

6UfVUfU`GU`YgW\ . '8]Y`HJ !F]W\ hYf]b`a]h
XYa`6`]W_`ZØfg`K YgYbh`]W\ Y

6UfVUfU`GU`YgW\ ž`X]Y`VY`_UbbhY`HJ !F]W\ hYf]b`ž`ZY]Yfh`Ua` '%\$"
† b] '\$&) `] \f`Df]a`Yh]a`Y!GdYW\U` / ei ch/8]Y`HchY`]a
F \Y]b/ ei ch/Ui Z`F`H@`

DYhYfg\ U[Ybž`8`Yi`hgW\`UbX`!`6UfVUfU`GU`YgW\ ž`Y]bY`VY`_UbbhY`
HJ !F]W\ hYf]b`ž`X]Y`Xi`fW\`]\fY`GW\`U[`_fUZh`i`bX`
9bhgW\Y]Xi`b[`gZfYi`X][`_Y]h` \Yfj`c fgh]W\hž`]gh`Ui`W\`]a` `df]j`UhYb`
I`a`ZY`X`ZØf`]\fY`gW\`bY`Y`9bhgW\Y]Xi`b[`gZ]bXi`b[`VY`_Ubbh`G]Y`
VYhcbh`X]Y`6YXYi`hi`b[`XYg`fYW\h`]W\Yb` ; Y\Øfgž`\Øfh`YXcW\`]b`XYf`
FY[`Y`b]W\h`Ub[`Y`Ui`Z` ; Y[`Yba`Y]bi`b[`Ybž`VYj`c`f`g]Y`Y]bY`
9bhgW\Y]Xi`b[`hf]Z]h` `†`]\fYa` :`fYi`bXYg`_fY]g`k`]fX`]\f`6`]\W_`U`g`
6YgW\`cggYb`!i`bX`!j`Yf`_ØbXYh`6`]\W_` `VYgW\]f]VYbž`k`Ug`]\fY`
9bhgW\`i`gg`_fUZh`i`bhYfghfY]W\h`GU`YgW\`g]Y\`h`g]W\`gY`Vgh`U`g`
9bhgW\Y]XYf]b`i`bX`VYnY]W\`bYh`g]W\`]a` `df]j`UhYb`F`U`a`Yb`[`YfbY`U`g`
J`c`fg]hnYbXY`F`]W\ hYf]b` `VYf]W\ hYhY`X]Y`NJ`K` "

8]Y` ; fUbXY`8`Ua`Y`XYf`XYi`hgW\Yb` ; Yf]W\hgg\`ck` \`Uh`Y]bY`
VYa`Yf`_Ybgk`YfhY`?`Uff]YfY` \]bhYf`g]W\`"; YVcfYb`]b`9hh`]b[`Yb`VY`
?`Uf`gfi` \Yž`V`]W_h`g]Y`Ui`Z`Y]bY`i`a`ZUggYbXY`↑`f]gh]gW\Y`@`Ui`ZV`U`b`
ni`fØW_``6Yj`c`f`g]Y`]bg` : YfbgY\Yb`k`YW\gY`hYž`k`Uf`g]Y`a`Y\`fYfY`
‡\`fY`U`g`F`]W\ hYf]b`Ua` `@`UbX[`Yf]W\h`<`Ua`Vi`f[`h`Å`h][`ž`k`c`g]Y`Ui`W\`
ZØf`[`fc`»`Y`F`Ui`gW\`[`]Zhj`YfZU`fYb`ni`gh`Å`bX][`k`Uf`"J`cb`&\$\$\$`V]g`&\$\$%&`
k`Uf`g]Y`]b`XYf`GYbXi`b[`F`]W\ hYf]b`6UfVUfU`GU`YgW\`ni`gY\Ybž`
X]Y`Ui`Z`Z]_h]j`Yb`GhfUZfYW\hgZ`Yb`VUg]YfhY`" `‡`fY`Y`hnhY` :`c`[`Y`k`]fX`
U`g`&%(`+`" :`c`[`Y`]b`9f]bbYfi`b[`V`Y]VYb`gW\`]`XYfh`K`_]`dYX]U`"

J`c`a` ; Yf]W\hggUU``]bg` : YfbgY`Y`b

6Yj`c`f`g]Y`U`g`HJ !F]W\ hYf]b`VYfØ`a`h`i`fXYž`UfVY]hYhY`6UfVUfU`

GU`YgWk`UV`%-+-`U`g`GhUUhgUbK`À`h]b`]b`<Ua`Vi`f[`i`bX`k`Uf`gd`À`hYf`
Ui`Wk`U`g`5VhY]i`b[`g`Y]hYf]b`]b`XYf`đ`gh]nVY\`ÒfXY`h`Àh][`" `a` `đ\`f`
%-`-`-`Yb`hgWk`YX`g]Y`g]Wk`ž`\fY`↑`f]gh]gWk`Y`?`Uff]YfY`a` `]h`Y]bYf`
H`Àh][`_Y]h]a` `:`YfbgY\`Yb`ni` `_ca`V]b]YfYb`i`bX`ØVYfbU\`a` `XUg`
:`cfa`Uh`XYg`Ua`Yf]_Ub]gWk`Yb`J`cfV]`Xg`đ`X[`Y`đ`Xm`" `≡`fY`
:`YfbgY\`_Uff]YfY`bU\`a` `f]Wk`h][` `: `U\`fh`Ui`Z`U`g` `F`]Wk`hYf]b`6UfVUfU`
GU`YgWk` `]a` `XYi`hgWk`Yb`:`YfbgY\`Yb`Ui`g[`YghfU\`h`k`i`fXY`" `8]Y`G\`ck`
df`ÀgYb]h]YfhY`nU\`fY]Wk`Y`Z]_hj`Y`:`À`Y`ž`XUfi`bhYf`?`ÒfdYfj`Yf`Yhni`b[`
i`bX`8]YVghU\`ž`i`bX`k`i`fXY`ni` `Y]bYa` `[`fc`»`Yb`9fZc`[` `Yf[` `À`bnh`
Xi`fWk` `≡`Zcfa`Uh]cbYb`j`cb`K`_]`dYX]U`"

