

8 c d d Y ` Y f Z c ` [` Z Ø f ` B Y i b _] f W X Y b Y f
6 ` U g c f W X Y g h Y f ` V Y] a ` A i g] _ Z Y g h
V Y [Y] g h Y f h °

8] Y ` † [Y b X ! ` i b X ` H f U W X h Y b _ U d Y ` ` Y ` B Y i b _] f W X Y b ` Z Y] Y f h ` 9 f Z c ` [Y
V Y] a ` 8 Y i h g W X Y b ` A i g] _ Z Y g h] b ` l ` ` a ` i b X ` B Y i ! l ` ` a ` U a ` ` &, " ' † b]
& \$ &) "



B Y i ! l ` ` a ž 8 Y i h g W X ` U b X ! ` 8] Y ` † [Y b X ! ` i b X ` H f U W X h Y b _ U d Y ` ` Y
B Y i b _] f W X Y b ` U a ` 6 f U b X ` \ U h ` V Y] a ` 8 Y i h g W X Y b ` A i g] _ Z Y g h] b ` l ` ` a
i b X ` B Y i ! l ` ` a ` [Y \ Ø f] [` U V [Y f Ä i a h ` 6 Y] X Y ` C f W X Y g h Y f ` ` X U g
† [Y b X c f W X Y g h Y f i b X ` X U g ` G m a d \ c b] g W X Y ` 6 ` U g c f W X Y g h Y f ` ` k i f X Y b
j c b ` X Y f ` : U W X † f m ` a] h i X Y a ` D f Ä X] _ U h ` < Y f j c f f U [Y b X Y f ` 9 f Z c ` [
V Y ` c \ b h ` 8] Y g `] g h ` Y] b ` N Y] W X Y b ` j c b ` \ c \ Y a ` ? Ø b b Y b ` i b X
9 b [U [Y a Y b h ž X U g ` X] Y ` ? U d Y ` ` Y `] b `] \ f Y f ` a i g] _ U `] g W X Y b ` 5 f V Y] h
V Y k] Y g Y b ` \ U h ` ` † ž X] Y ` A Ø \ Y ` \ U h] g W ` [Y ` c \ b h `

8 U g ` † [Y b X c f W X Y g h Y f ž i b h Y f ` X Y f ` @] h i b [` j c b ` B] W c ` Y ` G h Y] b \ Ä i g Y f ž
h f U h] b ` X Y f ` A] h h Y ` g h i Z Y ` U b ž k Ä \ f Y b X ` X U g ` G m a d \ c b] g W X Y

6`UgcfWkYghYf'j cb'9Xa i bX'Fc`Y'j]b'XYf'<ØW ghghi ZY'di b_hYb
_cbbhY"8]Y'đ fm'cVhY'VYgcbXYfg'XUg'dfÅn]gY'Ni gUa a Ybgd]Y'ž
X]Y'hYWk]gWkY'6f]'`Ubn'gck]Y'X]Y'a i g]_U`]gWkY'đhYfdfYhUh]cbž'X]Y
Ui ZXYb'Di b_h'[YVfUWk'h'k UfYb"K Ug'a Ub'b]Wk'hj Yf[YggYb'gc`hY.
8]Y'5bYf_Ybbi b['VYgWk'fÅb_hY'g]Wk'b]Wk'h'bi f'Ui Z'X]Y'5i Zhf]hhY
gY'Vghž'gcbXYfb'i a ZUgghY'Ui Wk'XUg'_Ub['WkY'; YgUa hV]'Xž'X]Y
gh]'gh]gWkY'G]WkYf\Y]h'i bX'X]Y'[YghU'hYf]gWkY'H]YZY'VY]XYf
9bgYa V`Yg"

9]bV`]W_`]b'XUg'8Yi hgWkY'A i g]_ZYgh

8 Ug'8Yi hgWkY'A i g]_ZYghž'XUg'ØVYf'&\$"\$\$\$'A i g]_Yf]bbYb'i bX
A i g]_Yf'Ui g[Ubni'8Yi hgWk'UbX'Ubn]Y\hž'\Uh'g]Wk'U'g'Y]bY'k U\fy
D'UhhZcfa 'ZØf'a i g]_U`]gWkY'HU'YbhY'YhUV']Yfh"đ'X]YgYa 'đ\ f
i a ZUgghY'XUg': Ygh]j U'a Y\ f'U'g') \$\$'J YfUbghU'hi b[Yb'j YfhY]'h'Ui Z
j]Yf'Ui ZfY[YbXY': Ygh]j U'hU[Y"8]Y'hY]'bY\ a YbXYb'c fWkYghYf
\UhYb'X]Y'A Ø['Wk_Y]hž'\fy': Å\][_Y]hYb'j]b'K Yfhi b[ggd]Y'Ybž
; U'U!'i bX'GhUbX_cbnYfhYb'i bhYf'6Yk Y]g'ni 'ghY''Ybž'k Ug'XYa
[YgUa hYb'5b`Ugg'Y]bY'VYgcbXYfy'8 mbUa]_j Yf'Y\`"a]n"XY
VYgWk'fY]Vh'XUg'8Yi hgWkY'A i g]_ZYgh'U'g'Y]b'k U\ f\ UZh[Yg
<][\][\h]a 'A i g]_YVYb'8Yi hgWk'UbXg"

