

6i hhYf`Df]Wg`GcUf`]b`BYk`NYU`UbX.`A YYh
h\Y`/`\$`- /6i hhYf`6UbX]h`/`\$`- /°

⌘`> bY`&\$&) žBYk`NYU`UbX`ZUWg`gcUf]b[`Vi hhYf`df]Wgž
dfca dh]b[`Wca a i b]hm]b]h]Uhj Yg`UbX`]bbcj Uhj Y`gc`i h]cbg
Zcf`Wcbgi a Yfg"



5i W`UbXžBYi gYY`UbX`!5g`Wcbgi a Yfg`]b`BYk`NYU`UbX
[fUdd`Y`k]h`gcUf]b[`Vi hhYf`df]Wgž`U`i b]ei Y`YbhYdfYbYi f`\Ug
gi fZUWX`hc`a YYh`h\Y`Wca a i b]hm`g`WfUj]b[g`Zcf`UZZcfXUV`Y`XU]fm
dfcXi Wg`"?U`YV`<U`j YfgcbžXi VVYX`h\Y` 7cghWc!7ck Vcm`cf
6i hhYfVUbX]hž `Ug`XYj Y`cdYX`U`WYj Yf`Vi g]bYgg`a cXY`h\Uh
hU_Yg`\]a`Zfca`HUfUbU_]`hc`5i W`UbXž`dfcj]X]b[`cWU`g`k]h`ck Yf!
Wcgh`Vi hhYf`a i W`bYYXYX`Ua]X`]bWfYUg]b[`]bZUh]cb`UbX`gi dd`m
WU`Yb[Yg`; fi ddYbghY`Yb`h\Uh[i]XYg`h\Y]f`g\cdd]b[`VY\Uj]cf
UfY`Yj]XYbh`Ug`g\cddYfg`gYY`VUf[U]bg`UbX`]a]hYX`ei Ubh]h]Yg`cZ
WXYUd`Vi hhYf`Uhj Uf]ci g`ghcFYgž]bWi X]b[`7cghWcž`k \YfY`di fWUgY
`]a]hg`UfY`gYh`Uh↑gh` \$`V`cW_g`dYf`W ghca Yfž`UWWcfX]b[`hc`
U[fUf\Yi hY"Wca "

H\Y`fYWb`hgi f[Y`j]b`Vi`hhYf`df]W`g`\\Ug`dfca`dhYX`]bj`Ybh]j`Y
gc`i`h]cbg`k`j]h\]b`h\Y`W`ca`a`i`b]hm"Gca`Y`YbhYfd]g]b[`]bX]j`j]Xi`U`g
\\Uj`Y`hi`fbYX`hc`a`U_]b[`]h\Y]f`ck`b`Vi`hhYf`z`k`\\Y`U`c`WU`g`W`cc`\\Ug
dUf`hbYfYX`k`j]h\`U`Vi`hhYf`dfcXi`W`f`hc`gY`d`UW`Yhg`Uh`U`df]W`c`k`Yf
h\Ub`h\Uh`Zci`bX`]b`gi`dYfa`Uf`Yhg`z`k`j]h\`Ub`]a`dYfgg]j`Y`gU`Yg`Z[`]i`fY
cZ`%-`ž\$`\$`d`UW`U[`]Yg`UbX`Y`ZZcfhg`hc`fU]gY`Z`bXg""9UW`g`U`Y
W`cbhf]Vi`hYg`cbY`BN`Xc`Uf`VUW`hc`h\Y`g`W`cc`ž`ZcghYf]b[`]U`gYbgY
cZ`W`ca`a`i`b]hmigi`ddcfh"

F`j]g]b[`]Df]W`g`5`ZZY`Wh`9j`Yfmc`bY`

<ck`Yj`Yfž`]hg`bch`↑`gh`Vi`hhYf`df]W`g`h\Uh`UfY`g`mf`c`W`Yh]b[`]H\Y
cj`YfU`b]ZUh]cb`]b`BYk`NYU`UbX`\\Ug[`]fYUh`m`UZZY`W`YX`XU`]m`]j`]b[`]W`
ghgž`Ug`fYj`YU`YX`V`m`fYW`b`h`Ub`U`mgYg":`c`ck`]b[`]h\Y`7CJ`8!`%`
dUbXYa`]W`k`\\W`h`f][`]YfYX`gYj`YfY`gi`dd`m`W`U]b`]ggi`Ygž`df]W`g`Zcf
YggYbh]U`]hYa`g`]Y`a`]`\\Uj`Y`W]a`VYX`Zfca`%",`\$`BN8`hc`Ufci`bX
&",`\$`BN8`dYf`]hYf`z`k`\\Y`h\Y`df]W`c`Z`V`Y`Z`\\Ug`↑`a`dYX`Zfca`%)
BN8`hc`&&`BN8`dYf`]c[`]fUa`"H\YgY`]b`W`Y`UgYg`\\[`]\\[`]h`U
VfcUXYf`hfYbX`UZZY`Wh]b[`]Vch`c`WU`g`UbX`YI`dUhf]UhYgž`dUfh]W`Uf`m
Ua`cb[`]BYk`NYU`UbX`g`;`Yfa`Ub`W`ca`a`i`b]hmž`k`\\c`UfY`U`gc
cVgYfj`]b[`]h\YgY`Y`W`bca`]W`W`Ub[`]Yg`WcgY`mž`Ug`bchYX`V`m`
bYi`gYY`UbX!Yn]bY`XY"

