

HD`YUgY`bchY`hUhihY`GWcc`C Z]W`k]`bch_bck`k \Yb#Zmci fWti fgY`Wtj Ybcf`]g`cb`Wla di g`cf
Uj U]UV`Y

9a U]`

[9b\[\]bYYf\]b\[\]Gh XYbhGi ddcfhGYfj \]Wg](#) -`W ffYbhighi XYbhYbei]f]Yg

- Y"["Ybfc`a Ybž`dfc[fYgg]cbž`WUg\`fYei Ygřž`Wti fgY`]ggi Yg`cf`dfc[fUa !fY`UH`X`ei Yf]Yg

hc[YhYf'k]h'gca Y'fYUX]b['a Uhf]U""5'gh XYbh'f'f[fci d'cZgh XYbh'k]''VY'bca]bUhfX'Ug'h'Y'hcd]W
a cXYfUhc'ff'g' H\Ymk]''dfcj]XY'Ub']b]h]U'gi a a UfmcZ'h'Y'hcd]W'UbX'Ug_'dfcj cW]h] Y'ei Ygh'cbg''H\Y'Ybh]fY
WUgg'k]''dUfh]W]dUhf'k]h'h'Y]f'W'a a Ybh'UbX'cd]b]cbg'z'a U]bh]b]b['U'W'Y[]U'UbX'YbW'ei fU[]b['Z'fa 'Z'f
XYVUH''H\Y'gh XYbh'UfY YI dYW'X'h'c'dfcj]XY'U'a]b]a i a 'cZ'h'c]bh'fUW]cbg'UbX'&\$'k cfXg'dYf'hcd]W
H\Y'hcd]Wa cXYfUhc'f'k]''U'gc'VY'UggYggYX'cb'h'Y]f'UV]]h'hc'a U]bh]b'U'j]VfUbh'UbX'fYgdYW'Z' ''XYVUH'
Ybj]f'cba Ybh'

5''a Uf_g'UfY'dUgg#Z]`'UbX']bX]j]Xi U''

A Uf_g'k]''VY'fYh' fbYX'UhfY'YUgY'cZ]bU'fYgi 'rg''

8YUX']bY'Z'f'UVgc'i h'Z]j'. B #5

5ggYgga Ybh' . 'ei]nnYg

GHUfhXUH'. 'Bch5dd']WV'Y

8YH]`g.hk c'cb']bY'ei]nnYg

5XX]h]cbU'XYH]`g.

H\Y'ei]nnYg'h'gh'UbU'm]W'UbX'W]h]W'h']b_]b['UbX'[YbYfU'i bXYfghUbX]b['cZ'h'Y'W'ei fgY'a Uhf]U'']b'U
W'bf'c''YX'Z]g\]cb''E i Ygh'cbg'a UmVY'XfUk b'Z'ca 'UbmUgdYW'h'cZ'h'Y'W'ei fgY'W'ej YfYX'i bh]'h'Y'k YY_
dfYWX]b['h'Y'h'gh'z'i b'Ygg'gdYW]Z]W'm]bX]W]h]X'ch'Yfk]gY'Vm'h'Y''YW'h' fYF''A Uf_g'k]''VY'Ugg][bYX
UW'cfX]b['hc'h'Y'W'ffYW'bh'Ygg'cZ'h'Y'fYgdcbgYg''

H\YgY'UfY']bX]j]Xi U'h'ghg

A Uf_g'k]''VY'fYh' fbYX'k]h']b'cbY'k YY_'cZYUW'ei]n'W'a d'Y'h]cb''

8YUX']bY'Z'f'UVgc'i h'Z]j'. B #5

5ggYgga Ybh' (. 'Ugg][ba Ybh

GHUfhXUH'. 'K YY_;

8YH]`g.hU_Y!\ca Y'Ugg][ba Ybh

5XX]h]cbU'XYH]`g.

H\Y'Z]bU'Ugg][ba Ybhk]h']bj c'j Y'U'W]gY'gh XmiUbX'h'Y'gh XYbh'k]''bYX'h'c'dfcj]XY'h'Y]f'UbU'm]g]]b'h'Y

5 HbXUbW F Yei]fYa Ybhg

Gh XYbhg UfY gfcfb [mYbWci fU[YX hc UHbX U WUggYg UbX fyj]Yk YWfi fy fYWcfX]b[g"

7 ci fgY GWYXi Y

[J Yk WUgg ha YhUV Y](#)

