



CVEN4032

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HYfa 'C bY' '# '&\$&%

GWcc ``cZ7]j]' `UbX`9b]fcb a YbHJ`9b]bYYf]b[``#` I BGK ``9b[]bYYf]b[



7 ci fgY`Cj Yfj]Yk

GHJZZ'7 cbhUW`8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]]m	@cWU]cb	D\cbY
≠Jb`Hi fbYf]Ub`h fbYf4 i bgk "YXi "Ui	Ya U]`	I BGK `K UHYf F YgYUfW @UVcfUhcfnž A Ub`mJ U`Y	\$&, \$+%, \$\$

GWXcc``7cbhUW`≠Zcfa Uh]cb

[9b\[\]bYYf\]b\[`Gh XYbhGi ddcfhGYfj \]Wg](#) :-`HY`Bi WYi g`!`Ybfc`a Ybž`dfc[fYgg]cb`WXYW`gž`WUg\`fYei Yghž`
Wci fgY`]ggi Yg`cf`dfc[fUa !fY`UH`X`ei Yf]Yg`

[9b\[\]bYYf\]b\[`≠Xi gfh\]U`HfU\]b\]b\[`:-`≠Xi gfh\]U`HfU\]b\]b\[`ei Ygh\]cbg`](#)

[I BGK `Gh Xm5VfcUX](#) :-`gh XmUVfcUX`gh XYbhYbei]f]Yg`fZcf`]bVci bX`gh XYbhtg`

[I BGK `9I WU\]b\]Y](#) :-`gh XYbhYI WU]b[Y`Ybei]f]Yg`fZcf`]bVci bX`gh XYbhtg`

[I BGK `: i h fy`Gh XYbhtg](#) :-`dchYbh]U`gh XYbhYbei]f]Yg`Y"[""UXa]gg]cbgž`ZYgž`dfc[fUa gž`WfYX]hfhUbgZf`

D\cbY`

fŽ`*%&Ł`-` ,) ` ,) \$\$\$`-`Bi WYi g`Gh XYbh<i V`

fŽ`*%&Ł`-` ,) `+`*`*`-`9b[]bYYf]b[`≠Xi gfh]U`HfU]b]b[`

fŽ`*%&Ł`-` ,) ``%+`-`-`I BGK `Gh Xm5VfcUX`UbX`I BGK `9I WU]b[Y`fZcf`]bVci bX`gh XYbhtg`

7 ci fgY'8YHJ]`g

7 fYX]hDc]bhg`%&`

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

H\]g`Wci fgY`]g`h`Y`Z]fghcZ`k`c`d`Ufmg`UbX`]g`i`bXYftU`_Yb`df]cf`hc`7J`9B`(`\$`'`'`<`][` \Yf`<`cbci`fg`H\Yg]g`6`"
Gi`W`Y`ggZ` `Wca`d`Yh]cb`c`ZDUfmg`5`UbX`6`UfY`fYei`]fYX`hc`c`VhU]b`Ub` \cbci`fg`XY[`fY`Y`"H\Y`\][` \Yf`\cbci`fg`
h`Yg]g`a`UmXYgW]VY`U`\][` \Yf`Yj`Y`X]fY`W`X`fYgYUfW`k`cf`_`cb`Ub`Uddfcj`YX`hcd]WUbX`k`]`VY`Wca`d`Y`H`X`
i`bXYf`h`Y`[`i`]XUbW`UbX`gi`dYfj`]g]cb`c`ZU`a`Ya`VYf`c`Z`h`Y`U`W`X`Ya`]WghUZZ`H\Y`fYgYUfW`a`Um]bj`c`j`Y`U`
X]fY`W`X`U`V`cf`U`h`c`f`m`c`f`Z`Y`X`]bj`Ygh[`U]cb`z`Ub`U`m]W`c`f`bi`a`Yf]W`a`c`X`Y`]b[`z`U`X`Y`H]Y`X`X`Y`g][`b`c`f`gi`W`X`
c`h`Y`f`]b`X]j`]Xi`U`fYgYUfW`d`f`c`Y`W`h`Uddfcj`Y`X`V`m`h`Y`<`Y`U`X`c`Z`G`W`c`c`"5`d`f`c`Y`W`g`a`i`gh]b`W`i`X`Y`U`]h`f`U`h`f`Y`

H\Y`Wēi fgY`jg`hUi [\hUg`Ub`]bXj]]Xi U`fYgYUfW\`dfc`YWz`hc`XYj Y`cd`U`Yj Y`cZfYgYUfW\`g_]`g`UbX
Ui`h`bca`m`

DF ⇨ 5H9`GHI`8M

- 5g`U`fci [\ [i]XY`cb`mz`Ub`Uj YfU[Y`gh`XYbhk`ci`X`VY`YI`dYW\X`hc`gdYbX`Uddfcl`ja`UH`mi`&\$Z`\ci`fg`dYf`k`YY`_`cb`k`cf`_`fY`UH`X`hc`h\]g`Wēi`fgY`"
- A`cfY`[`i`]XUbVW`]g`bYYXX`]b]h]U`mZ`ca`h\Y`gi`dYfj`]gcf`k`Yb`h\Y`hd]W]g`VY]b[`XYZ]bYX`hc`YghUV`]g\`h\Y`cV`YW]j`Yg`UbX`a`Yh`cXc`c`[`micZ`h\Y`h\Yg]g`"

