`h`a`Un!`cb`]bY`"XY`_`0bbhY`XYf`DY[`Y`X]Yga`U`gc[`Uf`Y]bY`
FY_cfX\`0`Y`YffY]Wk`Ybž`XYbb`9l`dYfhYb`dfc[`bcgh]n]YfYbž`XUgg`Yg`
V]g`ni`,`ž&\$`A`YhYfb`_ca`a`Yb`_`0bbhY`"

ϑg[`YgUa`h`k`i`fXYb`%)`\$\$`5bk`c`bYf`XYf`5`hghUXh`Ui`Z[`YZcfXYfhž`
]\`fY`<`Äi`gYf`ni`j`Yf`UggYb`"8]Y`Ni`ZU\`fhgghfU»`Yb`g]bX`j`cb`XYf`
Dc`]nY]`UV[`Yf]Y[`Y`hž`i`a`X]Y`G]Wk`Yf\`Y]h`ni`[`Yk`Ä`\f`Y]ghYb`i`bX`XYb`

8 fi W_`Ui Z`X]Y`8Y]W`Y`b]W`h`k`Y]h`Y`f`ni` `Y`f`\`O`\`Y`b`" `5i` W` `;` Y`g`W`Å`Z`h`Y`
i`b`X`'`G`W`i` `Y`b`'`V`'`Y`]V`Y`b`'`[` Y`g`W` `c`g`g`Y`b`ž`k` `À` \`f`Y`b`X`'`X`]Y`'`?`]f`W`Y`b`[` `c`W`_`Y`b`
U`'`Y`]b`Y`Z`Ø`f`'`G`h`]a` a` i` b` [`g`c`f`[`Y`b`" `F`Y`g`h`U`i` f`U`b`h`]b` \`U`V`Y`f`'`?`b`i` h`'8`]Y`h`Y`
V`Y`_`U`[`h`'V`Y`f`Y`]h`g`' `Y`h`h`'9`]b`b`U` \`a` `Y`j` Y`f`'i` g`h`Y`'j` c`b`'V`]g`'ni` `%,` "\$`\$`\$`'9`i` f`c`ž`
b`U`W`X`Y`a` `X`]Y`'9`'V`Y`'g`Y`]b`' `?`f`U`b` \`U`i` g` `Ø`V`Y`f`Z`i` h`Y`h`' \`U`h`" `@`U`i` h`'b`!`h`j` "XY`
k`]f`X`'K`]h`h`Y`b`V`Y`f`[`Y`'j` c`f`U`i` g`g`]W`h`]W`X`'Y`]b`Y`'K` c`W`X`Y`' `U`b`[`a`]h`X`Y`b`
: `c`' [`Y`b`'X`Y`g`' < `c`W`k` U`g`g`Y`f`g`'ni` `'_`Å`a` d`Z`Y`b`' \`U`V`Y`b`"

< c W`k` U`g`g`Y`f`k` U`f`b`g`h`i` Z`Y`b`'i` b`X`'A` U`»` b`U` \`a` Y`b`

8]Y`'G`h`U`X`h`'K`]h`h`Y`b`V`Y`f`[`Y`' \`U`h`'g`]W`X`']b`h`Y`b`g`]j` `U`i` Z`'g`c`'W`X`Y`
< `c`W`k` U`g`g`Y`f`Y`f`Y`][`b`]g`g`Y`'j` c`f`V`Y`f`Y`]h`Y`h`" `8`]Y`'6`Y`f`U`h`i` b`[`j` c`b`'A` U`f`h`]b`
: `Y`f`W`ž`'Y`]b`Y`a` `J`Y`f`U`b`h`k` c`f`h`]W`X`Y`b`'X`Y`f`'G`h`U`X`h`ž`']g`h`'_`U`f`.' `8`]Y`
6`Y`j` Ò`_`Y`f`i` b`[`g`c`' `X`]Y`' <]b`k`Y`]g`Y`'X`Y`f`'6`Y` \`Ø`f`X`Y`b`'g`c`f`[`Z`Å`'h`[`V`Y`U`W`h`Y`b`
i`b`X`'U`i` Z`G`W`U`i` `i` g`h`[`Y`'j` Y`f`n`]W`X`h`Y`b`" `8`]Y`' < `c`W`k` U`g`g`Y`f`k` U`f`b`g`h`i` Z`Y`b`ž`'X`]Y`
]b`'6`f`U`b`X`Y`b`V`i` f`[`Y`'h`Y`b`ž`'k` Y`f`X`Y`b`'X`i` f`W`X`'j` Y`f`g`W`X`]Y`X`Y`b`Y`' `ø`g`h`]h`i`h`]c`b`Y`b`
_`c`a` a` i` b`]n`]Y`f`h`ž`'c`Z`h`'X`i` f`W`X`'X`]Y`' < `c`W`k` U`g`g`Y`f`n`Y`b`h`f`U`'Y`" `8`]Y`g`Y`'G`h`i` Z`Y`b`
j`c`b`'Y`]b`Y`a` `'_`Y`]b`Y`b`' < `c`W`k` U`g`g`Y`f`ž`'X`U`g`'Y`f`g`h`Y`'5`b`n`Y`]W`X`Y`b`'j`c`b`
5`i`g`i` Z`Y`f`i` b`[`Y`b`'g`][`b`U`'g`]Y`f`h`ž`'V`]g`' \`]b`'ni` `g`Y` \`f`' [`f`c`»`Y`b`
, `V`Y`f`g`W`k`Y`a` a` i` b`[`Y`b`ž`'X`]Y`'V`Y`X`Y`i` h`Y`b`X`Y`': `À`W`X`Y`b`'Ø`V`Y`f`Z`i` h`Y`b`ž`
k`Y`f`X`Y`b`'g`h`Å`b`X`][`U`_`h`i`U`'g`]Y`f`h`"

