

I b`cW_`A YX]WU`6YbYZ]hg.`<ck
: fYY`UbWf`g7Ub`x]b`A YI]Wc`g`A GG`Bck`°

@YUfb`ck`]bXYdYbXYbh`k cf_Yfg`]b`A YI]Wc`WUb`Ybfc``]b`h\Y
A GG`Zcf`YU`h`gYfj]Wg`dYbg]cbg`UbX`a cfY`ZYZYWhj Y`m
&\$&) "



A ÅI]Wc`!`H\Y`bgh]hi hc`A YI]WUbc`XY`GY[i fc`GcW]U`fA GG`]g
ghYdd]b[`i d`hc`a YYh`h\Y`bYYXg`cZk cf_Yfg`]b`hcXUm`g`YWc`bca mž
dfcj]X]b[`YggYbh]U`gYfj]Wg`hc`]bXYdYbXYbh`dfcZYgg]cbU`gž
ZfYY`UbWf`gžUbX`YbhFYdfYbYi fg`5g`k Y`Zcf[Y`U\YUX`]b`U`k cf`X
k \YfY`a Ubm`Z]bX`h\Ya gY`j Yg`ci hg]XY`hfUX]h]cbU`Ya d`cma Ybh
ghfi Whi fYgž`hg`Wfi W]U`hc`i bXYfghUbX`ck`h\YgY`VYbYZ]hg`WUb
]a dUWh`mci f`YU`h`UbX`Z]bUbW]U`gYW`f]hm"

H\Y`A GG`\Ug`Ui bWYX`U`dfc[fUa`U]a YX`dfYW]gY`mUh`h]g
Ui X]YbWf`žXi VVYX`A cXU`]XUX`%\$žXYg][bYX`gdYW]Z]WU`mZcf`gY`Z
Ya d`cmYX`]bX]j]Xi U`g`5Wc`fX]b[`hc`a U[Yb`F UX]cžh`fci [\`h\]g
a cXU`]hmž`gY`Z]ghUfhYfg`WUb`UWf`gg`Ub`UffUm`cZVYbYZ]hg`U_]b`hc
h\cgY`Uj U]`UV`Y`hc`gU`Uf]YX`Ya d`cmY`g": fca`a YX]WU`gYfj]Wg`hc

dYbg]cb`d`Ubgž`A cXU`]XUX`%\$`\\Ug`VYŦa Y`U`[Ua Y!ŦU b[Yf`Zcf
a Ubm"

I bXYfghUbX]b[`A cXU`]XUX`%\$

6i h`k \\Uh`XcYg`g][b]b[`i d`Zcf`A cXU`]XUX`%\$`fYU`m`ia YUb3
9I dUbg]cb`a I `g\\YXg`i][\\h`cb`h\\Y`gdYŦZ]Ŧg. `Y`][]V`Y`]bX]j]Xi U`gž
]bWi X]b[`Ufh]gUbg`UbX`ga U``Vi`g]bYgg`ck bYfgž`[U]b`UWŦgg`hc
]a dcfhUb`hgcŦU`gYŦ f]hm`VYbYZ]hg" `H\\]g`]bWi XYg`Ŧcj YfU[Y`Zcf
a YX]ŦU`Ŧcbgi `hUh]cbgž`\\cgd]hU`ghUmgž`d\\Ufa UW`i h]ŦU`gžUbX
Yj Yb`a UhYfb]hm`ŦUfY" : i fh\\Yfa cfYž`h\\]g`d`Ub`Ŧcj Yfg`]bŦUdUŦ]hm
UbX`dYbg]cb`VYbYZ]hg`Zcf`i bZcfYgYYb`ŦfŦ a ghUbŦg"

H\\Y`fYei]fYa Ybh`hc`ĉ]b`h\\]g`dfc[fUa `]g`ghfU][\\hZcfk UfX" `Mci
bYYX`hc`VY`Ub`]bXYdYbXYbh`k cf_Yf`k]h\\ci h`Ubm`gi VcfX]bUhY
Ya d`cma Ybh`fY`Uh]cbg\\]dž`dcggYgg`U`7I F Dž`U`j U`]X`Ŧž`dfccZ`cZ
fYg]XYbŦŦ`UbX`Ub`UW]j Y`Ya U]`UWŦci bh`H\\Y`ZY`ghfi Ŧhi fY`]g
VUgYX`cb`mci f`XYWUfYX`a cbh\\`m]bŦca Yž`fUb[]b[`Zfca `h\\Y
a]b]a i a `k U[Y`i d`hc`&) `h]a Yg`h\\Y`I A 5ž`dfcj]X]b[`ZYI]V`]`hm
hU]`cfYX`hc`YUŦ `]bX]j]Xi U`g`Z]bUbŦU`g]hi Uh]cb"

A cfYcj Yfž`Ug`U`_]W_Yfž`i gYfg`k cb h`bYYX`hc`\\Uj Y`dfYj]ci g`m
Ŧcbhf]Vi hYX`Ug`Ya d`cmYg`hc`ĉ]b`A cXU`]XUX`%\$`ž`a U_]b[`]h`cdYb
UbX`UWŦgg]V`Y`hc`U`VfcUXYf`Ui X]YbŦŦ" `H\\]g`]g`dUfh]ŦU`Uf`m
bchYk cfh\\mž`Ug`a Ubm`dYcd`Y`\\Uj Y`hfUb]h]cbYX`hc`ZfY`UbŦŦ`k cf_
Xi Y`hc`Yj`c`j]b[`YŦbca]WŦbX]h]cbg"

