



7ci fgY`Cj Yfj ]Yk

GHJZ'7cbHJW`8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cWU]cb	D\cbY
9f]b`6fUbb][ Ub	<a href="#">Y`VfUbb][ Ub4 i bgk "YXi "Ui</a>			

5W\_bck `YX[ Ya YbhcZ'7ci bHfm

I BGK `5fjz8Yg][ b'UbX'5fWk]fYWi fY?Ybg]b[ hcb'UbX'DUXX]b[ hcb'Wla di gYg'UfY'Vi ]hcb'5Vcf][ ]bU`

7ci fgY'8YHJ]`g

I b]hg'cZ7 fYX]h\*`

Gi a a UfmicZ'h\Y'7ci fgY

DfYdUFY'mci fgY'Zcf'U'WUfYf'j]b'h\Y'dYfZcfa ]b[ 'Ufng"K cf\_]b[ ]b'h\Y'DYfZcfa ]b[ '5fng'dfcj ]XYg'Ub  
cf]YbHh]cb'hc'k cf\_]b[ ]b'h\Y']bXi gfm'hcXUm'i'K ]h[ 'i Ygh'YWhi fYg'Zca ]bXi gfm'YUXYfgz'mci 'k ]'YI d'cfY  
dYfgdYWh] Yg'cb'h\Y'Yj c'i h]cb'cZ'h\Y'dYfZcfa ]b[ 'Ufng'UbX'[ U]b ]bg][ \hg:]b'hc'h\Y'W'hi fU'ZcfW'g'h\Uhg\UdY  
dfcXi W]cb'UbX'dfc[ fUa a ]b[ 'XYW]g]cbg'hcXUm'i'Mci 'k ]'k cf\_'cb'U'[ i ]YX'fYgYUfW' d'cf'YWh'hc'd'Ub'U  
gYUgcb'cf'W fU'h\Y'dYfZcfa UbW'dfc[ fUa 'Zcf'Ub'Ufng'cf[ Ub]gU]cb'mci '\Uj Y'W'cgYb" H\Y'U]a ]g'hc'W'cbYWh  
mci f'YUfb]b[ 'Uhi b]j Yfg]mik ]h'h\Y'W fYbghfU'h\Y'cZ'h\Y'Ufng'UbX'YbW'ci fU[ Y'mci 'hc'YI d'cfY'dfcgdYWh'Zcf  
W'cb]f]Vi h]b[ 'hc'h\Y']bXi gfm'UZh'f'mci '[ fUXi U'h"

7ci fgY '@YUfb]b[ 'Ci hW'ca Yg

%` #j Ygh[ U'h\Y'Z]Y'X'cZ5i gfu']Ub'h\YUfY'z'dYfZcfa UbW'UbX'cf'XUbW'UbX'h\Y'gcW]U'z'Yh]W'UbX  
W'hi fU'UgdYWh'cZdfcXi W]cb'UbX'W'cbgi a dh]cb  
&" 5bU'mgY'g][ b]Z]W]b]h]k cf\_g'cZ'h\YUfY'z'dYfZcfa UbW'UbX'cf'XUbW' ]b'fY'U]cb'hc'gW'c'Uf'm'fYgYUfW  
UbX'Uf]gh]WdfUWh]W  
' " #hYfd'fY'h\Y'h\YUf]W' d'fUWh]W'g'z'gm'Yg'UbX'W'cbj Yb]h]cbg'cZ5i gfu']Ub'h\YUfY'z'dYfZcfa UbW  
UbX'cf'XUbW'hc'XYj ]gY'Uf]gh]WZ]Ua Yk cf\_g'Zcf'dfc[ fUa a ]b[  
( " 5dd'mig\_]`g]b'fYgYUfW'UbX'W fU]cb'hc'd'fYgYb]h]cf][ ]bU' ]XYUg'Zcf'dfc[ fUa a ]b[ ]b'd'fYgYb]h]cbg  
UbX'k f]h]b[

