

# 9bYf[ ]Y`7c hhVi g`i bhYf`Y[ h`F ]YX. `9fghY HYghgd]Y`b]YXYf`U[ Y`% . & °

9bYf[ ]Y`7c hhVi g`Yf`Y]XYh`Ua `%, "\$+ "&\$&) `Y]bY  
% .&!B]YXYf`U[ Y`]a `HYghgd]Y`[ Y[ Yb`F]YX" `5bU`mgY`XYg`Gd]Y`g  
i bX`hU\_h]gWXY`9f\_Ybbhb]ggY"



7c hhVi g`ž`8Yi hgWx`UbX`!`5a`[ Yghf][ Yb`HU[ ž`XYa`%+ "\$+ "&\$&) ž  
hfUZ`9bYf[ ]Y`7c hhVi g`]a`F`U`a`Yb`Y]bYg`HYghgd]Y`g`Ui`Z`X]Y  
A`UbbgW`U`Z`h`Ui`g`F]YX`ž`k`c`VY]`F]YX`DUfh]Y`a`]h`Y]bYf`% .&!B]YXYf`U[ Y  
Z`F`7c hhVi g`Yb`XYhY" `@Ui`h`i`dU`VY[ Ubb`X`Ug`Gd]Y`f`Y`W`h  
Ui`g[ Y[ `]W`Yb`ž`k`c`VY]`F]YX`VYfY]hg`]b`XYf`%( " `A`]bi`hY`[ YZ`A`f`]W`]b  
Y]bYf`?`cb`hYfg]hi`Uh]cb`Ui`Z`h`fi`a`d`Z`hY" `8]Y`5`V`k`Y`f`ž`Ub[ YZ`A`f`h`j`cb  
7`Ua`di`\_`U`i`b`X`6`c`f[ a`Ubb`ž`V`f`U`W`hY`Y`X`c`W`G`W`]a`a`Y`f`Y`g`ni`a  
;`Ø`W`\_`bc`W`UV"

⊕`XYf`&%`" `A`]bi`hY`Zc`[ hY`Y]b`9`W`\_`V`U`" `Z`Ø`f`F]YX`ž`XYf`j`cb  
G`W`i`gga`Ubb`6`Y`h`\_`Y`Y`b`hg`W`Å`f`Z`h`k`i`f`XY" `8`Y`b`bc`W`\_`Ua` `9bYf[ ]Y  
7c hhVi g`]b`XYf`:`c`[ Y`Ui`Z`⊕`XYf`&`" `A`]bi`hY`Yf[ f]Z`Y`b`g]Y`X]Y  
⊕]h]Uh]j`Y`i`b`X`gh`U`fh`Y`h`Y`b`Y]b`Yb`?`cb`hYf`Ø`VYf`X]Y`f`Y`W`hY`5`i`»`Y`b`V`U`b`"

7][ YfW]YfcVYfhY`XYb`6U``i bX`dUgghY`ni`6i hYfz`YXcW`V`]YV`XYf  
HcFgW`i gg`YfZc`[ `cg"8Yf`Yf`0gYbXY`HfYZZYf`Z]Y`XUbb`]b`XYf"%"  
A]bi hYž`U`g`A`Uf`\_`; fcggY`XUg`%.\$`Z0f`9bYf[ ]Y`Yfn]Y`hY" `Hfchn`Y]bYg  
k Y]hYfYb`\_`UfYb`GW`i ggYg`j`cb`DY`]j`Ub`]b`XYf" -" `A]bi hYž`XYf`j`cb  
F]YX`[ Y`\_`Äfh`k`YfXYb`\_`cbbhYž`k`Uf`X]Y`YfghY`<`U`VnY]h`Ui`g`G]W`h`j`cb  
7chhVi`g`ni`Zf]YXYbghY``YbX"

## I a gW U`hgd]Y``U`g`GW`ØggY`ni`a`9fZc`[

⊖`XYf`(`%"`A]bi hY`ghY``hY`7][ YfW]YfbYi`hgY]bY`?`UggY`i`bhYf  
6Yk`Y]g`i`bX`Y]hYhY`XUg`%`%`Xi`fW`9b[ Y`\`UfXh`Y]b" `HfU]bYf`K`c``]hn  
VY\`]Y`h`gY]bY`GhUfhY`Z`Ui`W`ni`6Y`[ ]bb`XYf`nk`Y]hYb`<`U`VnY]h`f(`\*"  
A]bi hY`L`8`cW`Ub`gW`]Y»`YbX`k`i`fXY`XYf`8`fi`W`\_`k`]YXYf`[`f0»`Yf.  
6Yh\`\_`Y`j`Yf\`]bXYfhY`Y]bY`Hcf[ Y`Y`[ Yb\`Y]h`Z0f`F]YX`]b`XYf`)`(`"  
A]bi hY``9]b`k`Y]hYfYf`9W`VU``j`cb`F]YX`k`i`fXY`j`cb`6Yh\`\_`Y`]b`XYf  
)`\*"`A]bi hY`UV[ Yk`Y`fh"