H]a YhUV Y

8 UH	HmdY	7 cbhYbh
C K YY_ , : YVfi Ufm! %& : YVfi Ufm	Hcd]W	K Y Wta Yz UbX UXa]b]gfhUhj Y hci V Y!g\ccfb[
K YY_ % %) : YVfi Ufm! %- : YVfi Ufm	Hcd]W	C j Yfj]Yk cZ h Y bi WYUf Z Y W WY " A]b]b[UbX a]]b[
K YY_ & . & : YVfi Ufm! & * : YVfi Ufm	Hcd]W	7 cbj Yfg]cb hc l : * UbX Ybf]W a Ybh
K YY_ " . % A UfW !) : YVfi Ufm	Hcd]W	7 cbj Yfg]cb hc l C & UbX bi WYUf Z Y ZVf]W h]cb
K YY_ (. ; ' A UfW ! %& A UfW	Hcd]W	7 i ffYbhUbX Z h fy bi WYUf Z Y g"
K YY_) . % ' A UfW ! %- A UfW	Hcd]W	l gYX Z Y ghcfU[Y UbX fydfcW gg]b[
K YY_ * . & & A UfW ! & * A UfW	Hcd]W	B i WYUf]nU h]cb c ZdfcW ggYg
K YY_ + . & - A UfW ! & 5df]	Hcd]W	G YdUfU h]cb c Zk UghY
K YY_ , .) ' 5df]' ! - ' 5df]'	Hcd]W	K UghY Zcfa g UbX ghcfU[Y
K YY_ - . % & ' 5df]' ! % * 5df]'	Hcd]W	K UghY WcbX] h]cb]b[ž ghcfU[Y UbX X]gdcgU'
K YY_ % \$. % - ' 5df]' ! & 5df]'	Hcd]W	8 YWta a]gg]cb]b[ž a cb] h]cb]b[UbX fYa YX]U h]cb

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

5ggYgga Ybhgi Va]gg]cb'UbX'a Uf_]b['Wf]hYf]U

G\ci 'X'hY'Wci fgY'\Uj Y'Ubmcbcb!Y'YWfcb]WUggYgga Ybhgi Va]gg]cbž'hYg'g\ci 'X'\Uj Y'U'ghUbxUfX
GWcc'Wcj Yf'g\YYH'

5`gi Va]gg]cbg'UfY'YI dYWYX'hc'VY'bYUhbX'WYUfmgYhici H'Mci f'fYgi 'hg'UfY'hY'd]bbUWY'cZU`mci f'\UfX
k cf_'UbX'g\ci 'X'VY'hYUhx'k]h'Xi Y'fYgdYWf'DfYgYbh]b['fYgi 'hg'WYUfm[]j Yg'hY'a Uf_Yf'hY'VYghWUbw
cZi bXYfgtUbx]b['mci f'a YhcX/Yj Yb']ZhY'bi a Yf]WU'fYgi 'hg'UfY']bVc'ffYWf'

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[J'V'Y'rc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'rc'gi Va]h]b['Ub
UggYgga Ybhcf'g]h]b['Ub'YI Ua "

I BGK 'bck '\Ug'U': [Jhrc'G\]h#Gi Va \]hfi_Yžk \\]W'a](#) YUbg'hUh]Zmci 'UthYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhž'mci 'UfY'XYWUf]b['mci fgY'Z]hYbci [\ 'rc'Xc'gc'UbX'Wbbch'Uthf'Udd'mZcf'GdYWU'
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b['Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm
UggYgga Ybhž'd'YUg'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[Y"](#)

D'YUgY'bc'hY'hUhghi XYbhg'k]'bchVY'fYei]fYX'rc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'rc
gi ddcfhUVgYbW'g'Zca 'UbmWUggYg'a]ggYX'VYWU'i gY'cZ7CJ -8!%- 'di V']W\YU'h'a YUgi fYg'gi W'Ug
]gc'Uh]cb" I BGK 'k]'bchVY']bg]gh]b['cb'a YX]W'Wf]h]WUhg'Zca 'UbmcbY'XYYa YX'rc'VY'U'dcg]h] Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]WUhg'UfY'X]Z]W'h'rc'cVHU]b'UbX'di hUb'i bbYW'ggUfm]gh]U]b'cb
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']W]h]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k]'VY'fYei]fYX'Zcf'UggYgga YbhUbX'dUfh]W]dUhc'b'UVgYbW'g'—
Vi hbc'XcW a YbhUfmYj]XYbW'Zcf'7CJ -8 %-]'bYgg'cf']gc'Uh]cb'k]'VY'fYei]fYX"