GI`D9F`J`G`€`B

5ggYgga Ybh

H\Y'UggYgga Ybhcz5%/ '5&]g'a cFY'f][cfc i g'h\Ub'Zcf'hY'('i b]rg'cZWfYX]h7J 9B (-) %< cbc i fg'F YgYUfW

5ggYgga Ybh&. '5&'gi Va]gg]cb. 'A cfY`XYHJ]`YXžfYj]gYX`UbX`ja dfcj YX`bhfci Xi W]cb`fGHUHa YbhicZ
h\Y`dfcV`Ya ž@]hYfUhi fY`fYj]Yk žH\Yg]g`Ci h]bYžGhi XmiA Yh\cXc`c[mžGhi XmiF Ygi `hg`hc!XUH`UbX
ci h]bY`cZDfc`YWH]a Y!@]bY`Zcf`h\Yg]g`Wca d`Yh]cb`UbX`dfYdUfU]cb`cZgi Va]gg]cb!fYUXmi`ci fbU`
a Ubi gW]dh"

@Yb[h\.`Ug`UXj]gYX`Vmgi dYfj]gcf

8YHJ]`g.

: i fh\Yf]bZcfa U]cb`UbX`fYgci fW`g`k]`VY`dfcj]XYX`]b`K cf_g\cd`\Y`X`]b`K 99?`&"

Gi Va]gg]cb`bchYg. Hc`VY`dfcj]XYX`X]fYW]mih`gi dYfj]gcf`VmXi Y`XUH`

5ggYgga Ybh`. .`b`Dfc[fYgg`fYgYUfW`dfYgYbH]cb

GHUfhXUH`. Bch5dd`]WUV`Y

8YHJ]`g.GYa]bUf#]XYc`dfYgYbH]cb"" : i fh\Yf]bZcfa U]cb`Uj U]UV`Y`]b`A ccX`Y"

5 hYbXUbW F Yei]fYa Ybhg

Gh XYbhg UfY gfhcb [mYbWci fU[YX'hc UHhYbX U''WUggYg UbX'fYj]Yk ''YWhi fY'fYWcfX]b[g"

7 ci fgY GWXYXi `Y

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

H]a YhUV`Y`

8UhY	HmdY	7cbhYbh
C`K YY_` , : YVfi Ufm!`%& : YVfi Ufm		
K YY_`%`%` : YVfi Ufm!`%- : YVfi Ufm		
K YY_`&.`&&: YVfi Ufm!`&`* : YVfi Ufm		
K YY_`"`. `%A UfVX`!`.) A UfVX		
K YY_`(. ; `A UfVX`!`%& A UfVX		
K YY_`)`. %` `A UfVX`!`%- A UfVX		
K YY_`*.`&&`A UfVX`!`&`* A UfVX		
K YY_`+.`&-`A UfVX`!`& 5df]`	5ggYgga Ybh	5%gi Va]gg]cb`Xi Y` : f]XUm(da
K YY_` , .) `5df]`!`!`-`5df]`		
K YY_`-.`%&`5df]`!`!`%`* 5df]`		
K YY_`%\$.`%-`5df]`!`!`& 5df]`	5ggYgga Ybh	5&Xi Y`(da ` : f]XUm
	DfYgYbUhc b	5' `!` : f]XUm

F Ygci fWg

Gi Va]gg]cb 'cZ'5ggYgga YbhiHUg_g

D`YUgY`fYZf`h`h`Y`A ccX`Y`dU[`Y`cZ`h`Y`W`i fgY`Z`f`Z` f`h`Y`f`[`i]XUbW`'cb`UggYgga YbhiGi Va]gg]cb"

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

6Yk UFY`5b`Ugg][ba YbhUUh]bWm XYg`d`U[]Uf]gYX`a UHYf]U`k]`fYW]j Y`U`\$i : U]žUbX`gh XYbfg`k \c
d`U[]Uf]gY`a UmZU]`hY`Vci fgY`Gh XYbfg`k \c`d`U[]Uf]gY`UfY`U`gc`]UV`Y`hc`X]gWd`]bUfmiUW]cbž]bWm X]b[
YI Wm g]cb`Zca`Ybfc`a Ybh`

D`U[]Uf]ga]g`hY`i gY`cZUbchYf`dYfgcb`g`k cf`_`cf`]XYUg`Ug`]ZhYmk YfY`mci f`ck`b`K \Yb`]h]g`bYW]ggUfmcf
XYg]fUV`Y`hc`i gY`chYf`dYcd`Y`g`a UHYf]U`mci `g`lci`X`UXYeI UHY`mUW]bck`YX[Y`k \cgY`k cfXg`cf`]XYUg`hYm
UfY`UbX`k \YfY`mci `Zci bX`hY`a`f[]j]b[`hY`Vca`d`YH`fYZYfYbW`XYH]`gž]bWm X]b[`dU[Y`bi`a`VYffg]H`H`Y
@YUfb]b[`7YbHfY`dfcj]XYg`Z`fH`Yf`]bZc`fa`U]cb`cb`k \UhVcbgh]h`hYg`D`U[]Uf]ga`Uh

[\hdg.#gh XYbhi bgk "YXi "Ui #d`U\[\]Uf\]ga](#)