8cWk'b]Wk'h'bi f'XUg': Ygh]j U`]gh'Y]b'; fi bX'ni f': fYi XY"8]Y'đ [YbX!
i bX'HfUWk'hYb_UdY''Y'BYi b_]fWkYb'Ua '6fUbX'k]fX'Ui Wk'ja
F U\ a Yb'XYf'%*"BYi b_]fWkYbYf'?i 'hi fhU[Y'U_h]j 'gY]b"'5a ')"
5df]'ž'i a '%- 'l \fž'g]bX'X]Y'VY]XYb'c fWkYghYfgdUfhYb'j]b'XYf
: Ygh\U''Y'Ua '8Yf'Y'^_Yf'D'Uhn'ni '\ØfYb"K Å\fybX'X]Y'YfghY
?cbnYfh\Å`ZhY'j ca 'đ [YbXcfWkYghYf'VYghf]hhYb'k]fXž'XUg'a]h
GhØW_Yb'k]Y' 5l Y': " 'i bX' @Yhg'a U_Y'a i g]W'Y]b\Y]nhž'k]fX'X]Y
nk Y]hY'?cbnYfh\Å`ZhY'j ca 'Gma d\cb]gWkYb'6`UgcfWkYghYfž'XUg
i bhYf'UbXYfy'a 'XUg'DZ]Wk'hghØW_ 7fcggfcUXg 'ZØf'XUg': Ygh]j U'
dfÅgYbh]Yfhž[YdfÅ[h"

9]b'9j Ybh'ZØf'A i g]_`]YV\UVYf

8]Y'H]W_YhdfY]gY'g]bX'Xi fWkUi g'ZUa]']YbZfYi bX'Wk'[Y\U'hYb.'a
J cfj Yf_Ui Z'_cghYb'X]Y'?UfhYb'% '9i fc'f' '9i fc'Yfa Å»][hŁ"5b'XYf
5VYbX_UggY'k]fX'Y]b'DfY]g]j cb'%('9i fc'f%\$'9i fc'Yfa Å»][hŁ

Yf\cVYb": Øf`X]Yž`X]Y [`Y]W\`VY]XY`?c`bnYfhY`Ua`G`Ua`ghU[`i`bX`
 GcbbhU[`VYgi`W`Yb`a`ÒW`hYbž`[`]Vh`Yg`Y]b`?ca`V]h]W`_Yh`ni`a`DfY]g`
 j`c`b`&\$`9i`fc`fP%)`9i`fc`Yfa`À»][`hĽ`8Yf`J`cfj`Yf`_Ui`Z`ghUfhYh`5bZUb[`
 A`Āfnž`i`bX`a`Ub`_`Ubb`g]Y`VY]`9`Y`_hfc`<Y]X`Yfk`YfVYb`"

k`c`W`Yb`_`]W`"XY`\U`h`U`Y`8`YhU]`g`ni`a`9j`Ybh`
 ni`gUa`a`Yb[`YhfU[`Yb"

5`Yg]b`U`Y`a`]gh`X]Y`ž`[`YbX`!`i`bX`HfUW`hYb`_UdY`Y`B`Yi`b_]fW`Yb`
 Ua`6fUbX`Y]b`UVgc`i`hYg`5i`g`Āb[`YgW`X`b]W`h`bi`f`ZØf`X]Y`F`Y[`]cbž`
 gcbXYfb`ZØf`X]Y`A`i`g]_`i`h`i`f`]b`8`Yi`hgW`UbX`9]b`8`cddY`YfZc`[`
 VY]a`8`Yi`hgW`Yb`A`i`g]_`Z`gh`i`bX`X]Y`VYj`c`fghY`YbXYb`?`i`h`i`fhU[`Y`
 g]bX`_`UfY`6Yk`Y]gY`ZØf`X]Y`\`Yfj`c`ffU[`YbXY`B`UW`k`i`W`gUfVY]hž`X]Y`
 \]Yf`[`Y`Y]ghYh`k`]fX"

8`YhU]`g`	
C`fh`	B`Yi`!!`a`ž`8`Yi`hgW`UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"]b`ZfUb`_`Yb`"XY` • k`k`k`"k`c`W`Yb`_`]W`"XY` • a`]n`c`f[`

6`Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b!U[`"XY`