



MMAN1130

8Yg][b'UbX'A Ubi ZJWñ f]b[

HYfa 'Hk c''##'&\$&%

GWcc``cZA YWUbjWU``UbX'A Ubi ZJWñ f]b['9b[]bYYf]b[``##'I BGK '9b[]bYYf]b[

7 ci fgY`Cj Yfj]Yk

GHJZZ`7 cbhUW`8 YHU]`g

7 cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cWU]cb	D\cbY
8 Ub]Y`9 [[`Yf	X"Y [[`Yf4 i bgk "YXi "Ui	9a U]`rc`Vcc_`U Wtbgj `hU]cb	(\$&< ž 5]bgk cfl 6i]X]b [

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I BGK `A YWU]b]WU`UbX`A Ubi ZUW` f]b [`9b []bYYf]b [

5]bgk cfl `Vi]X]b [`>%+ž@Y] Y`%

5Vcj Y`7 cZY`cb`7 Ua di g

<ci fg

-. \$\$-) . \$\$da žA cbXUm=: f]XUm

f7`cgYX`cb`di V`]W\c`]XUmžGWXcc`gWYXi `YX`Yj Ybtg`UbX`I b]j Yfg]miG\i hXck b

K YV

[GWXcc`cZA YWU\]b\]WU`UbX`A Ubi ZUW` f\]b \[`9b \[\]bYYf\]b \[](#)

[9b \[\]bYYf\]b \[`Gh XYbhGi ddcfhGYfj \]W\]g](#)

[9b \[\]bYYf\]b \[`X\] gf\]U`HfU\]b\]b \[](#)

[I BGK `Gh Xm5VfcUX`UbX`9I WU\]b \[Y`fZcf`\]bVci bX`gh XYbtg](#)

[I BGK `: i h fy`Gh XYbtg](#)

D\cbY

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

fZ`*%&Ł- ' ,) `+*%`-`9b []bYYf]b [`X] gf]U`HfU]b]b [

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

fZ`*%&Ł- ' ,) `(\$- +`-GWXcc`C Z]W]H

H`D`YUgY`bch`h`U`h`h`Y`GWXcc`C Z]W`k`j`bch_bck`k`Yb#Zmci`f`Wci`fgY`Wcbj`Ybcf]`g`cb`W]a`di`g`cf`Uj`U]UV`Y

UbX'Uddfcdf]UHY'mZca 'hYgY'g]Hfg"

WUgg. 'H\YfY'UfY'hfY'j]b!WUgg'UWj]jYg'j]b'U'md]W'k'YY_'k\]W'k'Y'fYZf'rc'Ug'hY'@YWh'fYz'Hi'rcf]U' UbX'758#75A '@UV'VUgYX'cb'hY'hja'YhUV'Y'j]b'GYW]cb'' ''H\Y'cb]bY'gY['a'Ybhg'cZ'h]g'Wci'fgY'UfY' cf['Ub]gYX'cb'hY'Z'ck]b['df]bW]d'Yg.

% '@YUfb]b[. 'Gh'XYbh'YUfb]b['j]g'hY'Z'fghdf]cf]m! 'hYUW]b['UbX'UggYgga'YbhUfY'gYWcbXUfm' WcbWf'fbg''@YUfb]b['\YfY'j]g'XYZ]bYX'Ug['U]b]b['bYk'k'Um]cZi'bXYfghUbx]b['hY'Z]Y'cZXYg]['b'UbX' a'Ubi'ZJWh'f]b['j]b'a'YW]Ub]W'Yb['j]bYYf]b[/bchUg]ja'd'mia'Ya'cf]g]b['j]bZ'fa'Uh]cb''K'Y'UfY'f]m]b['rc' hfUbgZ'fa' 'mci' 'j]bhc'Yb['j]bYYfg'UbX'W]h]W' 'h]b_Yfg'j]b'hY'X]g]W]d'j]bY'' & "DYf'W'YfUW]cb. '@YUfb]b['j]g'U'gcW]U'UW]j]mž'UbX'fYgYUfW'g\ck'g'hUhmci'k'j]''YUfb'a'cghUbx' VYghk'Yb'mci'UfY'UW]j]Y'mh]i['\hV'mmci'f'dYYfg'UbXž]b'hi'fbžk'Yb'mci' 'hYUW' 'hYa' " ' "5i'hYb]h]m'K'Y'k'j]''Uj'Y'Ug'a'ix'Ui'hYb]h]m'cZ]b['j]bYYf]b['dfUW]W'Ug'j]g'dcgg]V'Y'k'j]h]b'hY' Wcbghf]bhg'cZ'hY'Wci'fgY'UbX'k'YfY'j]hXcYg'bchfYghf]U]b'mci'f'YUfb]b[" (" < ['\ghUbxUfXg. 'K'Y'k'j]''Uj'Y'Ug'a'ix'Ui'hYb]h]m'cZ]b['j]bYYf]b['dfUW]W'Ug'j]g'dcgg]V'Y'k'j]h]b'hY' Wcbghf]bhg'cZ'hY'Wci'fgY'UbX'k'YfY'j]hXcYg'bchfYghf]U]b'mci'f'YUfb]b[") "C'dYbbYgg. '5g'a'ix'Ui'hYb]h]m'cZ]b['j]bYYf]b['dfUW]W'Ug'j]g'dcgg]V'Y'k'j]h]b'hY' Wcbghf]bhg'cZ'hY'Wci'fgY'UbX'k'YfY'j]hXcYg'bchfYghf]U]b'mci'f'YUfb]b[" * "DfcW'gg. 'H\Y'Z'W'g'cZ'hY'Wci'fgY'k'j]''VY'cb'dfcW'ggYgž'bchci'W'ca'Yg''H\Y'f]['\hici'W'ca'Yg'k'j]''VY' U'VmdfcXi'Wh'cZ'ck]b['hY'W'ffYWh'dfcW'ggYg"

