

SOCF5103

F YgYUfVX `ggi Yg`]b `7 ci bgY``]b[`GcWU`K cf_

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

GWcc`cZGcWU`GWYbWg`#`I BGK ``5ftg`UbX`GcWU`GWYbWg



7 ci fgY`Cj Yfj]Yk

GHJZZ'7 cbhUW`8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cWU]hcb	D\cbY
>Ub`6fYW_Ybf]X[Y	^VfYW_Ybf]X[Y4 i bgk "YXi "Ui	D`YUgY`bcH\Y`H\Y a U]b`W`bUW`Zc`f`h`g W`i fgY`k]`VY`8f H]a`K`cb[`k`c`k`] dfcj]XY`UXj]W`cb U`W`i fgY]bZcfa U]hcb`UbX gh XYbh W`bgi `hU]hcb"		
H]a`K`cb[h]a`k`cb[4 i bgk "YXi "Ui	6mUddc]bha Ybh		

GW`cc``7cbhUW`hZcfa U]hcb

GW`cc``cZGcWU`GWYbWg

Fcca`%) -

Acfj Yb`6fck b`7&\$

Ya U]`.gcgg4 i bgk "YXi "Ui

d\cbY. '\$&`-' ,)`% \$+

7 ci fgY'8YHJ`g

7 fYX]hDc]bHg '*`

Gi a a UfmicZ`hY'7 ci fgY

H\]g`Wci fgY`]b`hY`A UghY`cZ7 ci bgY`]b[`GcV]U`K cf_`fA 7 GK E`dfc[fUa `]b]fcXi W]g`mci `hc`fYgYUfW`UbX`hY`fc`Y`cZfYgYUfW`]b`hY`XYj Y`cda YbhcZ`_bck`YX[Y`UbX`]b`fY`U]cbg\]d`hc`W]b]WU`gcV]U`k cf_`dfUW]W`" Mci`k`]"[U]b`Ub`i bXYfg]UbX]b[`cZei Ub]h]U]j Y`UbX`ei U`]h]j Y`a YhcXc`c[]Yg`UbX`Yi d`cfY`hY`j U`i Yg`UbX`dc`]h]W`W`b]h]I hcZfYgYUfW`UW]j]mz`]bWi X]b[`Yj]XYbW`VUgYX`gcV]U`k cf_`dfUW]W`" Mci`k`]"`Vi]X`cb`h`g`_bck`YX[Y`hc`XYj Y`cd`UbX`Udd`mig_]`g`]b`]bZcfa U]cb`]h]fUW]i]bWi X]b[`cW]h]b[zYj U`i U]b[`UbX`i`g]b[fY`Yj Ubh]bZcfa U]cb`Zc`f`hY`di fdcgY`cZfYgYUfW`" H\Y`]b]h]fUW]j Y`gmY`cZ`hY`UW]b[`]b`h`g`Wci fgY`UbX`hY`Wci fgY`UggYgga Ybhd]c[fUa`k`]"`dfcj]XY`cddcf]i b]h]Yg`Zc`f`mci `hc`Z`f]hY`f`XYj Y`cd`mci f`i bXYfg]UbX]b[`cZ`W`fY`Y`Ya Yb]g`cZfYgYUfW`]bWi X]b[`hY`UV]]m]hc`UggYgg`UbX`W]h]ei Y`j U]f]ci g`gmYg`cZfYgYUfW`UbXz`XYg][b`U`fYgYUfW`dfc`Y`W]h]fY`Yj Ub]hc`mci f`gcV]U`k cf_`Wci bgY`]"b[`dfUW]W`gY]h]b["

