

G7`?Y`\\Y]a`ZY]Yfh', \$`>U`fY`a`]h`A`Y`[`U`!
DUfhm`i`bX`gdY`_hU`_i``À`fY`a``:`i`»`VU```°

8Yf`G7`?Y`\\Y]a`ZY]YfhY`j`ca``&+`"V]g`&-`"ž`b]`&\$&)`gY]b`
, \$!`À`f]`[`Yg`6YghY`\\Yb`a`]h`:`YghU`_hž`Gd]Y`Yb`i`bX`9`fi`b`[`Yb`"



?Y`\\Y]a`ž`8Yi`hgW`\\UbX`!`8Yf`G7`?Y`\\Y]a``\\U`h]b`ghfU`\\YbXYa`
GcbbYbgW`Y]b`Y]b`[`fc»Yg`:`Ygh`[`YZY]Yfh`J`ca``&+`"V]g`&-`"ž`b]`
&\$&)`k`i`fXY`XUg`,\$!`À`f]`[`Y`6YghY`\\Yb`XYg`J`YfY]bg`a`]h`
nU`\\fY]W`Yb`J`YfUbghU`hi`b`[`Yb`i`bX`Y]bYf`Vi`bhYb`:`À`ghYgW`Uf`
[`YZY]Yfh`";`fi`bX`Z0f`X]Y`:`Y]Yf`]W`_Y]hYb`k`Uf`X]Y`+`)!>U`f!`:`Y]Yfž`X]Y`
k`Y`[`Yb`XYf`7cfc`bU!DU`bXYa`]Y`b]W`hghU`hž]bXYb`_c`bb`hY`"8`Y`
ZYgh`]W`Yb`HU`[`Y`ghUbXYb`[`Ub`n]a`NY]W`Yb`j`cb`:`Ya`Y]bgW`U`Z`ž`
F`YgdY`_h`i`bX`J`]Y`ZU`h`"

A`h`Y]bYa`c`Z]n]Y`Yb`:`YghU`_h`VY`[`Ubb`XUg`9fY]`[`b]g`Ua``:`fY]hU`[`.
8fY]`60`YfgW`0ggY``À`i`hYhYb`XYb`6Y`[`]bb`XYf`:`Y]Yf`]W`_Y]hYb`Y]b`"
Ni`f`:`fYi`XY`XYf`5bk`YgYbXYb`ZUb`X]Y]b`:`fYi`bXgW`U`Z`hggd]Y`
nk`]gW`Yb`XYa`G7`?Y`\\Y]a`i`bX`XYa`G7`H`U`XcfZ`ghU`hž`XUg`a`]h`"

Y]bYa ' .%!G]Y['ZØf'XYb'G7'?'Y\Y]a 'YbXYhY'"5i W\X]Y'VY]XYb
Gd]Y'Yf': f]hn'B YfV'i bX'H\ca Ug'6Ufk Ub]Yhn'Xi fZhYb'g]W\ØVYf'Y]b
5VgW\]YXggd]Y'ZfYi Yb'"6Øf[Yfa Y]ghYf'7\ f]gh]Ub'GWk Y][Yfž'gY]b
GhY''j YfhfYhYf'8Ybb]g'8]Yfa Y]Yf'gck]Y '@UbXfUh'A Ufh]b'BYi a YmYf
k UfYb'i bhYf'XYb'nU\ fY]WYb'; ÅghYbž'X]Y'XUg'9j Ybh'VYgi W'hYb"
8Yb'[YgY''][Yb'5VYbX' _Ub['a Ub'a]hY]bYf'D`UmYf g'B][\h'Ui g"

5_h]j]hÅhYb'i bX'9\fi b[Yb

8cW\XUg'ž V]Åi a 'k Uf'b]W'h'bi f'j cb'gdcfh]WYb'K YhhVYk YfVYb
[YdfÅ[h'"5a 'GUa ghU['ghUbXYb'X]Y'† b[Yb'HU'YbhY'XYg'J YfY]bg'ja
A]hhY`di b_h'"8]Y'; !'i bX': !ž [YbXa UbbgW\UZhYb'gd]Y'hYb
gdUbbYbXY': i b]bc!Hi fb]YfYž'k Å\fyb'X'X]Y'9!ž [YbX'[Y[Yb'XYb'G7
H\U'XcfZY]b'dUW_YbXYg'8i Y'''']YZYfhYž'XUg'X]Y'; ÅghY'a]h'&.%ZØf
g]W\YbhgW\]YXYb'"ž'Y]bYa ' ; Ui X]!Hi fb]Yf'a]h'gYW\g
A UbbgW\UZhYb' _cbbhY'J Z@?'Y\Y]a 'XYb'Dc_U`a]h'bUW\ <Ui gY
bY\ a Yb'"8Yb'5VYbX'k]YXYf\c'hY'a Ub'X]Y'D`UmYf g'B][\hž'X]Y'U`Y
6YhY']][hYb'Xi fW\] \fY'[YgY''][Y'5ha cgd\ÅfY'VY[Y]ghYfhY"