B`UWk` `Y]bYf`nY\`b`À\`f][`Yb`5i`gnY]hj`cb`XYf`:`YfbgY\`h`Àh][`_Y]hž]b`XYf`
g]Y`g]Wk`U`g`A`U`Yf]b`i`bX`6]X\`Ui`Yf]b`VYh`Àh][`hYž`_Y\`fhY`g]Y`&`\$`&&`
a`]h`XYf`bYi`Yb`:`Yf]Wk`hgg\`ck` `6UfVUfU`GU`YgWk` `8`Ug`
GhfUZ[`Yf]Wk`h`ni`fØW`ž`X]Y`k`Yf`_h`À[` `]Wk` `Ui`g[`YghfU\`h`k`]fX`" `5a` `"%`\$`
`đ`b]`k`]fX`Y]b`VYgcbXYfYg`Df]a`Yh]a`Y!`GdYW]U`i`bhYf`XYa` `H]hY`
 `6UfVUfU`GU`YgWk` `8`Yf`[`fØ`»`hY`Dfc`nYgg`]`fYg`@YVYbg.`8]Y`HchY`]a`
F\`Y]b`ni`f`:`Y]Yf`]`fYg`&`)!`À\`f][`Yb`đ`V]`Ài`a`g`]a` `: `YfbgY\`Yb`
 `Ui`Zbž`XUg`ni`g`Àh`]Wk`Y`5i`Za`Yf`_gUa`_Y]h`Ui`Z]\`f`VYY]bXfi`W`_YbXYg`
@YVYbgk`Yf`_`Yb`_h`gc`X]Y`K`_]`dYX]U`"

DYfgÒb`]Wk`Yf`<]bhYf[fi`bX`i`bX`?`i`bgh`

6UfVUfU`GU`YgWk`k`i`fXY`]b`?`Uf`gfi` \Y`[`YVcfYb`i`bX`k`i`Wk`g`a`]h]\`fYf`
j`]Yf`đ\`fY`Øb[`YfYb`GWk`k`YghYf`]b`9h`h]b[`Yb`Ui`Z`G]Y`]gh`X]Y`HcWk`hYf`
XYg`6Ui`i`bhYfbY\`a`Yfg`?`i`fh`K`]`m`G]Y[`Zf]YX`GU`YgWk`i`bX`gY]bYf`
:`fUi` `đ\`UbbU`đ` `]Yž[`YVcfYbY`A`Ø`Yf`" `B`UWk` `]\`fYa` `đ`fUghi`X]i`a` `Ub`
a`Y\`fYfYb`i`b]j`Yfg]h`ÀhYb`VfUWk`g]Y`Y]b`Gdcfhghi`X]i`a` `UVž`i`a`g]Wk`
Ui`Z`X]Y`F`YWk`hgk`]ggYbgWk`Už`hYb`ni` `_cb`nYbhf]YfYb`**Ub`U`mg]Yfh`j`cb`
NJ`K`"**

<Yi`hY`YVh`GU`YgWk` `]b`DYhYfg\`U[`Ybž`]gh`YX][` `i`bX`\`Uh`_Y]bY`
?`]bXYf`" `≡`fY`_ØbghYf]gWk`Yb`5fVY]hYbž`X]Y`g]Y`U`g`bYi`Yb`6Yfi`Z`
VYhfUWk`hYhž`k`YfXYb`gck`c`\`df]j`Uh`U`g`Ui`Wk`]b`]`fYa` `: `cfa`Uh]a`
:`YfbgY\`Yb`df`ÀgYb]h]Yfh`" `9]b][`Y`]`fYf`K`Yf`_Y`g]bX`Xcfh`ni`gY\`Ybž`
i`bX`g]Y`\`Uh`g]Wk` `Ui`Wk` `Ub`XYf`?`i`bghU`_UXYa`]Y`6UX`F`Y]Wk`Yb`U`
k`Y]hYf[`YV]`XYh`" `8]YgY`_fYUh]j`Y`K`YbXi`b[`]b`]`fYa` `@YVYb`nY][`hž`
XUgg`g]Y`b]Wk`h`bi`f`U`g`F`]Wk`hYf]bž`gcbXYfb`Ui`Wk`U`g`?`Øbgh`Yf]b`

Y]bYb`VYXYi hYbXYb`D`Uhn`Z]bXYh"

8YhU]`g	
C fh	DYhYfg\U[Ybž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "nj k "XY• XY"a "k]_]dYX]U"cf[• XY"k]_]dYX]U"cf[

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