

6YW\_\Ua`@cjY`Ghcfm`&\*`MYUfg`Hc[ Yh\Yf  
5a ]X`7Y`YVf]hmi6fYU\_i dg°

?Uhm'DYffmiUbX`Cf`UbXc`6`cca`WcbZ]fa`h\Y]f`gd`h`UZhYf`b]bY  
mYUfgž`U`cb[ g]XY`W`YVf]hm'a ]`YghcbYg`UbX`ZUa ]`mXmbUa ]Wg  
]b`>`m&\$&) "



Cf`UbXcž`I G5`!`5g`cjY`ghcf]Yg`i bZc`X`UbX`hU\_Y`i bYI dYWhYX  
hi fbgž`h\Y`UhYgh`bYk g`Zfca`h\Y`W`YVf]hmik cf`X`cZZYfg`U  
WUdh]j Uh]b[ `V`YbX`cZ'a ca Yb`hg"FYWb`h`mž`8Uj ]X`UbX`J ]Wcf]U  
6YW\_\Ua`W`YVfUhYX`U`fYa Uf\_UV`Y`a ]`YghcbY`&\*`mYUfg`cZ  
a Uff]U[ Y`"H\Y`Wci d`Yž`k`c`\Ug`VYWca Y`gmbcbma ci g`k ]h\  
fca UbW`i]b`dcd`W`hi fYž`hcc`hc`gcW]U`a YX]U`hc`g\UfY`gk YYh  
Wci d`Y`d`chcg`U`cb[ `k ]h\`YUfhZY`h`XYWUfUh]cbg`cZ`h\Y]f`cj Y"  
H\Y]f`ci fbYm`hc[ Yh\Yf`\Ug`ghccX`h\Y`hYgh`cZ`h]a Yž`UbX`h\YfY g  
gca Yh\]b[ `hc`VY`gU]X`Zcf`gi W`YbXi f]b[ `dUfhbYfg\]dgž`YgdYW]U`m  
]b`h\Y[ `Ua cfc`i g`mYh`W`U`Yb[ ]b[ `UbXgWUdY`cZ`W`YVf]hm  
fY`Uh]cbg\]dg"?`Y]bY`NY]hi b[ `fYdcfhg`h`Uh`h\Y`6YW\_\Ua g  
Wcbh]bi Y`hc`XY][`h`h\Y]f`ZUbg`k ]h\ [ `]a dgYg`]bhc`h\Y]f`YbXi f]b[  
`cjY`ghcfm"

⊕`Wc b hfUghž? UhmDYffm`UbX`C f`UbXc`6`cca` \Uj`Y`g\YX`)[ \h`c b  
h\Y]f`ck b`h fci V`YX`fca` UbW`"5ZhYf`a`cfY`h\Ub`b]bY`mYUfg  
hc[ Yh\Yfž`g][ bg`]bX]WUhY`h\Uh`h\Y`Wci`d`Y`g`fY`Uh]cbg\]d`]g`dfYhmm  
a`i`W\`XcbY" `⊕]h]U`mZcf[ ]b[ `h\Y]f`VcbX`]b`&\$%\*`Zc`ck`]b[  
]bX]j`]Xi`U`VfYU`i`dgž`h\Y`Xi`c`Yi`dYf]YbW`X`h\Y]f`g\UfY`cZ`i`dg`UbX  
Xck`bgž`]bWi`X]b[ `U`gd`]h`]b`&\$%+"`H\Ym`fYWc`bbYW`YX`UbX`VYWJa`Y  
Yb[ U[ YX`]b`&\$%-`ž`k`Y`Wca`]b[ `U`XUi`[ \hYf`bUa`YX`8U]gm`8cj`Y`]b  
&\$&\$`"K`]h\`Vch\`ghUfg`Vi`gm`DYffm`W`ffYb`h`micb`hci`f`Zcf`Yf  
`%(`'`U`Vi`a`UbX`6`cca`gdchYX`fYW`b`h`m`Uh`U`k`YXX]b[ `]b  
JYb]W`W`U`Y`b[ Yg`]b`h\Y]f`fY`Uh]cbg\]d` \Uj`Y`UW`a`i`UhYX`"H\Ym  
k`YfY`fYdcf`hYX`m`gY`Yb`hc[ Yh\Yf`X]gW`gg]b[ `h\Y]f`d`Ub`g`dc`gh`gd`]hž  
a`U]b`hU]b]b[ `U`ZcW`g`cb`Wc`!dUfYb]h]b[ "**H\Y`@cg`5b[ Y`Yg`H]a`Yg**  
ci`h`]bYg`\ck`XYgd]hY`dYfgcbU`gYhVUW\_gž`h\Ym`ghf]j`Y`hc`d`f]cf]h]nY  
h\Y]f`XUi`[ \hYf`g`k`Y`!VY]b[ "

