

F c h k]`X`]b`XYf`F \ Òb. `< YfUi gZcfXYfi b[Yb
i bX`@Ògi b[gUb gÀhnY`Ui Z`XYf`< Y[YgWÀ Ui

↵\fYg\Ui dhj YfgUa a `i b[`XYf`F c h k]`X\Y[Y[Ya Y]bgWÀ UZh
F \ Òb`Ua `%&"\$*`&\$&) `]b`H\i `VU.`< YfUi gZcfXYfi b[Yb`i bX
@Ògi b[Yb`ZØf`X]Y`F c h k]`XVYk]fhgWÀ UZhi b["



H\i `VUž`8Yi hgWÀ `UbX`!`↳`XYf`]Xm`]gWÀ Yb`H\i `VUH`U`U`Y`]b
H\i `VU`ZUbX`\Yi hY`X]Y`↵\fYg\Ui dhj YfgUa a `i b[`XYf`
F c h k]`X\Y[Y[Ya Y]bgWÀ UZh`F \ Òb`ghUhh`9]b`H\Ya Už`XUg`j]Y`Y
6Ygi WÀ Yf`i bX`9i dYfhYb`[`Y]WÀ Yfa U» Yb`]bhYfYgg]YfhY.`X]Y
< YfUi gZcfXYfi b[Yb`i bX`Ni `i bZh`XYg`F c h k]`XVYghUbXYg`]b`XYf`
F Y[]cb`"@Ui h: fUYb_]gWÀ Yf`HU[`[UV`Yg`]b`X]YgYa `↵\f
nU`fY]WÀ Y`gdUbbYbXY`H\Ya Ybž`j cb`XYf`5i gghY`i b[]j cb
<]fgWÀ [Yk Y]\Yb`V]g`\]b`ni `5bU`mgYb`XYf`5VgWÀ ØggY`i bX`XYf`
_ØbZh][Yb`6Yk]fhgWÀ UZhi b[`XYg`F c h k]`Xg`"8Yf`@Y]hYf`XYf`F <;
F \ Òbž`<Ufa `<i a Vi f[ž`ni gUa a Yb`a]h`XYa
↵[XVY`\ØfXYbj YfhfYhYf`< Ubgi!DYhYf`8cb]g`fY]hYfž`dfÀgYbh]YfhY
XUVY]Y]bXfØW_]WÀ Y; fUZ]_Yb`ni f`U_hi Y`Yb`F c h k]`Xdcdi `Uh]cb"

9]b`6`]W_`Ui Z`X]Y`NU\`Yb`nY][hž`XUgg`X]Y`Dcdi`Uh]cb`XYf
a`U`Ygh`Àh]gW`Yb`H]YfY`Y]bYb`5V`k`ÀfhghfYbX`Ui`Zk`Y]ghž`bUW`XYa`]b
XYb`j`Yf[`Ub[`YbYb`đ\`fYb`c\`Y`GhfYW`YbnU\`Yb`Yfn]Y`h`k`YfXYb
`cb`b`hYb`"9]b`Ui`g[`Yk`UW`gYbYf`<]fgW`VYb`Òh][`h`h`À[`]W`fi`bX`)"``[
;`f`Ø`ba`UggY`"8]YgY`B`U\`fi`b[`gUi`Zb`U\`a`Y`]a`K`U`X`_`Ubb`Y`Xc`W`ni
?`cb`Z]_`hYb`a`]h`XYf`:`c`f`gh`i`bX`@`Ub`Xk`]fhgW`UZh`Z`Ø\`fYb`ž`k`]Y`X]Y
5`bk`YgYb`XYb`Yf`Ò`fhY`fhYb`"8`Yf`:`fY]nY]h`X`fi`W`ž`j`Yfa`Y\`fhYf`đ][`XX`fi`W`
i`bX`X]Y`k`UW`gYb`XY`K`c`Z`gdc`di`Uh]cb`YfgW`k`YfYb`X]Y`F`Y[`i`]Yfi`b[
XYg`F`chk`]`XV`Ygh`Ub`Xg`Yf\`YV`]W`"