Cb`h\Y`[`]fcW`fm`Zfcbhž`h\Y`W`ghg`\\Uj`Y`hU`Yb`a`cfY`h\Ub`↑`gh`U
ga`U`V`]hY`ci`h`cZ`ZJa`]m`Vi`X[`]Yhg""9ggYbh]U`ghUd`Yg`UfY`ZUW]b[`]XU
i`bh]b[`]df]W`\\Ygž`Ub`]a`dUW`hcZ`gcUf]b[`]XYa`UbX`ci`hdUW]b[`]gi`dd`m`
b`h\Y`k`U`Y`cZ`dUbXYa`]W`YfU`X]gfi`dh]cbg""9j`Yb`Ug`BYk`NYU`UbX`g`
\\c`k`g`g][`]bg`cZ`bcfa`U`]nUh]cbž`dfcXi`Wh`Uj`U`]UV`]j]hm`\\Ug`Zi`Wh
i`UhYX`ž`a`U_]b[`]g`\\c`ddYfg`k`Ufm`UbX`Vi`X[`]Yh`W`cbgW]ci`gž`YgdYW
j]U`mik`j]h\`]b`W`Y`UgYX`W`ghg`\\h]b[`]ck`]bW`ca`Y`\\ci`gY`\\c`Xg`h\Y`
\\UfXYgh"

5`7`c`gYf`@cc`_`Uh`9ggYbh]U`;`ccXg`

BchUV`mž`ZccX`df]W`g]b`BYk`NYU`UbX`W`cbh]bi`Y`hc`VY`gWfi`h]b]nYX"
7ca`dUf]b[`]fcW`fm`V`]g`VYhk`YYb`BYk`NYU`UbX`UbX`;`Yfa`Ubm`fYj`YU`g`
g][`]b]Z]WUbh`X]ZZYfYbW`g]b`W`fhU]b`]hYa`gž`k`j]h\`YggYbh]U`[`]ccXg`
_]Y`VfYUX`UbX`W`YYgY`df]W`X`ZUj`cfUV`m`W`ca`dUfYX`hc`h\Y]f`

; Yfa Ub`Wci bhYfdUfhg" ðhYfYgh]b[`mž`k \]Y`VfYUX`Wcghg`cb`m
UVci h`%"+`Yi fcg`f%`%i ``ck Yf`h\Ub`]b`; Yfa UbmŁžYggYbh]U`a YUh
dfcXi Wng`\Uj Y`gYYb`]bWfYUgYg`]b`Wcghgž`a U_]b[`]h`U`ghfi [[`Y`hc
VU`UbW`bi hf]h]cbU`bYYXg`k]h\`f]g]b[`YI dYbgYg""5W`Wcfx]b[`hc`
k Y`h!dfY]gY"XYž`YfY g`\ck `gca Y`Wca a cb[fcW`fmidf]W`g`VfYU_
Xck b.

÷Ya	Df]W`fBN8Ł	7cbj YfhYX`Df]W` fθi fcŁ
A]_`f%``]hYfŁ	' "%BN8	%"*`
K \]hY`6fYUX`f) \$\$[Ł	' "'`BN8	%"+`
9[[g`f%&`d]YW`gŁ	%%"&`BN8) "-`
7\YYgY`f%_[Ł	%("'`BN8	+ "*`

Gi W`W`Ub[Yg`XYa UbX`j][]`UbW`Zfca`ZUa`]Yg`Ug`h\Ymid`Ub`h\Y]f
Z]bUbW`g"K`]h\`bc`YbX`]b`g][\h`Zcf`f]g]b[`Wcghg`Xi Y`hc`]bZUh]cbUfm
dfYggi fYg`YI UW`fVUhYX`Vm[`cVU`gi dd`mW`U]b`WcbghfU]bhgž`BYk
NYU`UbXYfg`UfY`ZUW`X`k]h\`h\Y`W`U`Yb[]b[`hUg_`cZ`YYd]b[`h\Y]f
\ci gY\c`Xg`k Y`!ZYX`k]h\ci h`VfYU_]b[`h\Y`VUb_`"

5g`h\Y` 6i hhYfVUbX]h`[fUVg`\YUX`]bYg`Zcf`\]g`WfYUh]j Y`UddfcUW`
hc`a YYh`h\Y`bYYXg`cZ`cWU`Wcbgi a Yfgž`]hVYWca Yg`UddUfYbh`h\Uh
Wca a i b]hmXf]j Yb`gc`i h]cbg`UbX`]bbcj Uh]j Y`dfUW`h]W`g`UfY
YggYbh]U`]b`bUj][Uh]b[`h\YgY`hi fVi `Ybh`YWcbca`]Wk UhYfg"K`]h\
f]g]b[`df]W`gž`Yj Yfm`]hh`Y`gUj]b[`Wci bhg`]b`h\Y`ei Ygh`Zcf
UZZcfXUV`Y``j]b["

8YhU]`g	
Cfh	5i W_`UbXžBYi gYY`UbX
Ei Y``Yb	<ul style="list-style-type: none">• k k k "U[fUf\Yi hY"Wca• k k k "k Y`h!dfY]gY"XY• k k k "bYi gYY`UbX!Yn]bY"XY

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