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

I BGK `Ug`Ub`cb`c]b[`Wca a]ha Ybhlc`ZcghYf]b[`U`W`hi`fY`cZ`YUfb]b[`]bZcfa YX`VmiUWUXYa]W]bhY[f]m`5`
I BGK `gh`XYbthg`Uj`Y`U`fYgdcbg]V`]mhc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa]W]bhY[f]m`D`U[]Uf]ga
i bXYfa]bYg`UWUXYa]W]bhY[f]m]UbX`]g`bchlc`YfUHX`Uhl`BGK`"B`SY[Sde_`SfG@E|`[e VWX`W`Se ge[`Y`
fZWi`ad/e`ad[VWSe`aXafZWde`S`V`bSee[`Y`fZW_`aXSe`kagdai`ž

D`U[]Uf]ga`]g`U`mdY`cZ]bhY`YWi`U`h`Y`Z`h`h`W]b`hU`_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHX`WXYU]b[`hc`UWUXYbH`m`
Wcdm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK`Ug`dfcXi`W`X`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfhgh`XYbthg`hc`i`bXYfgH]bX`UbX`Uj`c]X`d`U[]Uf]ga`ž`]g]h`[gh`XYbth`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`"](#)
H`Y`@YUfb]b[`7`YbhfY`Ugg]ghg`gh`XYbthg`k`]h`i`bXYfgH]bX]b[`UWUXYa]W]bhY[f]m]UbX`ck`bchlc`d`U[]Uf]gY"

5 WUXYa]W<Zcfa Uh]cb

7 fYX]hdc]bHg

7 ci fgY WYX]h]g'WU'W'UH'X']b' l b]hg! C Z 7 fYX]hfl C 7 E' H\Y'bcfa U'k cf_cUX'YI dYWWUh]cb'Zc'f'cbY'I C 7]g'Uddfc]]a UH'm&) \ci fg'dYf'hYfa "H\]g]bW' XYG'WUgg'W<bH'UW\ci fg'zdf]j UH' gh Xn'z'ch'Yf'YUfb]b[UW]j]hYg'zdfYdUfU]cb'UbX'h]a Y'gdYbhc'b'U' UggYggUV'Y'k cf_"

A cghW<i fgYk cf_W<i fgYg'Uhl BGK 'UFY'*'I C 7 'UbX']bj c'j Y'Ub'Ygh]a UH'X'% \$ \ci fg'hc'W<a d'YH'z'Zc'f'Vch' fY[i 'Uf'UbX']bH'bg] Y'hYfa g''9UW' W<i fgY']bW' XYG'U'dfYgW]VYX'bi a VY'f'cZ\ci fg'dYf'k YY_'f'k# E'cZ gW'YXi 'YX'ZJW'!hc!ZJW'UbX#f'cb']bY'W<bH'UW' 5bmUXX]h]cb'U'h]a Y'VY'rcbX'h'Y'dfYgW]VYX'W<bH'UW\ci fg g\ci 'X'VY'gdYbh]b'a U_]b['gi fY'h'Uhmci 'i bXYfg]UbX'h'Y'YW'i fY'a UH'f]U'z'W<a d'Yh]b['h'Y'gYh Ugg][ba Yb'g'z'Z f'h'Yf'fYUX]b['z'UbX'fYj]g]b['Zc'f'UbmYI Ua]b'U]cbg"

C b!WJa di g'WUgg'UH'YbXUbW

Di V']WX]ghUbW]b['W<bX]h]cbg'a i ghVY'Z'ck YX'Zc'f'U'ZJW'!hc!ZJW'WUggYg''Hc'Ybgi fY'h']g'z'cb'migh' XYbHg Ybfc'YX']b'h'cgY'WUggYg'k]'VY'U'ck YX']b'h'Y'fcca "7 Ugg'fcgh'fg'k]'VY'U'UW'YX'hc'W<ffYgdc'b]b[fcca g'UbX'W]FW'UH'X'Ua cb['UV'XYa cbg]f'U'hc'fg" Bc'c'j Yf'Ybfc'a Ybh]g'U'ck YX']b'ZJW'!hc!ZJW'WUgg" Gh'XYbHg'Ybfc'YX']b'cb']bY'WUggYg'W]b'gk Ud'h'Y'f'Ybfc'a Ybh'Zca 'cb']bY'hc'U']a]h'YX'bi a VY'f'cZcb! WJa di g'WUggYg'VmGi bXUn'z'k YY_'%'D'YUgY'fY'Zf'hc'mci f'W<i fgY'f]A]W'cgcZiHYUa g'UbX'A ccX'Y'g]h'g'Zc'f a cfY']b'Zc'fa Uh]cb'UVci h'WUgg'UH'YbXUbW'Zc'f']b!dYfgcb'UbX'cb']bY'WUgg'gYW]cbg#UW]j]h'Yg"