5XX]h]cbU`C dh]cbg`Zcf`GY`Z!9a d`cmYX
K cf_Yfg

K \\]Y`A cXU`]XUX`%\$`g\\]bYg`k]h\\`]hg`Ŧca dfY\\Ybg]j Y`VYbYZ]hgž
h\\YfY`g`a cfY`hc`Ŧcbg]XYf"5g]XY`Zfca `]bX]j]Xi U`Ŧcj YfU[Yž`h\\Y
ŦGG`U`gc`cZZYfg`U` : Ua]`m`<YU`h\\`Ŧgi fUbŦŦ`d`Ub`Zcf`h\\cgY
XYg]f]b[`cb`mia YX]ŦU`gYfj]Ŧg`Zcf`h\\Y]f`cj YX`cbYgž`k \\]Y`Ubch\\Yf
cdh]cbž`A cXU`]XUX`(` \$ž`ŦUhYfg`gdYŦZ]ŦU`m`hc`h\\Y`i bYa d`cmYX`Vm
U`ck]b[`h\\Ya `hc`a U]bhU]b`h\\Y]f`dYbg]cb`Ŧcbhf]Vi h]cbg"

5g\`][\`][\hYX`]b`Fi bU\`fž`h\Y`⌘ GG\`Ug`VYYb`cb`U`a`]gg]cb`hc
Yb\`UbW`UbX`a`cXYfb]nY`]hg`gYfj`]Wg`Zcf`]bXYdYbXYbh`k`cf_Yfg
g]bW`h\Y`%-`-\$g":`fca`VUg]Wa`YX]WU`gYfj`]Wg`]b`h\Y`YUf`m`XUm
hc`hcXUm`g`Wca`dfY\`Ybg]j`Y`cZZf]b[`gž`]bWi`X]b[`dYbg]cbg`UbX
gcW]U`VYbYZ]hgž`h\Ymj`Y`U]a`YX`hc`]a`dfcj`Y`UW`Wgg]V`]`]hm`UbX
gi`ddcfh"

K` \Uhg`fYa`Uf_UV`Y`UVci`h`h\Y`⌘ GG`]g`]hg`Wca`a`]ha`Ybh`hc
ZYI`]V`]`]hm`Mci`f`Wlc]W`cZ`gU`Ufm`VUgY`Zcf`Wcbhf]Vi`h]cbg`]g`Ybh]fY`m
i`d`hc`mci`ž`k`\]W`a`YUbg`mci`WUb`UX`↑`gh`UW`WcfX]b[`hc`mci`f
Z]bUbW]U`WUdUV`]`]hm`DUma`Ybhg`WUb`U`gc`VY`a`UXY`h`fci`[`\`j`Uf]ci`g
a`Yh`cXgž`gi`W`Ug`VUb`_`VfUbW`Yg`UbX`Y`YW`hcb]W
hfUb`gZYfg`U`ck`]b[`]Ybi`]bY`YUgY`cZ`UW`Wgg`Zcf`h`cgY`↑`[`\`]b[
a`i`h]d`Y`fYgdcbg]V`]`h]Yg"

H\Y`F`cUX`5\YUX

5g`h\Y`k`cf`X`Wcbh]bi`Yg`hc`g\]Zh`hck`UfXg`[`]U`UbX`ZfYY`UbW`k`cf_ž
h\Y`VYbYZ]hg`cZ`c`]b[`]⌘ GG`UfY`VYWca`]b[`]bW`fYUg]b[`]m
]a`dcfhUbh`⌘X]j`]Xi`U`g`k`\`c`Ybfc```]b`h\]g`d`fc[`]fUa`b`ch`cb`m[`]U]b
UW`Wgg`hc`YggYbh]U`\`YU`h\`gYfj`]Wg`Vi`h`U`gc`]a`dfcj`Y`h\Y]f`cb[`]!
hYfa`Z]bUbW]U`ghUV`]`]hm`k`]h\`d`chYbh]U`dYbg]cbg`UbX`ch\Yf`gcW]U`
VYbYZ]hg"

⌘`WcbWi`g]cbž`]Z`mci`fY`Ua`cb[`]h\Y`Y`[`]cb`cZ`ZfYY`UbW`fg`UbX
]bXYdYbXYbh`k`cf_Yfgž`Wcbg]XYf`hU_]b[`]h\Y`YUd`]bhc`h\Y`⌘ GG
`UbXgWUdY``H\Y`gi`ddcfh]g`h\YfYž`hU`]c`fYX`Zcf`mci`ž`UbX`Ug`h\Ym
gUmž`H\YfY`g`gca`Yh\]b[`]hc`VY`gU]X`Zcf`\Uj`]b[`]U`[`ccX`\UbX"
8cb`h`a`]gg`ci`h`cb`h\Y`cddcfhi`b]hm`hc`gUZY[`]i`UfX`V`ch\`mci`f`\YU`h\
UbX`mci`f`Ž`hi`fY°

8YhU]`g	
Cfh	A ĀI]Wc
E i Y`Yb	<ul style="list-style-type: none">• k k k "]a U[YbfUX]c"Wca "a l• YI dUbg]cb"a l• fi bU\f"Wca

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