

: fUb_`]b`7ci bhm'Hci f]ghg'Gd`Ug\`~ %%&"(
A]``]cb`]b`&\$&(`°

: fUb_`]b`7ci bhm'gUk`~ %%&"(A`]b`]]g]hc'f'gdYbX]b[`]b`&\$&(ž
\[\`][\h]b[`]hg'[fck]b[`]h'ci f]ga`]ja`dUWh'UbX`YW`bca`]W
g][`b]Z]WUbW`"



: fUb_`]b`7ci bhmž`l`G5`!`†b`U`fYa`Uf`UV`Y`Vccb`Zcf': fUb_`]b
7ci bhm'g`YW`bca`mž`U`fY`W`b`h`g`h`i`X`m`f`Y`j`Y`U`Y`X`h`h`U`h`j`]g]hc'fg'\Uj`Y
W`b`h`f`]Vi`h`Y`X`U`g`h`U`[`]Y`f`]b[`]~ %%&"(`a`]``]cb`]b`gdYbX]b[`]h`f`ci`[`\`ci`h
h`Y`m`Y`U`f`&\$&("`H`]\g`]b`Z`i`l`i`b`X`Y`f`]b`Y`g`b`c`h`c`b`m`h`h`Y`U`f`Y`U`g`U`d`d`Y`U`
Vi`h`U`g`c`h`h`Y`]ja`d`c`f`h`U`b`W`c`Z`h`ci`f]ga`]U`g`U`W`f`h]WU`d`]`U`f`c`Z`h`h`Y`c`WU`
Y`W`b`ca`m`Gi`W`h`U`Z`[`i`f`Y`]g`b`c`h`a`Y`f`Y`m`U`h`Y`g`h`U`a`Y`b`h`h`c`Vi`g`h`]b[
V`Y`U`W`h`f`Y`g`c`f`h`g`U`b`X`W`h`U`fa`]b[`]X`c`k`b`h`c`k`b`g`/`]h`f`Y`Z`Y`W`h`g`h`h`Y`c`b`[`c`]b[
Y`Z`c`f`h`g`V`m`c`WU`c`Z`]W`U`g`U`b`X`Vi`g`]b`Y`g`g`Y`g`h`c`U`h`f`U`W`h`h`ci`f]ghg'h`h`h`g
d]W`h`i`f`Y`g`ei`Y`W`c`f`b`Y`f`c`Z`:`c`f`]X`U`ž`_`b`c`k`b`Z`c`f`]hg`g`W`b`]Wj`]gh`U`g`U`b`X
j`]V`f`U`b`h`W`h`i`f`Y`"5`W`c`f`X]b[`]h`c`h`h`Y`**GhUhY`×i`fb`U`ž`h`Y`g`Y`bi`a`V`Y`fg`
\[\`][\h`h`h`Y`]b`W`f`Y`U`g`]b[`]X`Y`a`U`b`X`Z`c`f`V`c`h`h`Y`]gi`f`Y`U`b`X`U`X`j`Y`b`h`i`f`Y`
]b`U`c`WU`Y`h`h`U`h`X`c`Y`g`U`[`c`c`X`X`Y`U`h`c`d`f`c`a`c`h`Y`]hg`Y`Z`"**

H\]g'g]nYUV`Y`W\i b_`cZ'gdYbX]b[`WUb`VY`Uhhf]Vi hYX`hc`U`j Uf]YhmicZ
UWh]j]h]Ygž'Zfca ``Y]gi fY`mVYUW\`XUmg`hc`YI W]h]b[`ci hXccf
UXj Ybhi fYg"K]h\`cWU`Vi g]bYggYg`VYbYZ]hh]b[`Zfca `h\]g`]bZi l ž
Yj Yfmc bY`ghUbXg`hc`[U]b`Zfca `h\Y`h\ f]j]b[`hci f]ga `]bXi ghfm"6i h
cbY`a][\hUg_ž`k \Uh`YI UWh`m]g`Xf]j]b[`h\]g`gi WWgg3`K]h\
]bWfYUg]b[`UhhfUWh]cbg`UbX`]a dfcj YX`]bZfUghfi Whi fYž: fUb_`]b
7ci bhm\Ug`dcg]h]cbYX`]hgY`ZUg`U`a i gh]j]g]h`XYgh]bUh]cb`]b
: `cf]XU"

Hci f]ga g`=a dUWh`UbX`6fc UXYf`7cbhYI h

Hc`VYhhYf`i bXYfghUbX`h\Y`]a d`]WUh]cbg`cZ: fUb_`]b`7ci bhm g
hci f]ga `Vcca ž`k Y`WUb`cc_`VYmc bX`f gh`h\Y`cWU`YWcbca m"
; `cVU`mž`h\Y`hfUj Y`UbX`hci f]ga `gYWhcf`\Ug`VYWca Y`U`j]hU`
YWcbca]WYb[]bY" `H\Y`K cf`X`HfUj Y`UbX`Hci f]ga `7ci bW]`\Ug
\[\`][\hYX`h\Uh`Wci bhf]Yg`Ufci bX`h\Y`k cf`X`UfY`fYWc[b]n]b[`h\Y
YWcbca]W]a dUWh`cZ`hci f]ga " : cf`]bghUbWž`h\]g`gYWhcf`UW`Wci bhg
Zcf`a]`]cbg`cZ`cVg`UbX`V`]`]cbg`]b` 8D`UWfcgg`j Uf]ci g`bUh]cbg"