HYUW]b[ 'GhfU'h[ ]Yg'

H\]g'W'ci fgY'd'UW'g'Ub'Ya d\Ug]g'cb'W'ca d'YI 'W]h]W'UbX'W'hi fU'h]b\_]b[ z'k ]h'h\Y'U]a 'hc'Yb\UbW'h\Y  
gh XYb]h]f]W]d]U]m]Zcf'UbU'm]h]W'YI W'YbW'UbX'gfu]h[ ]Wd'Ubb]b[ " #i]g'U'gc'XYg][ bYX'hc'XYdYb'h\Y]f  
'Yj Y'cZ]Yb[ U[ Ya Yb]h]k ]h' ]hg'fUb[ Y'cZ\]g]h]f]W]z'Uf]gh]W'z'dc' ]h]W'UbX'gcW]U' h]h]g'UbX'ei Ygh]cbg" H\Y  
ZcW'g'cb'h\Y'5i gfu']Ub'h\YUfY'z'XUbW'UbX'dYfZcfa ]b[ 'Ufng']bXi gfu]Yg ]g ]b'h]bXYX'hc'VfcUXYb'h\Y  
gh XYb]h]f]i bXYfg]UbX]b[ 'cZ'h\Y]f'ck b'W'hi fY'UbX'cZ'h\Y'5i gfu']Ub'dYfZcfa ]b[ 'Ufng'z'UbX'hc'dfcj ]XY'U  
'YUfb]b[ 'UbX'fYgYUfW'YI dYf]YbW'h\Uhk ]'d'fYdUFY'h\Ya 'Zcf'Z hi fY'Ya d'cma Yb]h] #h\Y' !\ci f'k cf\_g\cdg  
gh XYb]h]dfc'YWh'k ]'VY'g\UfYX'z'X]gW'ggYX'z'd'fYgYb]h]X'UbX'W'ca d'UfYX" H\Y'k cf\_g\cdg'UfY'XYg][ bYX'hc  
YbW'ci fU[ Y'h\Y'W'ca V]b]h]cb'cZ'W'cbW'd]h'U'UbX'Ya VcX]YX'i bXYfg]UbX]b[ 'h\U]g'W'UfUWh]f]gh]W'cZ'h\Y  
gh XYb]h]f]a U]b'cV'YWh'cZ]gh Xn'z'h\YUfY'z'XUbW'UbX'dYfZcfa UbW' '@YUfb]b[ 'k ]'VY'Ui [ a Yb]h]X'k ]h'cb']bY  
X]gW'gg]cb"



W`h`fU`UgdYWg`cZdfcXi Wjcb`UbX`Wcbgi a dhcb

gi a a Uhj Y ZYXVUWzUbX'dYfWbHJ[ Y'a Uf\_"

H\]g'g'bchU'Hi fb]hb'Ugg][ ba Ybh

5XX]h]cbU'XYHJ]g

8Yj Y'cd'UbX'XY'j] Yf'U'\$\$!a ]bi hY'[ fci d'dfYgYbhH]cb'cZhY'W fUhc]U'#dfc[ fUa a ]b[ 'dfc'YWh]b'[ fci dg'cZ  
(!\*'gh XYbhg'Xi f]b[ 'WUgg'h]a Yzi g]b[ 'j]gi U'dfc'YW]cbg'fY"[ ""Dck Yfdc]bhg]XYgk\]WX'UfY'gi Va ]hYX'Uh  
hY'YbX'cZWUgg"

D`YUgY'Wcj Yf.

- WcbWdhc'f'f'c'YWhhYa Y#\_Ym]XYU
- VUW\_[ fci bX'ghUHa YbhYI d'U]b]b[ 'hY'j]XYU'UbX'hY'Yh]WU'zgcW]U'UbX'dc'h]WU'j]ggi Yg'h]fU]gYg
- dfcdcgYX'Uf]h]g]UbX'Ufhk cf\_g'fVYh YYb', 'UbX'%'&Ł
- X]gW gg]cb'cZj Ybi Yz]g]h'UbX'hUf[ YhUi X]YbW"
- `]ghcZfYz'fYbWg

h'h]g'dfYgYbhH]cb'mci 'UfY'YI dYW'X'hc'XYa cbgfUHY.