Mci f'YU'h'UbX'h'Y'YU'h'cZ'h'cgY']b'mci f'WUgg']g'W]h]W'm]a dcf]Ub'h'Mci 'a i ghghUmUh\ca Y']Zmci 'UFY g]W'cf'\Uj Y'VYb'UXj]gYX'hc'gY'Z']gc'UH'Vm'BGK '\YU'h' 'cf['cj Yfba Ybh'Ui h'cf]h'Yg''7 i ffYbh'U'Yf]g'UbX'U]ghcZ'ch'gdc]g'W]b'VY'Zci bX'\YfY''Mci 'k]'b'chVY'dYbU']gYX'Zc'f'a]gg]b['U'ZJW'!hc!ZJW'UW]j]h'mXi Y hc']'b'Ygg'cf'U'fYei]fYa Ybh'hc'gY'Z']gc'UH''K Y'k]'k cf_'k]h'mci 'hc'Ybgi fY'W<b]bi]h'icZ'YUfb]b['Xi f]b[mci f']gc'Uh]cb'UbX'\Uj Y'd'Ubg']b'd'UW'Zc'f'mci 'hc'W]h'W' i d'cb'Ubm'W<bH'bh'cf'YUfb]b['UW]j]h'Yg'mci 'a Um a]gg''K \YfY'h'g'a]['h'bh'chVY'dcgg]V'Y'z'Ub'Udd']W]h]cb'Zc'f'Z'Y'fYa]gg]cb'a UmVY'X'g]W'ggYX'' : i f'h'Yf]b'Zc'fa Uh]cb']g'Uj U]UV'Y'cb'Ubm'W<i fgY'A ccX'Y'cf'HYUa g'g]h'Y"

W'ffU]b'WUgg'fcca 'UbX'UV'cf'U'hc'fmg]h' Uh]cbg'k \YfY'd'ng]W]X']ghUbW]b['W]bb'chVY'a U]b]U]bYX'cf'h'YfY']g U'\][\ f]g_'h'Uh]h'W]bb'chVY'a U]b]U]bYX'z'ZJW' 'a Ug_g'k]'VY'W<bg]XYfYX'a UbX'U'hc'fmiDD9'Zc'f'gh' XYbHg'UbX ghUzZ

: cf'a cfY']b'Zc'fa Uh]cb'z'd'YUgY'fY'Zf'hc'h'Y
: 5E g. [\h'g #k k "W<j \]X!%"i bgk "YXi "Ui #gUZ'fY'h' fb!WJa di g!ZJeg](#)

; i]XY']bYg

5''gh' XYbHg'UFY'YI dYWW'X'hc'fYUX'UbX'VY'ZJa]]Uf'k]h' l BGK '[i]XY']bYg'UbX'dc']W'g'' W'd'Uf]h'W'Ufz gh' XYbHg'g\ci 'X'VY'ZJa]]Uf'k]h' h'Y'Z'ck]b[.

- [5H'YbXUbW](#)
- [I'BGK '9a U\]'5XXfYgg](#)
- [GdYW\]U'7cbg\]XYfU\]h\]cb](#)
- [9I'Ua g](#)
- [5ddfcj'YX'7U'W'U'hc'fg](#)
- [5WUXYa \]W<cbYghmUbX'D'U\[\]Uf\]ga](#)

⇒ dcfhUbh@]b_g

- [A ccX`Y](#)
- [@UV`5WV`gg](#)
- [<YU`h`UbX`GUZYhm](#)
- [7ca`di`hb\[`: UW`hYg](#)
- [Gh`XYbhF`Ygci`fW`g](#)
- [7ci`fgY`Ci`h\]bYg](#)
- [9b\[\]bYYf\]b\[`Gh`XYbhGi`ddcfhGYfj`_W`g:7YbhfY](#)
- [A`U`YfgdUW`](#)
- [I`BGK`H\]a`YhUV`Y](#)
- [I`BGK`<`UbXVcc`](#)
- [I`BGK`A`YWX`Ub\]WV`UbX`A`Ubi`ZUV`f\]b\[`9b\[\]bYYf\]b\[](#)
- [9ei`\]hUV`Y`@YUfb\]b\[`GYfj`_W`g](#)

⇒ U[Y`7`fYX]h

GmbYf[]Yg`]b`Gci`bX`&\$%*`

7F ⇒ CG

7F ⇒ CG`Dfcj`]XYf`7`cXY.`\$\$\$-`,`;

5W_bck`YX[`Ya`YbhcZ`7`ci`b]fm

K`Y`UW_bck`YX[`Y`h`Y`6YXY[`U`d`Ycd`Y`k` \c`UFY`h`Y`fUX]h]cbU`W`g]hX]Ubg`cZ`h`Y`UbXg`cb`k` \]W`I`BGK`
?`Ybg]b[`hcb`W]a`di`g`]g`cW]hYX"