5a 'GcbbhU['\]b[Y[Yb' []b['Yg'hfUX]h]cbY''ni "'9]b
K Y]» k i fghZfØ\ghØW_`i X'X]Y'9\fyb[ÅghY'i bX'X]Y'GYb]cfYb'XYg'G7
'Y\Y]a 'XUni 'Y]bž'g]W\Ui gni hUi gW\Yb'i bX'[Ya Y]bgUa 'ni 'ZY]Yfb"
8Yf': Ygmi ['ni f' <cdZYbVUW\!5fYbU ž'XYa '<Y]a Uhgdcfhd`Uhn'XYg
G7'?'Y\Y]a ž'k Uf'Y]b'k Y]hYfYf'<Ø\Ydi b_h'"%`J c'fghUbX'5bXfYUg
=dZY`_cZYf'f]W'hYhY'Y]b][Y'K c'fhY'Ub'X]Y'; ÅghY'i bX'VYhcbhY'X]Y
]a a YbgY'6YXYi hi b['j cb'Ni gUa a Yb\U'hi bX'XYf'ž [YbXUfVY]h
]a 'J YfY]b'"9f'Xi fZhY'ni XYa 'XUg') \$ \$"J YfY]bga]h['j]YX'VY[fØ» Yb
i bX'j Yf']Y\ '9a]`GW\Ui XYfYf'X]Y'9\fybj c'fghUbXga]h['j]YXgW\UZh"

9]b'[Ya Y]bgUa Yg': f]YXYbg[YVYh]j cb'DZUffYf'DZYZZYf'i bX'æ Ua
9_fYa 'G]j f]j Yf']Y\XYa ' : YghY]bYb'VYgcbXYfYb'ZY]Yf']WYb
7\UfU_hYf'"9g'VYghÅh][hY'Y]ba U`a Y\ f'X]Y'K YfhYž'ZØf'X]Y'XYf'G7
'Y\Y]a 'ghY\h'9]b\Y]h'i bX'FYgdY_h'"8Ub_ '[U'h'Ui W\XYb
nU\ fY]WYb'<Y'ZYf]bbYb'i bX'<Y'ZYfbž'X]Y'ni a ' ; Y'j]b[Yb'XYg
: YghYg'VY][YhfU[Yb'\UVYb"

J YfY]bgYbhk]W_`i b['i bX'9\fybUa h

; YfUXY`j b`XYf`Yi h[Yb`NY]h[gh`XUg`9`fYbUa`h`Yb`hgW`Y]XYbX`zi a`
XUg`J`YfY]bg`YVYb`U`_h]j`ni`[`YghU`hYb`"8`Yf`G7`?`Y`Y]a`[`_Ubb`Ui`Z`
Y]bY`d`cg]h]j`Y`9`b`hk`]W`_i`b[`]b`XYf`đ`[`Yb`XUfVY]h`ni`f`Ø`W`_`]W`_Yb`ž`X]Y`
Xi`f`W`_`ghY][`Yb`XY`A`]h[`]Y`XY`fn`U`Y`b`VY`Y`[`h`k`]f`X`"`đ`Y]b`Yf`
đ`U`f`Y`g`U`i`d`h]`Y`fg`U`a`a`i`b[`]a`A`À`fn`&`\$`&)`k`i`f`XY`b`b]W`h`bi`f`
9`fi`b[`Yb`z`Ø`f`_`Ub[`]A`f][`Y`A`]h[`]Y`X`g`W`U`Z`h`Y`b`Ui`g[`Y`gd`f`c`W`Y`b`ž`
g`c`b`X`Y`f`b`Ui`W`_`b`Yi`Y`DU`f`h`b`Y`fg`W`U`Z`h`Y`b`a`]h`G`d`c`b`g`c`f`Y`b`j`Y`f`Y]b`V`U`f`h`ž`
i`a`X`Y`b`J`Y`f`Y]b`Z]b`Ub`n]Y`gh`UV]`ni`U`h`Y`b`"6`Ø`f[`Y`fa`Y]g`h`Y`f`
7`f]g`h]Ub`G`W`k`Y][`Y`f`g`d`f`U`W`_`k`À`f`Y`b`X`X`Y`f`J`Y`fg`U`a`a`i`b[`]Ø`V`Y`f`
k`]W`h][`Y`G`U`b]Y`fi`b[`ga`U`»`b`U`a`Y`b`ž`X]Y`X]Y`đ`Z`f`U`gh`fi`_`hi`f`X`Y`g`
J`Y`f`Y]b`g`j`Y`f`V`Y`g`g`Y`f`b`gc`Y`b`"8`]Y`đ`gh`Ub`X`U`hi`b[`]X`Y`f`
Ni`Z`U`f`h`g`gh`f`U`»`Y`ni`a`G`d`c`f`h`d`U`h`n`g`c`k`]Y`;`Y`g`d`f`A`W`Y`ni`f`
J`Y`f`V`Y`g`g`Y`fi`b[`]X`Y`f`DU`f`_`d`U`h`ng]h`i`h]c`b`g]b`X`k`]W`h][`Y`A`Y]Y`b`gh`Y]b`Y`
Z`Ø`f`X]Y`Ni`_i`b`Z`h`"