- U'WYUf'mUf]h]W'UHYX'j]g]cb'Zcf'k \Uhmc' f'gYUgcb#Z]gh]j U'd'Ubg'hc'UWX]Yj Yz'UbX'hY'Ui X]YbW'j]h]g  
U]a YX'Uh
- U'\_bck'YX[ Y'cZhY'd'Um]g#dYfZc'fa UbW'k cf\_g'UbX'cZhY'VfcUX'\]ghc]f]WU'zgcW]U'UbX'W'hi fU'  
WcbhYI hg'k ]h]b'k \]WX'hYmk YfY'ZfghWYUHYX

k f]h]b[



## 5 hYbXUbW`F Yei ]fYa Ybhg

Gh XYbhg`UFY`gfc b[ `mYbWci fU[ YX`tc`UHhYbX`U`WUggYg`UbX`fYj`]Yk`YWhi`fY`fYWcfX]b[`g"

## 7 ci fgY`GW`YXi`Y`

[J`Yk`WUgg`ha`YhUV`Y`](#)

H]a`YhUV`Y`

8UHr	HmdY	7 cbhYbh
K`YY_`%`%`GYdhYa`VYf`! !`%+`GYdhYa`VYf`	GYa`]bUf`	hfcXi`W]cb`UbX`7`UgY`Gh`Xm`
K`YY_`&`&\$`GYdhYa`VYf`! !`&(`GYdhYa`VYf`	GYa`]bUf`	ggi`YgZ`7`cbW`dhg`UbX`H\`Ya`Yg`
K`YY_`"`. `&+`GYdhYa`VYf`! !`%C`Wc`VYf`	GYa`]bUf`	hX][`Ybci`g`Dfc`hc`Wc`g`
K`YY_`(`(`C`Wc`VYf`!`,` C`Wc`VYf`	GYa`]bUf`	5`fh]ghgZ`J`Ybi`Yg`UbX`5i`X]YbW`g`
K`YY_`)`.`%`%C`Wc`VYf`! %)`C`Wc`VYf`	GYa`]bUf`	DfcXi`W]b[`UbX`A`Uf`_Yh]b[`. `K`cf_]b[ `k`]h` 5`fh]ghg`
K`YY_`*`. `%`C`Wc`VYf`! &&`C`Wc`VYf`	<ca`Yk`cf_`	6`fYU_`K`YY_`
K`YY_`+`. `&)`C`Wc`VYf`! &-`C`Wc`VYf`	GYa`]bUf`	7i`fUh]b[`UbX`Dfc[`fUa`a`]b[`
K`YY_`;`. `%Bcj`Ya`VYf`! )`Bcj`Ya`VYf`	GYa`]bUf`	7i`hi`fU`@YUXYfg\`]d`
K`YY_`-`. `;`Bcj`Ya`VYf`! %&`Bcj`Ya`VYf`	GYa`]bUf`	7`UfYYfg`UbX`D]hW`]b[`
K`YY_`%\$.`%)`Bcj`Ya`VYf`! !`%`Bcj`Ya`VYf`	GYa`]bUf`	D]hW`]b[`. `Dfc`YWh`DfYgYbhUh]cbg`

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

GYY`@Y[ Ubhc

F YWca a YbXYX`F Ygci fWg

9I dYWYX`fYgci fWg`Zcf`hY`Wci fgY`UFY`Uj U]UV`Y`hfcI [ \`@Y[ Ubhc`cb`hY`Wci fgY`A ccX`Yz`hY`  
I BGK`@]VfUfmUbX`W`hi fU`]bgh`h`h`cbg"