9]b`Yb`hgW`Y]XYbXYf`A`ca`Yb`h`Zc`[ hY`]b`XYf`\*`" `A]bi hYž`U`g`9bYf[ ]Y  
XYb`6U``]a`5i`ZVUi`gd]Y`j`Yf`cf"8]Yg`bi`mhY`F]YX`Y]g`\_`U`h`Ui`g`i`bX  
VfUW`hY`g]W`Xi`fW`j`Ub`K`m`\_`a`]h`&.`%]b`:`0\`fi`b[ " `B`UW`X]YgYa  
F`0W`gW`\_`U[ `Z`UbX`XYf`:`7`9`YXcW`gW`bY``k`]YXYf`ni`gY]bYf  
Ghfi`\_`hi`f"⊖`XYf`GW`i`ggd`UgY`\`UhhYb`VY]XY`HYUa`g`[`i`hY  
GW`i`ggdcg]h]cbYbž`\_`cbbhYb`YXcW`b]W`h`a`Y`f`hfYZZb" `Gc`YbXYhY  
XUg`HYghgd]Y``a`]hY]bYf`%`&!B]YXYf`U[ Y`Z0f`XUg`HYUa`\_`Ui`g`7`chhVi`g`

## Dcg]h]j`Y`5bgÄhnY`i`bX`HfU]b]b[ gVYXUfZ

B`Y`V`Y`b`X`Y`b`X`Y`i`h]W`Y`b`A`ca`Y`b`h`Y`b`X`Y`f`i`bg]W`Y`f`\`Y]h`Z`Y`\`h`Y`Y`g`X`Y`f  
7`chhVi`g`Y`f`8`Y`Z`Y`bg]j`Y`Ub`G`h`U`V`]h`Ä`h`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`]a`nk`Y]hYb  
8`i`f`W`[`Ub[ "8`Y`b`b`c`W`i`[`U`V`Y`g`d`c`g]h]j`Y`5`gd`Y`\_`h`Y`ž`X]Y`X]Y`@Y]ghi`b[  
j`cb`9`b`Y`f[ ]Y`Ui`gnY]W`b`Y`h`Y`b.`8]Y`[`i`hY`F`Y`U`\_`h]cb`Ui`Z`X`Y`b  
F`0W`\_`gh`UbX`i`b`X`X]Y`Y`Z`Y`\_`h]j`Y`b`i`a`g`W`U`h`V`Y`k`Y`[`i`b[ Y`b`ž`V`Y]`X`Y`b`Y`b  
7][ YfW]U`g`HU`\_`h[ Y`V`Y`f`[ `Ä`b`n`h`Y`i`b`X`6`i`h`Y`f`Z0f`i`b`fi`\`Y`]a  
?`c`b`h`Y`f`gd]Y``gc`f[ hY"8]Y`g`j`Y`f`X`Y`i`h]W`h`ž`k`]Y`k`]W`h][`Y]b`Z`Y`\`Y`f`Z`Y]Y`g  
I`a`g`W`U`h`gd]Y``]a`:`i`»`V`U``]gh`HYUa`g`k`]Y`A`Ub`W`Y`gh`Y`f`7]h`m`n`Y][`Y`b`ž  
X`U`g`g`W`b`Y`Y`K`Y`W`g`Y`j`cb`5`V`k`Y`f`\_`Ui`Z`5`b[ f]Z`Y`b`hgW`Y]XYbX`ni`a  
9`f`Zc`[ `Z0f`Y`b`\_`0`b`b`Y`b`ž`k`]Y`Zi`ggVU``hfU]b]b[ &(`"XY`V`Y`f]W`h`Y`h"

8]Y`GW`ØggY`\_ca dYhYbn`XYg`l a gWU`hgd]Y`g`i a ZUgghgck c`  
 cZYbg]j Yg`U`g`Ui W`XYZYbg]j Yg`< UbXY`b"6YgcbXYfg`X]Y  
 GY\_i bXYb`bUW`Y]bYa`6U`VYg]hnk YW`gY`\_ØbbYb`YbhgW`Y]XYbX  
 ZØf`XYb`Gd]Y`Ui g[ Ub[ `gY]bž`k Ug`Ui W` : i ggVU`!<i V`VYghÅh][ h"  
 l a`X]Yg`ni`hfU]b]YfYbž`gc`hYb`fYU`]gh]gW`Y`Gd]Y`g]hi Uh]cbYb  
 [ YgW`UZYb`k YfXYbž`X]Y`ØVYb`UggYbž`k ]Y`a Ub`Ui W`i bhYf`8fi W\_  
 gW`bY`U[ ]Yfh"

Ni gUa a Yb[ YZUggh`Åggh`g]W`gU[ Ybž`XUgg`9bYf[ ]Y`7chhVi g`nk Uf  
 X]Y`YfghY`HYghgd]Y`b]YXYf`U[ Y`\\]bbY`a Yb`a i gghYž`UVYf`k Yfhj c`Y  
 9f\_Ybhb]ggY`Ui g`XYf`DUfh]Y`n]Y`Yb`\_cbbhY"9ZY\_h]j Yg  
 l a gWU`hgd]Y`V`Y]Vh`Y]b`Zcfhk Å`fYbXYg`HfU]b]b[ gh`Ya Už`XUg`]b  
 ni\_ØbZh][ Yb`9]b`Y]hYb`bcW`j Yfh]YZh`k YfXYb`a i ggž`i a`X]Y  
 [ Yk ØbgW`hYb`9f[ YVb]ggY`]b`XYf`GU]gcb`ni`Yfn]Y`Yb"

8YhU]`g	
Cfh	7chhVi gž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> <li>• k k k "Zi dU"bYh</li> <li>• Zi ggVU`hfU]b]b[ &amp;("XY</li> <li>• Zi ggVU`!\i V"XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U[ "bYh