

5 ffY gh'A UXY ']b ' : UhU ``6 `ci b hghck k b
<] [\ k Um' <]h! UbX! F i b ' 7 UgY

7 cXUb ' ; Uff]gcbž' +ž' UffY ghYX ' Zcf' U' \]h! UbX! fi b ' h\ Uh' _] ``YX
WmW] gh' HYfYgU' Gh] hY`micb ' 6 `ci b hghck b ' <] [\ k Um] b ' @Ycb
7ci bhmž' : @"



6 `ci b hghck b ' <] [\ k Umž' @Ycb ' 7ci bhmž' : `cf]XU' ! : ð' U
g] [b]Z]WJbhihi fb' cZ' Yj Ybhg' Zcf' h\ Y' `cWU' `Wca a i b]hmž' +! mYUf! c`X
7 cXUb ' ; Uff]gcb' \ Ug' VYYb' UffY ghYX ']b' Wcb bYWh]cb' k]h\ 'U' hfU[]W\]h!
UbX! fi b ']bW]XYbh' h\ Uh' WU]a YX' h\ Y' `]ZY' cZ' V]WmW] gh' HYfYgU' Gh] hY`m"
H\ Y' UW]XYbh' cVW ffYX' cb' 6 `ci b hghck b ' <] [\ k Um' cb' U' Gi bXUm
Yj Yb]b[``Ugh'a cbh\ ž'`YUj]b['fYg]XYbhg']b' g\ cW_ UbX' fU]g]b[
WcbWfbg' UVci h'fcUX' gUZYhm"

@Uk 'YbZcfW'a Ybh'k Ug'U'YfhYX'Zc`ck]b[' ; Uff]gcb g'UffYgh'cb
: f]XUm'a cfb]b[" 'C Z]W]U`g'Zfca 'h\ Y' : `cf]XU' <] [\ k Um' DUhfc`fi < DŁ
\UX'fYW]j YX'U'Wfi W]U'Ubc bma ci g'h]d' h\ Uh' [i]XYX' h\ Ya 'hc'U
`cWU' `WUf'fYdU]f'g\cd" " ð'k Ug' h\ YfY' h\ Ym'X]gWcj YfYX'U'j Y\]WY
a UhW]b['h\ Y'XYgW]dh]cb' cZ' h\ Y'cbY']bj c'j YX']b' h\ Y'WfUg\ž

g\ck]b['g][bg'cZ'XUa U[Y'UbX'd]b_`dU]bh'hfUbgZYf'Wc.bg]ghYbh'k]h\ Gh]hY`mg'V]WmWY""H\]g'X]gWc] Yfmi' `h]a UhY`m`YX']bj Ygh][Uhcf'g'hc ; Uff]gcbž'k \c'k Ug'Ya d`cmYX'Uh'h\Y'fYdU]f'g\cd""

H\Y'5ffYgh'UbX'`bj Ygh][Uh]cb

8i f]b['ei Ygh]cb]b[ž; Uff]gcb`]b]h]U``miXYb]YX'VY]b[`dfYgYbh'cb 6`ci bhghck b'<][\k Um'k \Yb'h\Y'UWW]XYbh'cWW ffYX""<ck Yj Yfž\Y `UhYf'W\Ub[YX'\]g'bUffUh]j YžUXa]hh]b['h\Uh'h\Y'\UX']bXYYX'VYYb Xf]j]b['YUgh'UbX'h\ci [\h'h\Y'\UX'\]h'U'XYYf""<]g'fYUgcb]b['k Ug W\]`]b[; Uff]gcb`]bg]ghYX'h\Uh'VYWUi gY'\Y'\UX'dfYj]ci g`m'ghfi W_ XYYfž\Y'X]Xb h'XYYa `]h'bYW'ggUfmi'hc'ghcd""<Y'UXXYX'h\Uh Ubch\Yf']bX]j]Xi U`k Ug'k]h\'\]a 'Uh'h\Y'h]a Y'cZ'h\Y'Wc``]g]cb"

; Uff]gcb`]g'gYh'hc'a U_Y'\]g'Z]fgh'Wci fh'UddYUfUbW'cb'GUhi fXUmž UbX'Zcf'h\Y'Wc'a a i b]hmž'h\Y']a d`]WUh]cbg'cZ'h\]g'WUgY'Yi hYbX'ZUf VYmcbX'↑ gh'cbY']bX]j]Xi U""H\Y']bW]XYbh'\Ug'] [b]hYX'X]gW'gg]cbg UVci h'fcUX'gUZYhm'UbX'h\Y'XUb[Yfg'dcgYX'hc'WmW]ghg'UbX dYXYghf]Ub'g']b': `cf]XU"

