

A ]Ua ]`Hf]d`GdUf\_g`8fUa U.`: f]YbXg`7`Ug\  
Cj Yf`9X]hYX`D\chcg°

5b`%, !mYUf!c`X`[ ]f`/ . \$' - /g`A ]Ua ]`hf]d`d\chcg`gdUf`XYVUhY  
cb`gcW]U`a YX]U`YX]h]b[ žfYj YU`b[ `hYbg]cbg`Ua cb[ `Zf]YbXg  
UbX`VcXm]a U[ Y`]ggi Yg"



A ]Ua ]ž`I G5`!`GcW]U`a YX]U`]g`U`Xci V`Y!YX[ YX`gk cfXžYgdYW]U`m  
Zcf`h`Y`mci b[ Yf`[ YbYfUh]cb`bUj ][ Uh]b[ `h`Y`W`a d`YI`k YV`cZ`gY`Z  
]a U[ Y`UbX`Zf]YbXg\  
]d`F YW`b`h`ž`7`\  
]d`7`\  
]W`W`c] YfYX`U`ghcfm  
UVci h`Ub`%, !mYUf!c`X`[ ]f`k`c`Ya VfUW`X`Ui h`Yb]h]W]hm`Xi f]b[ `U  
hf]d`hc`A ]Ua ]`H\]g`XYW]g]cbž`\ck Yj Yfž`gdUf\_YX`U`k Uj Y`cZ  
W`b`h`f`c] Yfgm`Ua cb[ `Yf`Zf]YbXg`H`Y`[ ]f`g`ghfU]bYX`fY`Uh]cbg\  
]d  
k ]h\`Yf`Zf]YbX`8YYž`XYgW]VYX`Ug`a Ub]di`Uh]j Y`UbX`]bgYW fYž  
cb`m`U`X`X`Y`X`Z Y`hc`h`Y`Z]fY"

8i f]b[ `h`Y`A ]Ua ]`hf]dž`k`Y`Y`h`Y`[ fci d`Yb`cmYX`gi b!gcU\_YX  
a ca Ybhgž`hYbg]cb``]b[ YfYX`VYbYUh\`h`Y`gi fZUW`"8YYž`k`c  
a U]bhU]bYX`U`dc`j]hY`XYa YUbcfž`dcghYX`U`[ fci d`d]W`i fY`Vi h  
U`hYfYX`Yf`ck b`UddYUfUbW`ž`a U\_]b[ `YfgY`Z`cc`\_ga U`Yf`k`Y`Y

YI U[ [ YfUh]b[ 'h\Y '[ ]f` g`g]nY""F YU`n]b[ 'h\]g`X]ghi fV]b[  
X]gWfYdUbWmž'h\Y '[ ]f`ZY`h'Wca dY`YX`hc`g\UfY`h\Y`i bYX]hYX`d\chc  
cb`gcW]U`a YX]Už`U]a ]b[ 'hc`YI dcgY`h\Y`a Ub]di `Uh]cb`Uh`d`Um`Mfž  
k \Yb`g\Y`X]Xb h'fYW]j Y`UbmWca a Ybhg`Zfca `Yf`Zf]YbXg`cb`h\]g  
cf][ ]bU`d\chcž`Xci Vhg`VY[ Ub`hc`WfYYd`]b"

: f]YbXg\]d`UbX`Di V`]WGWfi h]bm

H\Y`d`ch\]W\_YbYX`k \Yb`@]mž`Ubch\Yf`Zf]YbXž`WcbZfcbhYX`h\Y '[ ]f`  
cj Yf`: UW`H]a Y""G\Y`UW`W gYX`\Yf`cZVY]b[ `dYhmiZcf`dcgh]b[ 'h\Y  
fYU`d]Whi fYž`U`gYbh]a Ybh'h\Uh`di h'h\Y]f`Zf]YbXg\]d`i bXYf  
Wcbg]XYfUV`Y`ghfU]b""; cgg]d`VY[ Ub`WfW`Uh]b[ `Ua cb[ 'h\Y]f`WfWYž  
k ]h\`gca Y`Zf]YbXg`ei Ygh]cb]b[ `k \Yh\Yf`hc`]bj ]hY`h\Y '[ ]f`cb`h\Y]f  
i dWca ]b[ `gdf]b[ `VfYU`UXj Ybhi fY""H\Y`a ]I YX`fYUWh]cbg`Zfca `h\Y  
[ fci d`\][ \][ \hYX`U`XYdYf`X]j ]XY.`gca Y`gi ddcfhYX`h\Y '[ ]f` g  
XYW]g]cbž`k \]Y`ch\Yfg`VY`Yj YX`g\Y`cj YffYUWhYX"

H\]g`gW`bUf]c`g\ck WUgYg`\ck `gcW]U`a YX]U`WUb`ZfUWhi fY  
fY`Uh]cbg\]dgž`cZhYb`VUgYX`cb`gY`Z]dYfW`dh]cb`UbX`h\Y`XYg]fY`Zcf  
j U`]XUh]cb""H\Y`bY`YX`hc`W`fUhY`Ub`]XYU`nYX`gY`Z]a U[ Y`WUb`Y`UX  
Zf]YbXg`Xck b`U`g`]ddYfm`g`cdYž`gd]fU`]b[ `]bhc`]bgYW`f]hm]UbX  
WcbZ]Wh"