7 ci fgY`@YUfb]b[`Ci hWca Yg

%` ÆYb]h]Zm]UbX`W]h]ei Y`j U]f]ci g`gmYg`cZfYgYUfW`i gYX`hc`XYg][b`UbX`]a d`Ya Yb]U`g]i XmicZ`Wci bgY`]"b[#`hY`fUdYi h]WdfUW]W`&` 5fh]W`U]h`hY`fY`U]cbg\]dg`VYk`YYb`gcV]U`k cf_`dfUW]W`UbX`fYgYUfW`UbX`Yj]XYbW`VUgYX`dfUW]W`f96DŁ`'` "@cW]h]zYj U`i U]h`UbX`i gY`fY`Yj Ubh]bZcfa U]cb`Zc`f`hY`di fdcgY`cZfYgYUfW`]b`dfUW]W`W`b]h]I hg`(" 5dd`m]hY`W`fY`Y`Ya Yb]g`cZU`fYgYUfW`dfc`W]gg`]b`cfXY`f`hc`XYg][b`mci f`ck`b`dfUW]W`]bZcfa YX`fYgYUfW`fY`Yj Ub]hc`mci f`k`cf_`d`UW`gY]h]b["

HYUW]b[`G]fU]h[]Yg`

H\Y`Wci fgY`k`]"`XYj Y`cd`mci f`g_]`g`]b`]bZcfa U]cb`]h]fUW]i]bWi X]b[`cW]h]b[zYj U`i U]b[`UbX`i`g]b[`fY`Yj Ubh]bZcfa U]cb`Zc`f`hY`di fdcgY`cZfYgYUfW`]b`dfUW]W`W`b]h]I hg`" H\Y`k`YY`_mgYa`]bUfz`]b]h]fUW]j Y`gmY`cZ`hY`UW]b[z`UbX`hY`Wci fgY`UggYgga Ybhd]c[fUa`k`]"`dfcj]XY`cddcf]i b]h]Yg`Zc`f`mci `hc`Z`f]hY`f`XYj Y`cd`mci f`i bXYfg]UbX]b[`cZ`W`fY`Y`Ya Yb]g`cZfYgYUfW`]bWi X]b[`hY`UV]]m]hc`UggYgg`UbX`W]h]ei Y`j U]f]ci g`gmYg`cZ`fYgYUfW`UbXz`XYg][b`U`fYgYUfW`dfc`Y`W]h]fY`Yj Ub]hc`mci f`gcV]U`k cf_`Wci bgY`]"b[`dfUW]W`gY]h]b["

5ggYgga Ybh

5ggYgga YbhHUg_g

5ggYgga YbhHUg_	K Y][\h	8i Y'8UH	Gh XYbh@YUfb]b[Ci hWta Yg'5ggYggYX
5gg][ba Ybh%			

5 hYbXUbW F Yei]fYa Ybhg

		H\g:k]`VY`U`Ncca `gYgg]cb`!`h\Y`Ncca ``]b_k]`VY Uj`Uj`UV`Y`WcgYf`hc`h\Y`hja`Y"
K`YY_(`.;`A`UfW`!`%& A`UfW`	F`YUX]b[F`YgYUfW]b[`mci`f`UfYU`cZ]bhfYgh` fa`TW g`VWfS]W`Sf`S`f[_`WaXkagdUZaae[`Y`f&`\ci`fgt`
K`YY_(`).`%`A`UfW`!`% A`UfW`	hYbgj]`Y`	G`Ya`]bUf`&` :`f]XUm%-`""`&\$&%f%da`!)`""`\$da`Ł Hcd]W%`C`gS`f]Sf]hW_`WfZaVa`aYk`S`V`d\WVSdJZ _`WfZaVe`,`FZW`Zai`S`V`fZW`i`Zk`aXd\WVSdJZ [`cg[dk <ul style="list-style-type: none"> • H\Y`ei`U`]hUj]`Y`fYgYUfW`dfcWfWgg • 7`UgY`gh`X]Yg • ;`fci`bXYX`a`Yh\cXc`c[`m • D\Ybca`Ybc`c[`m • HYI`h`U`ž`UbX`X]gWti`fgY`UbU`mg]g • GcWU`a`YX]U`Ug`U`gci`fW`cZi`gYž` ei`U`]hUj]`Y`XUHU

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

H\Y`fYWta a YbXYX`hYI hZcf`h]g`Wci fgY`]g`K YVVYfZA "f&\$%& E5dd`m]b[`F YgYUfW`9j]XYbW`]b`GcW]U`
K cf_`DfUW]WZ@cbXcb.`DU`[fUj Y`A UWA]`Ub"

7cd]Yg`cZhY`hYI hUfY`Uj U]UV`Y`]b`hY`]VfUfm"

H\Y`I`BGK`'6cc_g\cd`\Ug`cfXYfYX`]b`hY`hYI hZcf`di fWUgY" `@]b_g`Zcf`hY`Df]bhUbX`8][]fU`Vcc_g`UFY.