7ci fgY`9j U`i Uh]cb`UbX`8Yj Y`cda Ybh

DYf]cX]W`mighi XYbhYj U`i Uh]j Y`ZYXVUW`cb`hY`Wci fgY`]g`[ U`hYfYXzi`g]b[ `Ua`cb[ `chYf`a`YUbgzi`BGK`fj`  
Gh`XYbhGi`fj`YmdfcW`gg" Gh`XYbhZYXVUW`]g`hU`Yb`gYf]ci`g`mz`UbX`Wcb]bi`U`]a`dfcj`Ya`Ybhg`UFY`a`UXY`hc`  
hY`Wci`fgY`VUgYX`]b`dUfhcb`gi`W`ZYXVUW`"G][`b]Z]WbhW`Ub[`Yg`hc`hY`Wci`fgY`k`]"`VY`Wca`a`i`b]W]hX`hc`  
gi`VgYei`YbhW`cfhg`cZgh`XYbhg`hU`]b[`hY`Wci`fgY`"

Gi Va ]gg]cb 'cZ5ggYgga YbhiHUg\_g

Hifp]h]bGi Va ]gg]cb

5 WUXYa ]W< cbYgmiUbX`D`U[ ]Uf]ga

D`U[ ]Uf]ga `]g`i`g]b[ `h`Y`k`c`f`X`g`c`f`]X`Y`U`g`c`Z`c`h`Y`f`g`i`U`b`X`d`f`Y`g`Y`b`h]b[ `h`Y`a` `U`g`m`c`i`f`c`k`b``#`W`U`b`h`U`\_`Y`a`U`b`m`  
Z`c`f`a`g`Z`Z`c`a` `X`Y`]V`Y`f`U`H`Y` `W`X`Y`U`H]b[ `h`c`U`W`W`Y`X`Y`b`h`U`m`i`W`c`d`m]b[ `Z`c`a` `U`g`c`i`f`W`k`]h`c`i`h`U`W`b`c`k` `Y`X[ `Y`a` `Y`b`h`

## 5 WUXYa ]WbZcfa Uh]cb

8i Y'rc'Yj c'] ]b[ 'UX] ]W'VmB GK ' <YU'hž'gh XYbh'g'a i ghWXYW'Zcf'i dXUHX'']bZcfa Uh]cb'fY[ UfX]b[ 'cb']bY 'YUfb]b[ 'Zcf'U''5fngž8Yg][ b'UbX'5fWX]f'Wfi fY'Wci fgYg'h]g'h'fa 'fj ]U'A ccX'Y'cf'Wci fgY'']bZcfa Uh]cb dfcj ]XYX"Ł

: cf'YggYbh]U'gh XYbh]bZcfa Uh]cb'fY'Uh]b[ 'rc.

- fYei Ygth'Zcf'YI h'bg]cb/
- 'UH'gi Va ]gg]cbg' [ i ]XY'']bYg/
- fYj ]Yk 'cZa Uf\_g/
- I B GK ' <YU'h'UbX'GUZY'fmidc']WYg/
- YI Ua ]bUh]cb' dfcW'Xi fYg/
- gdYW]U'W'cbg]XYfUh]cb'']b'h'Y'Yj Ybhcz]'bYgg'cf'a ]gUXj Ybh fY/
- gh XYbh'Yei ]mUbX'X]gUV']]m/
- UbX'ch'Yf'YggYbh]U'UWXYa ]W]bZcfa Uh]cbž'gYY

[\hdg.#k k k "Ufng"i bkg "YXi "Ui #W ffYbhgh XYbh#UWXYa \]W\]bZcfa Uh\]cb#dfch'W'g'\[ i \]XY''\]bYg#](#)

⇒ U[ Y'7 fYX]h

D\ch'Vm]5a UbXU'>cbYg'cb' l bgd'Ug\

7F ⇒ CG

7F ⇒ CG'Dfcj ]XYf'7cXY.'\$\$\$- , ;