H\Y`=a dUWh`cZ`: ]`hYfg`UbX`GcW]U`A YX]U

@]mg`Wca a Ybhg`]`i a ]bUhYX`Ubch\Yf`hfi h\`UVci h`hcXUm`g`gcW]U`  
W]a UhY""F YgYUfW`Zfca **DgmW`c`c [ m`HcXUm`]**bX]WUhYg`h\Uh'a Ubm  
mci b[ `UXi `hg`ghUfh`ci h`ZY`Y]b[ `WcbZ]XYbhž`cb`m`hc`ZUW`[ fck ]b[  
]bgYW`f]h]Yg`Ug`h\Ym`gWf`c`h\fc[ [ \`d`UhZcfa `g`Z`YX`k ]h\  
gYYa ]b[ `m`ZUk`Ygg`]a U[ Yg""H\]g`d\Ybca Ybcb`\Ug`YX`mci b[  
dYcd`Yž`\_]Y`A UmU`Uh`U[ Y`%, ž`hc`U`hYf`h\Y]f`UddYUfUbW`g  
g][ b]Z]WUbh`mi`g]b[ `Uddg`]Y`Y: UW`Hi bYž`UbX`Yj Yb`di fgi Y  
Wca Yh]Wgi f[ Yfm]b`gYUfW`cZ`h\Y`dYfZYWh`gY`Z]a U[ Y"

8cW`hcf`g`\Uj Y`bchYX`Ub`U`Ufa ]b[ `i dh]W\_]b`W]Ybhgž`dUfh]W`Uf`m  
mci b[ `k ca Ybž`gYY\_]b[ `Wca Yh]WYb\UbW`a Ybhg`VUgYX`cb`h\Y]f  
YX]hYX`gY`Z]Yg`fUh\Yf`h\Ub`W`YVf]hm]a U[ Yg""H\Y`hYfa `GbUdW`Uh  
8mga cfd\]Už`Z]fgh`WcbYX`hc`XYgWf]VY`h\]g`cVgYgg]cb`k ]h\`YX]hYX

d\c hcgž'Ya d\Ug]nYg'h\Y'dgmW\c`c[ ]WU`hc`h\YgY'i bfYU`]gh]W  
ghUbXUfXg'WUb`]bZ]W`"6Yhk YYb`&\$%) `UbX`&\$%+ž'h\Y'dYfWbH[ Y`cZ  
W]Ybhg'gYY\_]b[ `hc`]a dfcj Y'h\Y]f'gY`Z]Y`UddYUfUbW`[ fYk  
fYa Uf\_UV`mZfca `( &| `hc`) ) i "

I bXYfghUbX]b[ `h\Y`6][ [ Yf`D]Whi fY

5g'7`Yj Y`UbX`7`]b]Wdc]bhg'ci hž'h\Y`W`hi fY`cZ`Wca dUf]gcb  
ZcghYfg`]bgYW`f]hmž'YgdYW]U``mUa`cb[ `hYYbg"GcW]U`a YX]U  
YbWci fU[ Yg'i gYfg'hc`a YUgi fY`h\Ya`gY`j Yg`U[ U]bgh'ch\Yfgž  
fYgi`h]b[ `]b`VcXmX]ggUh]gZUWh]cb`h\Uh`WUb`YI UWfVUhY`YI`]gh]b[  
a YbhU``\YU`h\`]ggi Ygž`]bWi X]b[ `Ubl`]YhmUbX`XYdfYgg]j Y  
gma dhca`g`"9j Yb`U`a`]bcf'gY`Z]Y`WUb`g\_Yk`dYfWdh]cbgž`X]ghcfh]b[  
bUhi fU`ZYUhi fYg`UbX`YUX]b[ `hc`YI Wf]gg]j Y`gY`Z`↑X[ a Ybh"

H\YfYZcfYž`]hg`YggYbh]U`hc`W`hj`UhY`U`a`cfY`fYU`]gh]Wj`]Yk`cZ  
VYUi hmUbX`Ya`VfUW`]ja`dYfZYW]cbg`"FYWca`a`YbXUh]cbg`ghfYgg  
h\Y`]ja`dcfhUbW`cZ`hU\_]b[ `VfYU\_g`Zfca`gcW]U`a`YX]Už`Yb[ U[ ]b[ `]b  
dcg]hj`Y`gY`Z`hU`\_ž`UbX`gYY\_]b[ `dfcZYgg]cbU``\Y`d`k`Yb`bYYXXž  
YgdYW]U``mZcf`h\cgY`XYU`]b[ `k`]h\`XYYdYf`]ggi Yg`\_]Y`VcXm  
Xmga`cfd\]WX]gcfXYf`fb88Ł"

⌘`U`k`cf`X`Xf]j Yb`Vm`]\_Yg`UbX`Z`hYfgž`]hg`Wfi`W]U`hc`fYa`Ya`VYf  
h\Uh`Ui`h\Ybh]W]hm`WUb`Wca`Y`Uh`U`Wcghž`Vi`h`]hg`U`VUh`Y`k`cfh\  
Z][`h]b[ `Zcf[`Ybi`]bY`Zf]YbXg\]dg`UbX`\YU`h\]Yf'gY`Z]YghYYa`"5g'ci`f  
mci`b[ `dfchU[`cb]gh`bUj`][`UhYg`h\]g`W\U``Yb[ ]b[ `g]hi`Uh]cbž`dYf\Udg  
\Yf'ghcfmik`]`]bgd]fY`ch\Yfg'hc`h\]b`\_hk`]W`VYZcfY`U`hYf]b[ `bch`↑`gh  
h\Y]f`]a`U[ Ygž`Vi`h\h\Y]f`]XYbh]h]Yg"

8YhU]`g	
Cfh	A]Ua`]ž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"><li>• k k k "W\]dW\]W_`Wca</li><li>• k k k "dgmW\c`c[`mhcXUm`Wca</li><li>• \YU`h\`WYj`Y`UbXW]b]Wcf[</li></ul>

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