5`_`h`i`Y`'`Y`'D`Y`[`Y`'g`h`Å`b`X`Y`'k`Y`f`X`Y`b`']b`'Y`]b`Y`a` `g`d`Y`n`]Y`'`Y`b`'D`Y`[`Y`' \`U`i`g`'a`]h`
a`c`X`Y`f`b`Y`b`'G`Y`b`g`c`f`Y`b`' [`Y`a`Y`g`g`Y`b`'i`b`X`'Y`'Y`_`h`f`c`b`]g`W`X`' [`Y`g`d`Y`]W`X`Y`f`h`" `5`V`
Y`]b`Y`a`'K` U`g`g`Y`f`g`h`U`b`X`'j`c`b`'Y`h`k`U`'(`A`Y`h`Y`f`b`'g`]b`X`'Y`f`g`h`Y`'A`U`»`b`U` \`a`Y`b`
Y`f`Z`c`f`X`Y`f`']W`ž`'k`]Y`'X`]Y`'G`d`Y`f`f`i` b`[`X`Y`g`'D`U`f`_`d`'U`h`n`Y`g`'U`a`'B`Y`X`k`] [` \`U`Z`Y`b`"
<]Y`f`'g`]b`X`'X`]Y`';` Y`g`U`a`h`Å`b`[`Y`'X`Y`f`'9`'V`Y`V`f`Ø`W`_`Y`'j`c`b`'%%`%`\$`'A`Y`h`Y`f`'i`b`X`
X`Y`f`'9`]g`Y`b`V`U` \`b`V`f`Ø`W`_`Y`'j`c`b`'%'`\$`' \$`'A`Y`h`Y`f`'j`c`b`'6`Y`X`Y`i`h`i` b`[`ž`'X`]Y`'U`g`
k`]W`X`h`[`Y`'J`Y`f`_`Y` \`f`g`j`Y`f`V`]b`X`i` b`[`Y`b`'Z`i` b`[`]Y`f`Y`b`"

;` Y`g`W`X`]W`X`h`Y`'X`Y`f`' < `c`W`k` U`g`g`Y`f`Y`f`Y`][`b`]g`g`Y`

<]g`h`c`f`]g`W`X`'V`Y`h`f`U`W`h`Y`h`']g`h`'K`]h`h`Y`b`V`Y`f`[`Y`'b`]W`X`h`i`b`V`Y`g`W`X`'h`Y`b`ž`'k`Y`b`b`
Y`g`'i`a`' < `c`W`k` U`g`g`Y`f`' [`Y`' \`h`" `9`]b`Y`', `V`Y`f`g`]W`X`h`i`Ø`V`Y`f`'V`Y`X`Y`i`h`Y`b`X`Y`
< `c`W`k` U`g`g`Y`f`Y`f`Y`][`b`]g`g`Y`'n`Y`][`h`ž`'X`U`g`g`'X`]Y`'Ø`b`[`g`h`Y`b`': `i`h`Y`b`']b`'X`Y`b`
`À` \`f`Y`b`'&`\$`\$`&`ž`&`\$`\$`*`ž`&`\$`%`%`i`b`X`'&`\$`%' `X`]Y`'F`Y`[`]c`b`'g`h`U`f`_`V`Y`'U`g`h`Y`h`
 \`U`V`Y`b`" `8`]Y`g`Y`': `i`h`Y`b`'Z`Ø` \`f`h`Y`b`'c`Z`h`'ni`' [`f`c`»`Y`b`'9`j`U`_`i`]Y`f`i` b`[`Y`b`'i`b`X`
Y`b`h`g`h`U`b`X`Y`b`Y`b`'G`W`X`'X`Y`b`ž`'k`]Y`'g`]Y`'U`i` Z`' \`U`j`Y`'d`c`'X`Y`f`"XY`

Xc_i a Ybh]Yfh'g]bX"

8]Y'8Y]WXYž'X]Y'gY]h'XYf'YhnhYb'[fc»Yb':`i h'&\$&'j YfghÄf_h
k i fXYbž`Y]ghYb'U_hi Y``Y]bYb'YbhgWXY]XYbXYb'6Y]hfU[ž'i a
GW`]a a YfYg'ni `j Yf\]bXYfb"Jcf'Cfh'\Y`ZYb':fY]k]`][Yž
: Yi Yfk Y\fž'Dc`]nY]'i bX'gc[Uf'X]Y'6i bXYgk Y\fž'X]Y'8Y]WXY'a]h
GUbXgÄW_Yb'ni `ghUV]'g]YfYb"8]Y'U_hi Y``Y'@U[Y']gh'Yfbghž'XcW`Yg
k]fX'U``Yg'i bhYfbca a Ybž'i a `X]Y'G]hi Uh]cb'ni `a Y]ghYfb"9g'V`Y]Vh
ni `cZYbž'XUgg'X]Y'9'VY'g]W`VU'X'VYfi \][h'i bX'X]Y'5bk c\bYf'b
]\fY'<Äi gYf'ni fØW__Y\fYb'_ÖbbYbž'k c'g]Y'g]W`k]YXYf'g]WXYf
ZØ`Yb'_ÖbbYb"

8YhU]`g	
Cfh	K]hhYbVYf[Yž'8Yi hgW`UbX
Ei Y``Yb	<ul style="list-style-type: none">• k k k "a Un!cb`]bY"XY• k k k "b!hj "XY• \Uj Y`dc`XYf"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'bU[!VfUbXYbVi f["XY