•

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

Gh XYbhYj U'i Uh] Y ZYXVUW_]g [UhYfYX'fY [i 'Uf'mhc]bZcfa 'UbX'ja dfcj Y'hAY'ghfi W'i fY'cZhAY'Wci fgY''H\Y
gYa]bUfg'\Uj Y'VYyb'XYg][bYX'hc'UXXfYgg'hAY'7ci fgY '@YUfb]b['Ci hWca Yg'UbX'gdYW]Z]WUgdYWg'cZhAY
Ugg][ba YbhgZ'UbX'hc'WUf]ZmUgdYWg'cZhAY'Ugg][ba Ybhg'hc'a U_Y'hAYa 'YUgmhc'i bXYfghUbX''

⊖'UXX]hcb'hc'hAY'gh XYbhZYXVUW_cVhU]bYX'hfci [\'_ k7j bWd]W UWZ]bZcfa U`ZYXVUW_ UbX'WUgg!
[YbYfUHYX'ZYXVUW_UFY'Ugc'ja dcfhUbh'hc'cb![c]b['Wci fgY'XYj Y`cda Ybh'Gh XYbhZYXVUW_]g'hU_Yb
gYf]ci g'mUbX'gi VghUbh]U`ja dfcj Ya Ybhg'UfY'a UXY'hc'U`'Wci fgYgZ]bW'i X]b['GC 7:) %\$' 'VUgYX']b'dUfhcb
gi W' ZYXVUW_''

Gh XYbhg'k]''VY'UVY'hc'dfcj]XY'ZYXVUW_UVci hAY'Wci fgY'hfci [\'_ k7j bWd]W UWUhAY'YbX'cZhAY'hYfa "

⊖ U[Y'7 fYX]h

Gi Va]gg]cb 'cZ5ggYgga YbhiHUg_g

Hi fb]h]b 'Gi Va]gg]cb

Ʒmci 'YbWci bHYf'U'dfcV'Ya 'k \Yb'UH'Ya dh]b['hc'gi Va]hmc i f'Ugg][ba YbhiH'fci [\ 'Hi fb]h]bž'd'YUgY
HY'Yd\cbY'9I HYfbU'Gi ddcfhcb'-',) "' ' ' %cf'Ya U]'H'Ya 'cb'YI HYfbU'HY'ggi ddcfh4 i bgk "YXi "Ui "'Gi ddcfh
\ci fg'UfY', .\$\$Ua '—%\$.\$\$da 'cb'k YY_XUmg'UbX'-. \$\$Ua '—) .\$\$da 'cb'k YY_YbXg'fI *) 'XUmg'U'm'YUfI" Ʒmci
UfY'i bUV'Y'hc'gi Va]hmc i f'Ugg][ba YbhiXi Y'hc'U'Zi 'hk]H'Hi fb]h]b'mci 'a UmUdd'm'Zcf'Ub'YI HYbg]cbž'Vi hmc i
a i ghfYHU]b'mci f'h]W_Yhbi a VYf'Z'ca '9I HYfbU'Gi ddcfhfU'cb['k]H'UbmcH'Yf'fY'Yj UbhXcW a YbHgE'hc
]bWi XY'Ug'Yj]XYbVW'hc'gi ddcfhmc i f'YI HYbg]cb'Udd'jW]h]cb" Ʒmci 'Ya U]'9I HYfbU'Gi ddcfhmc i 'k]
Ui 'ca UH]WU'm'fYW]j Y'U'h]W_Yhbi a VYfž'Vi h]Zmci 'HY'Yd\cbY'mci 'k]'b'YX'hc'gdYW]Z]WU'mUg_ 'Zcf'cbY"
Hi fb]h]b'U'gc'dfcj]XYg'i dXUH'g'cb'H'Y]f'gmgh'Ya 'ghU'g'cb'Hk]HYf"