9b[U[]YfhY`A`h[`]Y`X`Y`f`g]b`X`X`U`g`<`Y`fn`Y`X`Y`f`G`d`c`f`h[`Y`a`Y]b`g`W`U`Z`h`
@`Ui`h`Y]b`Y`f`9`f`Y`Vi`b[`]Y`b[`U[]Y`f`Y`b`g]W`_`fi`b`X`" `%A`]]`c`b`Y`b`
A`Y`b`g`W`Y`b`]b`8`Yi`h`g`W`_`U`b`X`Z`f`Y]k`]]][`ž`k`c`V`Y]X`Y`f`[`f`Ø`»`h`Y`5`b`h`Y]`]a`
6`Y`f`Y]W`_`G`d`c`f`h`i`b`X`6`Y`k`Y[`i`b[`]ni`Z]b`X`Y`b`]gh`"8`Y`f`G`7`?`Y`Y]a`U`h`
V`Y`f`Y]h`g`Y]b[`]i`h`Y`g`<`À`b`X`W`Y`b`V`Y]X`Y`f`5`b`g`d`f`U`W`Y`j`c`b`
9`f`Y`b`U`a`h`]W`Y`b`V`Y`k`]Y`g`Y`b`"8`]Y`;`c`f`h`g`Y`h`ni`b[`]i`b`X`đ`h`Y`b`g]j`]Y`fi`b[`
X`Y`f`Y`f`Y`b`U`a`h`]W`Y`b`5`f`V`Y]h`g]b`X`i`b`Y`f`À`g`g`]W`_`ž`i`a`Ui`W`_]b`Ni`_i`b`Z`h`
Y`f`Z`c`[`f`Y]W`_`k`Y]h`Y`f`U`f`V`Y]h`Y`b`ni`_`Ø`b`Y`b`"8`]Y`đ`h]U`h]j`Y`ni`f`
;`Y`gh`U`hi`b[`]j`c`b`i`f`Y]k`]]][`Y`ba`U`b`U[`Y`a`Y`b`h`i`b`X`5`b`Y`f`_`Y`b`b`i`b[`]X`Y`g`
9b[U[Y`a`Y`b`hg]g`h`Y`f`V`Y]j`c`b`[`f`c`»`Y`f`6`Y`X`Y`i`h`i`b[`"

8]Y`d`c`g]h]j`Y`b`9`f`Z`U`fi`b[`Y`b`i`b`X`X]Y`_`f`Y`U`h]j`Y`đ`[`Y`b`X`U`f`V`Y]h`X`Y`g`G`7`
?`Y`Y]a`k`Y`f`X`Y`b`k`Y]h`Y`f`_]b`z`Ø`f`đ`gd]f`U`h]c`b`g`c`f[`Y`b`i`b`X`X`Y`b`J`Y`f`Y]b`
Ui`Z`X`Y`a`K`Y[`]b`X]Y`b`À`W`_`gh`Y`đ`V]`À`i`a`g`fi`b`X`Y`i`b`h`Y`f`gh`Ø`h`n`Y`b`"8`Y`f`
G`7`?`Y`Y]a`V`]W`_`h`i`a`]h`G`h`c`n`Ui`Z`g`Y]b`Y`;`Y`g`W`_]W`_`h`Y`ni`f`Ø`W`_`i`b`X`]g`h`
j`c`Y`f`H`U`h`Y`b`X`f`U`b[`]z`Ø`f`X]Y`Ni`_i`b`Z`h`"

:`Ø`f`k`Y]h`Y`f`Y`đ`Z`c`f`a`U`h]c`b`Y`b`Ø`V`Y`f`X`Y`b`G`7`?`Y`Y]a`ž`X]Y`Y`h`h`Y`b`
B`Y`k`g`i`b`X`U`b`gh`Y`Y`b`X`Y`J`Y`f`U`b`gh`U`hi`b[`Y`b`ž`V`Y`gi`W`Y`b`G]Y`X]Y`
c`Z]n]Y`Y`K`Y`V`g`Y]h`Y`g`W`_`Y`Y]a`"XY`"K`Y]h`Y`f`Y`8`Y`h`U]g`ni`f`
J`Y`f`U`b`gh`U`hi`b[`]Z]b`X`Y`b`G]Y`Ui`W`_`V`Y]V`Zj`"XY`i`b`X`đ`Z`c`f`a`U`h]c`b`Y`b`
Ø`V`Y`f`X`U`g`9`f`Y`b`U`a`h`i`a`G`d`c`f`h`V`Y]X`V`g!`b`d`W`X`Y`"

8YhU]`g	
Cfh	?Y`Y]a ž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VZj "XY • k k k "gW_Y`Y]a "XY • k k k "XVg!bdWXY

6Ygi WXYb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY