

Df]XY`i bX`Dfc hYgh. `C ghXYi hgWx`UbX`ZY]Yfh  
7G8`hfc hn`fYWX hYf`5 hhUW\_Yb`°

8Yf`7G8`]b`6Ui hnYb`&\$&) `ZUbX`i bhYf`Dc`]nY]gWxi hn`ghUhhž`XU  
fYWXhgYI hfYa`Y` ; fi`ddYb`[ Y[ Yb`X]Y`J YfUbghU`hi b[  
XYa`cbghf]YfhYb`"



6Ui hnYbž`8Yi hgWx`UbX`!`5a`j Yf[ Ub[ YbYb`GUa`ghU[ ž`XYb`&&"  
† b] &\$&) ž`ZY]YfhYb`a`Y`fYfY`cghXYi hgWx`Y`GhAXhY`XYb`7`f]ghcd`Yf  
GhfYYh`8Umif7G8`E`a`]hi`bhYfgWx]YX`]WX`c`Yb`HY]`bY`a`YfnU`Yb`"  
≠g[ YgUa`h`bU`a`Yb`fi`bX`%\$"\$\$\$`A`YbgWxYb`Ub`XYb  
: Y]Yf`]WX`\_Y]hYb`]b`6Yf`]b!`A`UfnU`bž`9VYfgk`U`XYž`†`bU`i`bX`8fYgXYb  
hY]`"≠`6Yf`]b!`A`UfnU`b`k`UfYb`Yg`Ui`h`Dc`]nY]`Yhk`U`%"%\$\$  
HY]`bY`a`Yfž`X]Y`g]WX`bUWX`Y]bYa`Vi`bhYb`I`a`ni`[`a`]h`?`cbnYfhYb  
i`bX`FYXYVY]hfA`[Yb`j`Yf[`bØ`[`hYb`"≠`hYfYggUbhYfk`Y]gY`[`UV`Yg  
nY]h[`Y]WX`Y]bY`fYWXhgYI`hfYa`Y` ; Y[ Ybj`YfUbghU`hi`b[`j`cb  
8Yi`hgWx`Y`†`[`YbX`j`cfUb`ž`X]Y`YX][`WX`a`]h)`\$`DYfgcbYb  
j`YfhfYhYb`k`Ufž`cV`k`c`" "\$`j`cfUb[`Ya`Y`XYh`k`UfYb`"8`YgY`k`i`fXY  
j`cfnY]h[`UV[`YVfcWX`Ybž`XU`X]Y`BYcbUn]g`b]WX`h`b]bhYf`XYf`Df]XY!  
J`YfUbghU`hi`b[`a`UfgWx]YfYb`Xi`fZhYb`"

9]b`VYgcbXYfg`gWØhnYbgk YfhYg`NY]WYb`ZØf`X]Y`J]Y`ZU`h`k`i`fXY  
VY]a`7G8`]b`6Ui`hnYb`[`YgYhnhž`k`c`X]Y`J`YfUbgU`hi`b`[`i`bhYf`  
Dc`]nY]gW`i`hn`ghUhhZUbX` `Y]b`\_`UfYf`<]bk`Y]g`Ui`Z`X]Y`GdUbbi`b`[`Ybž`  
X]Y`X]YgY`:`Y]Yf`]W`\_Y]hYb`VY[`Y]hYb`" `⊕`9VYfgk`U`XYž`k`c`&`\$\$\$  
A`YbgWYb`ni`gUa`a`Yb`\_Ua`Ybž`ZUbX`ni`f`gY`VYb`NY]h`Y]b  
Gca`a`YfZYgh`XYf`5Z8`ghUhhž`XUg`YXcW`c`bY`Nk`]gWYbZ`Y`j`Yf`]YZ`  
⊕`>bU`j`YfnY]W`bYhYb`X]Y`C`f`[`Ub]gUhc`fYb`a`]h`)`"\$\$\$`HY]`bY`a`Yfb`  
X]Y`\\`ØW`ghY`NU`\\`gY]h`&\$&&ž`i`b`X`]b`8`fYgXYb`ZY]YfhYb`a`Y`f`U`g`  
%`+`\$\$\$`DYfgcbYb`X]Y`ZØb`ZhY`E`i`YYf`Df]XY`i`bhYf`XYa`A`c`h`c`E`i`YYf`  
UbX`Ubh]ZUgW]gh` `i`bgYfY`6fØW`Yb`\\`U`hYb`" `<]YfVY]`ZUbXYb`b`UW`  
XYa`l`a`ni`[`Y]bY`DUfhmia`]h`DYfZcfa`UbW`g`i`b`X`@]j`Ya`i`g`\_`ghUhh`

## F`Y`W`hgYI`hfYa`Y`5`b`[`f]ZZY`i`b`X`]`f`Y`:`c`[`Y`b`

8]Y`Gh]a`a`i`b`[`k`Uf`U`Y`fX]b`[`g`b]W`h`ØVYfU`Zf]YX`]W`" `5a`G`c`b`b`h`U`  
k`i`fXY`X]Y`?`i`b`X`[`Y`Vi`b`[`6`UX`:`fY]Ybk`U`XY`]gh`Vi`bh`j`cb`fYW`hYb`  
H`Ä`hYfb`Ub`[`Y`[`f]ZZY`bž`k`Ug`ni`a`]b`XYghYbg`XfY]`J`Yf`Y`hnhYb`ZØ`fhY`"  
F`Yb`Å`Gdf]b`[`Yfž`XYf`5Z8`!`@`Ub`XYgj`c`fg]hmYb`XYž`j`Yfi`fhY`]hY`X]YgYb`  
;`Yk`U`h`Ui`g`V`fi`W`i`b`X`Zc`f`XYfhY`5i`Z`\_`Ä`fi`b`["`?`f]h`\_`Yfž`X`Ufi`bhYf`X]Y`  
J`YfY]b`][`i`b`[`XYf`J`YfZc`[`hYb`XYg`B`Un]fY`[`]a`Yg` `6i`b`X`XYf`  
5`b`h]ZUgW`]gh]b`b`Yb`i`b`X`5`b`h]ZUgW`]ghYb`fU`J`B`!`6`X`5`ž`V`Y`n`Y]W`b`Y`h`Y`b`  
gY]b`Y`F`Y`U`\_h]cb`U`g`gW`Y]b`Y]`][`" `⊕`X`Y`b`Y`hnhYb`>`\\`f`Y`b`\_`Ua` `Y`g`  
]a`a`Yf`\\`Ä`i`Z][`Yf`ni`G`h`Ø`f`U`\_h]cb`Yb`[`Y`[`Yb`7`G8`!`J`YfUbgU`hi`b`[`Yb`" `⊕`  
>`\\`f`&\$&(`n`Ä`\\`hYb`X]Y`G]W`Y`f`\\`Y]hgVY`\\`Ø`f`X`Y`b`n`U`\\`f`Y]W`Y`9]b`g`Ä`hnY`  
[`Y`[`Yb`@`6`HE`Ž`!`:`Y]Yf`]W`\_Y]hYb`ž`c`Zha`U`g`c`f`[`Ub]g]Yfhj`cb`  
\_`Ugg]gWYb`fYW`hgYI`hfYa`]gh]gWYb`:`fi`dd`Yb`"

8`Ug`6i`b`XYgUa`h`ZØf`J`YfZUggi`b`[`ggW`i`hn`VYc`VUW`hYhY]b`Y`  
Ni`b`U`\\`a`Y`ei`YYfZY]b`X`]W`Y`f`5`[`hU]cbž`a`]hY]b`Ya`VYgcbXYfYb`  
:`c`\_i`g`Ui`Z`XYb`Df]XY`A`cb`h`" `F`Y`W`hgYI`hfYa`Y`:`fi`dd]Yfi`b`[`Yb`  
a`]ggVfUi`W`Yb`X]Y`@`6`HE`Ž`!`6`Yk`Y`[`i`b`[`U`g`:`Y]b`XV]`Xž`i`a`]`\\`f`Y`  
b`Uh]cb`U`]gh]gWYb`i`b`X`f`Ugg]gh]gWYb`>`Y`c`c`[`]Yb`ni`j`YfVfY]hYb`" `6`Y`  
XYb`Df`chYghYb`[`Y`[`Yb`X]Y`7`G8`g`]b`j`Yf`[`Ub`[`Yb`Ya`>`\\`f`VYk`Y`[`hYb`  
g]W`X]Y`HY]`b`Y`a`Y`fn`U`\\`Yb`]a`X`fY]ghY`][`Yb`6`Y`fY]W`ž`U`g`  
VY]gd]Y`gk`Y]gY]b`6`Ui`hnYb`Y`hk`U`+`\$\$\$`DYfgcbYb`[`Y`[`Yb`X]Y`Df]XY`!  
J`YfUbgU`hi`b`[`Yb`XYa`cbghf]YfhYb`"

:`c`f`X`Y`fi`b`[`b`U`W`a`Y`\\`f`J]Y`ZU`h`

8]Y`ghY][ YbXYb`5b[ f]ZZY`i bX`GhØfi b[ Yb`g]bX`i a gc  
 U`Ufa ]YfYbXYfž`k Y]`g]Y`ØVYfk ]Y[ YbX`[ Y[ Yb`X]Y`8]j Yfg]hÅh`b  
 gYI i Y`Yf`C f]Ybh]Yfi b[ `i bX`XYb`?Ua dZi a `; `Y]WVYfYW`h][ i b[  
 [ Yf]W`hY`h`g]bX`"8]Y`fYW`hYb`5\_h]j ]ghYb`dfcdU[ ]YfYb`X]Y  
 <YhYfcgYI i U`]hÅh`U`g` bUhØf`]W` `i bX`j Yfgi W`Ybž`X]Y`G]W`hk Y]gYž  
 XUgg`J ]Y`ZU`h`Y]bY`6YfY]W`Yfi b[ `]ghž`U`g`[ YgY`gW`UZh`]W`Y  
 6YXfc`i b[ `XUfni ghY`Yb`" ð`X]YgYa `Ni gUa a Yb`Ub[ `]gh`Yg  
 k ]W`h][ ž`XUgg`X]Y`@; 6HE Ž`!7ca a i b]hmi bX`]\fY  
 l bhYfghØhnYf.]bbYb`g]W`k Y]hYf`]b`gc`]XUf]gW`i bX`cZZYbg]j  
 nY][ Yb`"8]Y`J JB!6X5`fi Zh`XUni `Ui Zž`Ub`\_ca a YbXYb  
 J YfUbghU`hi b[ Yb`hY]`ni bY`a Ybž`i a `Y]b`XYi h`]W`Yg`NY]W`Yb`ZØf  
 A YbgW`YbFYW`hY`i bX`X]Y`FYW`hY`j cb`A ]bXYf`Y]hYb`ni `gYhnYb`"

8]Y`9fY][ b]ggY`fi bX`i a `XYb`7G8`i bX`X]Y`XUa ]hj YfVi bXYbYb  
 fYW`hgYI hfYa Yb`5b[ f]ZZY`gc`hYb`i bg`b]W`h`bi f`ni a `B UW`XYb`\_Yb  
 UbfY[ Ybž`gcbXYfb`Ui W`ni f`U\_h]j Yb`HY]`bU`a Y`Ub`X]YgYa  
 [ YgY`gW`UZh`]W`Yb`8]g\_i fg`a ch]j ]YfYb`"ž`XY`J YfUbghU`hi b[ ž`X]Y  
 J ]Y`ZU`h`ZY]Yfhž`]gh`Y]b`GW`f]h`]b`X]Y`f]W`h][ Y`F]W`hi b[ ž`i bX`Yg`]Y[ h  
 Ub`XYf`; YgY`gW`UZhž`X]YgY`Gh]a a Yb`Ui hi bX`i bØVYf`ØfVUf`ni  
 a UW`Yb`"

8YhU]`g	
C fh	6Ui hnYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "nXZ\Yi hY"XY</li> <li>• k k k "bX!U_hi Y`"XY</li> <li>• k k k "j YfZUggi b[ ggW`i hn"XY</li> </ul>

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