< YfUi gZcfXYfi b[Yb`i`bX`@`Øgi`b[Yb

6YgcbXYfg`VYi`bfi`\][`YbX`]gh`X]Y`HUhgUW`Yž`XUgg`F`chk`]`X`Ui`Z[`fi`bX
XYg`Yf\`Ò\`hYb`đ][`XX`fi`W`g`gck`]Y`H`fc`W`Yb\`Y]hYb`]b`i`bYf`Ui`VhY
@`VYb`b`gf`À`i`a`Y`[`YXf`À`b[`h`k`]fX`ž`VY]gd]Y`gk`Y]gY`]b`XYb
Hfi`dd`Yb`Ø`Vi`b[`gd`U`hn`K`]`X`ZY`W`Yb`"8]YgYg`H\`Ya`U`k`i`fXY`j`cb`XYb
F`YX`b`Yfb`XYf`J`Yf`Ub`gh`U`hi`b[`]`_`cb`_`fY`h`Ub[`Ygd`fc`W`Yb`"8]Y`F`<;
ZcfXYfh`XU\`Yf`b`Yi`Y`[`YgY`hn`]W`Y`F`Y[`Y`i`b[`Yb`ž`i`a`K`Ub`XYf\]fgW`Yb
XYb`];`Yb`Ui`gh`Ui`gW`ni`Yfa`Ò[`]W`Yb`"F`Ua`cb`U`:`Y\`f]b[`Yf`ž`X]Y`j`ca
6`UmYf]gW`Yb`đ][`Xj`YfV`Ub`X`Ub`k`YgYb`X`k`Uf`ž`\`c`V`ni`XYa`Y\`Yfj`c`f`ž`k`]Y
k`]W`h][`[`Y`Y][`b`Y`hY`:`À`W`Yb`Z`Ø`f`X`Ug`F`chk`]`X`g]b`X`i`b`X`a`UW`hY`Ui`Z
X]Y`6`Uff]YfYb`Xi`fW`X`Ug`5`i`hc`V`U\`bb`Y`hn`Ui`Za`Yf`g`Ua`"

:`Ø`f`X]Y`Ni`_`i`b`Zh`]gh`Yg`Yb`hgW`Y]XYb`X`ž`X]Y`K`U`Xi`a`V`Ui`!`D`fc`V`Ya`Uh]_`
b]W`h`Ui`g`XYb`5`i`[`Yb`ni`j`Yf`]YfYb`"8]Y`Ub`k`YgYb`XYb`9\`fYb[`À`ghY`ž
ni`XYb`Yb`G`h`U`U`hgY`_`fY`h`À`f`G`Ub`X`fc`?]fW`b`Yf`gck`]Y`X]Y`@`Ub`X`f`À`hY
H\`ca`Ug`6`c`X`i`bX`H\`ca`Ug`<`UV`Yfa`Ubb[`Y\`Ò`fhYb`ž`gY`hn`hYb`g]W`X`Z`Ø`f
Y]b[`Ya`Y]bg`Ua`Yg`<`Ub`XYb`b`Ui`Z`dc`]h]gW`Yf`9`VYb`Y`Y]b`"K`]f
a`Ø`ggYb`@`Øgi`b[`Yb`Z]b`XYb`ž`X]Y`gck`c`\`XYa`F`chk`]`X`U`g`Ui`W
i`bgYfYf`@`Ub`Xk`]fhgW`UZh[`YfYW`h`k`YfXYb`ž`gc`:`Y\`f]b[`Yf`"8]Y
b`À`W`ghY`];`Y`Y[`Yb`Y]h`ni`a`5`i`gh`Ui`gW`V]Y`hY`h`Y]b`Y`J`Yf`Ub`gh`U`hi`b[
XYf`F`\`Ø`b!`<`Y[`Y[`Ya`Y]bgW`UZh`Yb`ž`X]Y`Ua`&+`"đ`b]i`a`%,`.'`\$`i`\`f]a
<`Y]b`f]W`!`?`Ø`dd`Yf!`<`Ui`g]b`<`Ua`a`Y`Vi`f[`gh`U`hh`Z]b`XYh`"