; YbYfU'mž'UggYgga YbhiHUg_g'a i ghVY'gi Va]HYX'Y'YW'fcb]WU'mj]U'Y]H'Yf'Hi fb]h]b'cf'U'A ccX'Y
Ugg][ba YbH' 'b]bg]UbVW'g'k \YfY'H'g]g'bc]hdccg]V'Yž]hk]'VY'ghUH'X'cb'mci f'Wci fgY'g'A ccX'Y'g]H'k]H
U'HYfbUH] Y'gi Va]gg]cb'XYHU]g"

: cf]bZ'fa UH]cb'cb'\ck 'hc'gi Va]hUgg][ba YbHg'cb]bY'j]U'A ccX'Y. \Hdg.#gh XYbH'i bgk "YXi "Ui #ck!
gi Va]hUgg][ba YbH'a ccX'Y

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

D`U[]Uf]ga `]g`i g]b[`hY`k cfXg`cf]XYUg`cZchYfg`UbX`dfYgYbh]b[`hYa `Ug`mci f`ck b" `#WUb`hU`Y`a Ubm
Zcfa gZ`Zca `XY`]VYfUHY`WXYUH]b[`hc`UWV]XYbhU`mWc`dm]b[`Zca `U`gci fW`k]h`ci hUW`bck `YX[Ya Ybh`

I BGK ` [fci dg`d`U[]Uf]ga `]bhc`hY`Zc`ck]b[`WUHY` [cf]Yg.

7 cdm]b[. `i g]b[`hY`gUa Y`cf`j Yfmg]a]`Uf`k cfXg`hc`hY`cf][]bU`hYl hcf]`]XYU`k]h`ci hUW`bck `YX[]b[`hY
gci fW`cf`i g]b[`ei chU]cb`a Uf_g" `H\]g`U`gc`Udd`]Yg`hc`]a U[YgZ`UfhUbX`XYg][b`dfc`YWgZ`Ug`k Y`Ug
dfYgYbhU]cbg`k \YfY`gca YcbY`dfYgYbh]UbchYf`g`]XYUg`cf`k cfXg`k]h`ci hWYX]h`

Uddfcdf]UHY`dUfUd`fUg]b[. `7 \Ub[]b[`U`ZYk`k cfXg`UbX`d`fUgYg`k \]Y`a cghmfYHU]b]b[`hY`cf][]bU`

- i bXYfghUbx'mci f'f][\hg'UbX'fYgdcbg]V]h]Yg'Ug'U'gh XYbhUhl BGK
- VY'Uk UfY'cZd'U[]Uf]ga ž'Wcdmf][\hžI BGK 'Gh XYbh7cXY'cZ7cbXi W'Ubx'5Ww'dhUV'Y'I gY'cZ I BGK '⇒H'F Ygci fW'g'Dc`]Wm
- VY'Uk UfY'cZh'Y'ghUbxUfXg'cZVY\Uj]ci f'YI dYW'X'cZYj Yfmcby'jb'h'Y'I BGK 'Wca a i b]m
- `cWJh'gYfj]Wg'UbX'jbZcfa Uhcb'UVci hl BGK 'UbX'I BGK '@VfUfm

Gca Y'cZh'YgY'UfYUg'k]`VY'ZJa]]Uf'hc'mci ž'ch'Yfg'k]`VY'byk "; U]b]b['U'gc`X'i bXYfghUbx]b['cZU`h'Y fY'UH'X'UgdYW'g'cZ9@G9'k]`Y'd'mci 'a U_Y'h'Y'a cghcZmci f'gh X]Yg'Uhl BGK ""

[\hhd.##ji V'YW'i \]XYg" \]VfUfm'i bgk "YXi "Ui #' \]gY#JVci h' \]gY](#)

5 WUXYa]W=Zcfa Uh]cb

: cf`YggYbh]U`ghi XYbh]bZcfa Uh]cb`fY`Uh]b[`tc.