K \`]Y: fUb_`]b`7ci bhm g`Z[i fYg`UfY`]a dfYgg]j Yž`h\Ym`UfY`bch
]gc`UhYX" `H\Y`cj YfU`hfYbX`g\ck g`U`fYa Uf`UV`Y`fYgi f[YbW`]b
hci f]gh`UWh]j]hm`UWfcgg`bi a Yfci g`fY[]cbg" `HfUj Y`Yfg`UfY`gYY_]b[
i b]ei Y`YI dYf]YbWg` Zfca `ei U]bh`hck bg`hc`Uj]g\`fYgc fhg" `H\]g
g\]Zh`\Ug`YbWci fU[YX`cWU`[cj Yfba Ybhg`UbX`Vi g]bYggYg`hc
]bj Ygh]b`hci f]ga !fY`UhYX`]bZfUghfi Whi fYž`fYWc[b]n]b[`h\Uh`h\YfY`g
gca Yh\]b[`hc`VY`gU]X`Zcf`Yb\UbW]b[`j]g]hcf`YI dYf]YbWg"

H\Y`; `cVU`D]Whi fY

: i fh\Yfa cfYž`]hg`ZUgW]bUh]b[`hc`bchY`h\Uh`hci f]ga g`]a dUWh`]gb h
`]a]hYX`hc`k Y`!_bck b`XYgh]bUh]cbg" `7ci bhf]Yg`UbX`fY[]cbg`h\Uh
a][\h`bch`hmd]WU`m`VY`Wcbg]XYfYX`hci f]gh`\chgdchg`UfY`U`gc
gYY]b[`g\]Zhgž`dUfh`mXi Y`hc`W\Ub[Yg`ci h`]bYX`Vm`h\Y`I b]hYX
B Uh]cbg`]b`h\Y]f`a Yh\cXc`c[m" `H\Y`I B`GhUhg`dfcj]XYg`U`i gYZ`
ZfUa Yk cf_`Zcf`i bXYfghUbX]b[`ck`[Yc[fUd\]WfY[]cbg`UfY
WWhY[cf]nYXž`k \]W\`a Um`UZZYWh`\ck `h\Ym`UhhfUWh`cf`a Uf`Yh`hc
hci f]ghg" `H\Y`fYa`cj U`cZ`X]gh]bWh]cbg`VYhk`YYb`XYj Y`cdYX`UbX
XYj Y`cd]b[`Wci bhf]Yg`\[\`][\hg`Ub`Yj`c`j]b[`bUffUh]j Y`]b[`cVU`

hci f]ga 'XmbUa]Wg"

5g'h\Y'hci f]ga ``UbXgWUdY'Wc b]bi Yg'hc'UXUdhž: fUb_`]b'7ci bhm
ghUbXg'Ug'U'df]a Y'YI Ua d`Y'cZ\ck 'ghfUhY[]Wd`Ubb]b['UbX
Wca a i b]hm']bj Ygha Ybh'WU b`m]Y'X'dcg[h]j Y'YWc bca]WfYgi `hg" `H\Y
'j] Y`m]bhYfUWh]cbg'Ua cb['j]g]hcf gž'Vi g]bYggYgž'UbX'h\Y`cWU`
[c] Yfba Ybh'bch'cb`m'WfYUhY'U'j]VfUbh'Uha cgd\YfY'Vi h'U`gc
Ybgi fY'h\Uh'h\Y'Zfi]hg'cZ'hci f]ga 'dcg[h]j Y`m'fYgcbUhY'h\fci [\ci h
h\Y'Wca a i b]hm"

Ð'h\Y'YbXž]hg'WYUf'h\Uh: fUb_`]b'7ci bhm]g'bch'cb`m'U'VYUi h]Zi`
d`UW'hc'j]g]h'Vi h'Ub'j]bWfYUg]b[`m]a dcfhUb'h'd`UmYf']b'h\Y'VfcUXYf
hci f]ga 'bUffUh]j Y'k YUj Yg'h\fci [\ci f`']j Yg"5g'k Y'W'YVfUhY
h\YgY']a dfYgg]j Y'Z][i fYgž`Yhg'Wc b]bi Y'hc']bj Ygh']b'a U_]b['ci f
WcfbYf'cZ: `cf]XU'U'k Y'Wca]b['UbX'YbW\Ubh]b['XYgh]bUh]cb'Zcf
a UbmimYUfg'hc'Wca Y"

8YhU]`g	
Cfh	: fUb_`]b'7ci bhmžI G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "ghUhY!^ci fbU`"Wca• i bghUhg"i b"cf[• k hhWcf[

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