## 7Y`YVf]h]Yg`UbX`7ca`d`Yi`]hm

@]ZY`]b`h\Y`di`V`]WYmY`cZhYb`Wca`Yg`k`]h\`U`\YZh`mXcgY`cZ`gWfi`h]bm"  
7Y`YVf]hm`ZUa`]`mXmbUa`]Wg`WUb`VY`]bhf]WUhY`ž`Z`\YX`k`]h\`Vch\`c`mg  
UbX`W`U`Y`b[ Yg`"5g`\][ \`][ \hYX`Vm**7Y`YVf]hm`B`Y`k`gž`h\Y`gY**  
ZUa`]`]Yg`bUj`][ UhY`j`Uf]ci`g`dYfgcbU`Yj`Yb`hgž`k`\]W\`]bWi`XY`b`ch  
cb`m`h\Y`\][ \g`]\_Y`k`YXX]b[ g`UbX`V]fh\g`Vi`h`U`gc`h\Y`ck`g`]\_Y  
X]j`cfW`g`UbX`Zi`Xg`"H\Y`di`V`]Wg`ZUgW]bUh]cb`a`UmXf]j`Y`a`YX]U  
Wc`j`YfU[ Yž`mY`h`a`Ubm`ghUfg`gY`Y`\_`bcfa`U`WmZcf`h\Y]f`cj`YX`cbYg"

: cf`Yi`Ua`d`Yž`]b`h\Y`k`U`\_Y`cZ`DYffm`UbX`6`cca`g`dUfh]b[ ž`h\Ym  
\Uj`Y`Yi`dYggYX`h\Y]f`Wca`a`]ha`Yb`h`hc`fU]g]b[ `h\Y]f`XUi`[ \hYf`]b`U  
ghUV`Y`Ybj`]fcb`a`Yb`hž`U`d`f]cf]hm`YW`cYX`Vm`a`Ubm`di`V`]WZ][ i`fYg`  
H\]g`ei`Ygh`Zcf`ZUa`]`]U`ghUV`]`hm`fYj`YU`g`h\Y`i`bXYf`m]b[ `j`U`i`Yg`h\Uh  
Xf]j`Y`W`Y`Vf]hmdUfYb`hgž`g\]Y`X]b[ `h\Y]f`W\]XfYb`Zfca`h\Y  
fY`Yb`hYgg`a`YX]U`gdch][ \h`"H\Y`ghfi`[ [ `Y`hc`a`U]b`hU]b`U`gYbgY`cZ  
bcfa`U`]hmž`XYgd]hY`h\Y`W`U`Y`b[ Yg`ZUa`Y`Vf]b[ gž`]g`U`Wca`a`cb  
h\YUX`h\Uh`i`bXYf`]bYg`W`Y`Vf]hm`\ci`gY`\c`Xg"

A`YUbk`\]Yž`h\Y`6YW`\Ua`g`VUg\_]`b`h\Y]f`cj`Y`ghcfmž`g\ck`WUg]b[  
h\Y`a`cfY`ZUj`cfUV`Y`g]XY`cZ`W`Y`Vf]hm`fY`Uh]cbg\]dg`"8Uj`]X`UbX  
J]W`cf]U`fY`a`U]b`dUfU[ cbg`cZ`Wca`a`]ha`Yb`hž`d`fcj`]b[ `h\Uh`Ua`]Xgh  
h\Y`k`\]f`k`]bXg`cZ`]ZY`UbX`W`Y`Vf]hm`W`hi`fY`hfi`Y`cj`Y`WUb

dfYj U]"`5g`K ]a V`YXcb`XfUk g`ghUfg`hc`@cbXcbž`h\Y`YggYbW`cZ  
fY`Uh]cbg\]dgž`k \Yh\Yf`Vi XX]b[ `cf`ZUX]b[ ž`\_YYdg`i g`U``  
WUdh]j UhYX``K \Uh g`bYI h`Zcf`h\YgY`XmbUa ]WXi cg3`: Ub g`k ]``gi fY`m  
\_YYd`U`k UhW\Zi ``YmY`cb`h\Y`Yj c`j ]b[ `bUffUh]j Yg"

8YhU]`g	
Cfh	Cf`UbXcžI G5
EiY``Yb	<ul style="list-style-type: none"><li>• k k k "_`Y]bYnY]hi b[ "Uh</li><li>• k k k "`Uh]a Yg"WŁa</li><li>• WY`YVf]hmbYk g"WŁa</li></ul>

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