9]b`6`]W_`ØVYf`X]Y`];`fYb`nYb

9]b`Y`ZY`_`hj`Yg`A`cb]hc`f]b[`XYg`F`chk`]`XYg`]gh`b]W`h`bi`f`Z`Ø`f`X]Y
F`Y[`]cb`k`]W`h][`ž`gcb`XYfb`Yf`ZcfXYfh`Ui`W`ØVYffY[`]cb`U`Y`

Ni gUa a YbUfVY]h"@Ui h@K : '6UmYfb'k]fX']b'Y]bYa
 [fYbnØVYfgWfY]hYbXYb'Dfc'Y_h'nk]gWfYb'6UmYfb'i bX'HgWfYWfY]b
 XUg'6Ø\ a Yfk U'X!² _cgmghYa 'i bhYfgi Wf'h"8cfh'_ca a Yb
 j YfgWfY]XYbY']bbcj Uhj Y'A Yh\cXYb'k]Y'; DG!HY'Ya Yhf]Y'i bX
 ?Ua YfUØVYfk UWf'i b['ni a '9]bgUhnž'i a 'X]Y'Fchk]'Xdcdi 'Uh]cb
 [YbUi 'ni 'YfZUggYb'i bX'XYfYb'@YVYbgfÅi a Y'ni 'UbU'mg]YfYb"

; YfUXY'X]Y'?`]a Uj YfÅbXYfi b[Yb'a UWfYb'Y]bY'j Yf'Ågg`]WfY
 NÅ\`i b['ja a Yf'gWf'k]Yf][Yfž'k Yg\U'V'a cXYfbY'HYWf'b_]Yb'VY]a
 A cb]hcf]b['i bYf'Ågg`]Wf'g]bX"'Gc'k i fXYb'Yhk U')) 'k Y]V`]WfY
 Fchk]'Xh]YfY'a]h; DG!<U'gVÅbXYfb'Ui g[YghUhhYhž'k Å\fybX'&) \$
 ?Ua YfUØVYfk UWf'i b[g[YfÅhY'Y]b[YgYhnh'k YfXYbž'i a 'X]Y
 Dcdi 'Uh]cbgX]Wf'hY'ni 'gWf'ÅhnYb"'@Ub[Zf]gh]['gc`Yb'X]Y
 [YgUa a Y'hYb'8UhYb'Ui Wf'5i ZgWf'i gg'ØVYf'X]Y'gU]gcbU'Y
 FUi a bi hni b['i bX'X]Y'<UV]hUk U'\`XYg'Fchk]'Xg'[YVYb"'5VYf
 ['Y]Wf'nY]h]['a i gg'Ui Z'X]Y'9]bZi ggZU_hcfYb'XYg'A YbgWfYb
 [YUWf'hYh'k YfXYbž'X]Y'g]Wf'Ui Z'X]Y'H]Yfdcdi 'Uh]cb'Ui gk]f_Yb
 _ØbbYb"

8]Y'J YfgUa a 'i b['XYf'Fchk]'X\Y[Y[Ya Y]bgWfUZh'F\Øb'\Uh
 Y]ba U'a Y\f'XYi h]Wf' [Ya UWf'hž'XUgg'X]Y'<YfUi gZcfXYfi b[Yb
 VY]a 'I a [Ub['a]h'Fchk]'X'j]Y'gWf]Wf'h]['g]bX"'K]Y'g]Wf'B Uhi f'i bX
 A YbgWf']b'XYf'Ni _i bZi'VY[Y[bYb'k YfXYbž'V'Y]Vh'gdUbbYbX'i bX
 YfZcfXYfh'Y]b['Ya Y]bgUa Ygž'UV[Ygh]a a hYg'J cf[Y\Yb'Ui Z'U`Yb
 9VYbYb"

8YhU]`g	
Cfh	H\i `VUž'8Yi hgWf`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "ZfUYb_]gWfYfhU["XY • k k k "`k Z"VUmYfb"XY

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