<]h!UbX!Fi b'GhUh]gh]Wg']b': `cf]XU

: `cf]XU'\Ug'U'fYbck bYX'dfcV'Ya 'k]h\'\]h!UbX!fi b']bW]XYbhgž UWWci bh]b['Zcf'bYUf'mi&) i `cZ'U``hfUZZ]WWfUg\Yg']b'h\Y'ghUhYž'Ug' : @< GA J 'fYdcfhg""`b'&\$&' U'cbYž'h\YfY'k YfY'%\$(ž&+' '\]h!UbX!fi b WfUg\Yg'fYWcfXYXž'fYgi `h]b[']b'&+%ZUhU`]h]Yg""Ji `bYfUV'Y'[fci dgž gi W\`Ug'dYXYghf]Ub'g'UbX'WmW]ghgž'UfY'dUfh]W'Uf'm'UZZYWhYX'/%) - cZ'h\cgY'ZUhU`]h]Yg'k YfY'dYXYghf]Ub'gž'UbX'(+`k YfY'WmW]ghg" 5'Ufa]b[`mž'cj Yf', % `cZ'h\YgY'ZUhU`]h]Yg'\UddYbYX'Xi f]b[`ck ! j]g]V`]hm'Wc'bX]h]cbgž'\][\`][\h]b['h\Y'i f[Ybh'bYYX'Zcf']bWfYUgYX Uk UfYbYgg'UbX'UWWci bhUV`]hm'icb'h\Y'fcUX"

AcfYcj Yfž'h\Y'5Ufcb'7c\Yb'@ZY'DfchYWh]cb'5Wž'k \]W\`fUa dYX'i d dYbU'h]Yg'Zcf'h\cgY']bj c'j YX']b'\]h!UbX!fi bgž'k Ybh']bh'c'YZZYWh mYUfg'U[cž'YghUV`]g\]b['a UbXUhc'fmi'a]b]a i a 'gYbhYbW'g'Zcf Xf]j Yfg'k \c'ZYY'h\Y'gW'bY'cZ'ZUhU`'UWW]XYbhg""`Z'Wc'bj]WYXž'\]hh]b[UbX'_]`]b['U'dYfgcb'WUb`YUX'hc'U'a]b]a i a 'cZ'Zci f'mYUfg']b df]gcb'UbX'U'a UI]a i a 'cZ' \$'mYUfgž'U'cb[g]XY'\YZh'm]Z]bYg""H\YgY

`Uk g`UfY`U]a YX`gei UfY`mUh`X]gWci fU[]b[`gi Wk`fYW`Ygg`VY\Uj]cf UbX`dfcj]X]b[`↑ gh]WY`Zcf`j]Wh]a g`UbX`h\Y]f`ZUa]`Yg"

5`7U``Zcf`5Wh]cb

K]h\`bYk`UX↑gha Ybhg`hc`\]h!UbX!fi b``Uk g`VY]b[`]bhfcXi WYX`]b &\$&) ž`Ug`Wcj YfYX`Vm`A W i]fY`@Uk`C ZZ]WYgž`Uk`YbZcfWYa Ybh`]g [U]b]b[`a`cfY`hcc`g`hc`hfUW`Xck b`cZZYbXYfgž`Ybgi f]b[`h\Uh`↑ gh]WY]g`gYfj YX`Zcf`h\cgY`]a dUWYX`Vm`h\YgY`fYW`Ygg`UWh]cbg" `A Ubm VY`Yj Y`h\Uh`hci [\Yf`WcbgYei YbWYg`a] [\h`Z]bU``m`XYhYf`Xf]j Yfg Zfca ``YUj]b[`h\Y`gWYbY`cZUb`UWY]XYbh" `h`WUbbch`VY`ghfYggYX Ybci [\ `h\Y`cV`][Uh]cb`hc`ghcd`UZhYf`U`WfUg\ž`k \Yh\Yf`]h`bj`c`j`Yg]b`↑`fm`cf`dfcdYfm`XUa U[Yž`]g`bch`↑`gh`U``Y[U`a UbXUhY`/]h`g`U a`cfU``cbY"

5g`h\Y`Wca`a`i`b]hmid]W_g`i`d`h\Y`d]YWYg`UZhYf`h\]g`\YUfhVfYU_]b[`cggž`h\YgY`X]gW`gg]cbg`gYfj Y`Ug`U`h]a Y`m`fYa]bXYf`cZ`h\Y`Wfi`W]U` bYYX`Zcf`j] []UbWY`cb`:`cf]XU`g`fcUXgž`YgdYW]U``m`Zcf`]hg`a`cgh j`i`bYfUV`Y`]b\UV]hUbhg" `DYf\Udg`]h`g`h]a Y`Zcf`U``cZ`i`g`hc fYWcbg]XYf`ci`f`fYgdcbg]V`]h]Yg`Ug`Xf]j Yfg`UbX`Ybgi`fY`U`gUZf Ybj]fcb`a`Ybh`Zcf`Yj`Yfmc`bY"

8YhU]`g	
Cfh	6`ci bhghck b`<][\k Umž`@Ycb`7ci bhmž`:`cf]XU`
EiY``Yb	<ul style="list-style-type: none">• k k k "k Whj "hj• k k k "Z`ga j "[cj• k k k "a W[i]fY`Uk c ZZ]WYg"Wca

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