H\Y'YWh'fYg'j]b'h]g'Wci'fgY'k'j]''Wci'Yf'W'fY'WcbW'dhg'UbX'VUW]fci'bX'hY'cfm]b'a'Ubi'ZJWh'f]b['UbX' Yb['j]bYYf]b['XYg]['b''H\Y'YWh'fY'a'Uhf]U'j]g'Uj'U]UV'Y'rc'gh'XYbhg'Y'Yfcb]W]m'vY'Z'fY'YUW'WUgg]j]U' HYUa'g"

H\Y'758'UbX'75A '@UVg'UfY'XYg]['bYX'rc'U'ck' 'mci' 'rc'dfUW]gY'W]h]W'g_]g'j]b'hY'UfY'Ug'cZ'W'ca'di'hY'f] U]XYX'XYg]['b'UbX'a'Ubi'ZJWh'fY''DfY!'UV'k'cf_'k'j]''VY'Uj'U]UV'Y'VY'Z'fY'hY'ghUf]hcZ'WUgg'UbX'j]g'UV'Y'rc'VY' k'cf_'YX'h'fci['\]b'mci'f'ck'b'hja'Y''8i'f]b['hY'UVgž'hY'dfY!'UV'k'cf_'k'j]''VY'Yi'dUbXYX'i'dcb'k'j]h' cddcf]b]m]rc'gYY_'Ugg]ghUbxW'j]b'UfY'Ug'cZ]Z]W' 'm'

H\Y'Hi'rcf]U'g'k'j]''dfcj]XY'ja'dcf]Ubh'Wcb]h]i'hi'U]g]Uh]cb'VY'rk'YYb'hY'dfUW]W'g_]g'VY]b['h]i['\h]b'hY'UVgž' hY'WcbW'dhg'VY]b['j]bhcXi'W'X'j]b'hY'YWh'fYg'UbX'\]['\]['\h\ck'hYgY'UfY'fY'UfY'k'Yb'XYg]['b]b['UbX' a'Ubi'ZJWh'f]b['j]b'hY'fY'U'k'cfX"

5XX]h]cbU'7ci'fgY'W'Z'fa'Uh]cb

H\]g'j]g'U'*'i'b]hcZ'WYX]h]f]c7'Wci'fgY'UbX'j]b]c]Yg'*'\ci'fg'dYf'k'YY_'f]h'Z'cgW'XYXi'YX'cb]bY'WcbUW'

H\Y'bcfa'U'k'cf_'cUX'Yi'dYW]h]cbg'cZ]U'gh'XYbhUfY'Uddfc]ja'UHY'm&)\ci'fg'dYf'hY'fa'Z'f'YUW' 'I' C7ž']bWi'X]b['WUgg'WcbUW]\ci'fgž'chYf'YUfb]b['UW]j]j]hYgž'dfY'dUf]h]cb'UbX'hja'Y'gdYbhcb'U''UggYggUV'Y' k'cf_'"

Mci'g\ci'X'U]a'rc'gdYbX'UVci'h%&\# 'cb'h]g'Wci'fgY''H\Y'UXX]h]cbU'hja'Y'g\ci'X'VY'gdYbh]b'a'U_]b[gi'fY'hUhmci' 'i'bXYfghUbx'hY'YWh'fY'a'Uhf]U'Z'W'ca'd'Y]h]b['hY'gYhUgg]['ba'Ybhgž'Z'f'hY'f'fYUX]b[ž'UbX' fY]j]g]b['Z'f'UbmYi'Ua'j]bU]h]cbg"

5ggYgga Ybh

8YHU]YX'jbZcfa Uhc'cb'U''UggYgga Ybhg'ig'Uj U]UV'Y'hc'ci [\ 'HYUa g"

5ggYgga YbhHUg_g

5ggYgga YbhHUg_	K Y][\ h	8i Y'8UH	Gh XYbh@YUfb]b[Ci hWca Yg'5ggYggYX
7ca di hYf!U]XYX'8Yg][b G_]`g`	(\$i	K YY_((: f]XUm#K YY_+ : f]XUm	(ž) ž* ž+
7B7 'A UWX]b]b['5ggYgga Ybh	&)i	:]Y'Gi Va]gg]cb!'K YY_, ž HYgh]b['!9I Ua 'DYf]cX	' ž(ž) ž*
5gg][ba Ybh	')i	K YY_`%\$! : f]XUm	%ž&ž*ž+

5ggYgga Ybh8YHU]`g

5ggYgga Ybh% '7ca di hYf!U]XYX'8Yg][b'G_]`g`

GHUfhXUH. Bch5dd]WUV`Y

8YHU]`g.

HYgh]b['Wca di hYf!U]XYX'XYg][b'g_]`g`Wc] Yf]b['Yb[]bYYf]b['XfUk]b[gž'Wca di hYf!U]XYX'XYg][b'UbX Wca di hYf!U]XYX'a Ubi ZJWfi fY"

5XX]h]cbU`XYHU]`g.

&i '&\$i 'h'ghg" 'HYgh%UbX'&k]''VY'\Y'X']b'K YY_g('UbX'+ 'Xi f]b['hY : f]XUm'YWfi fYžfYgdYWfi Y'm':]Yg a i ghVY'gi Va]hYX'hc 'A ccX'Y'Ug'dYf']bgf]i W]cbg']b'hY'hYghdUdYf'"A Uf_g'UfY'hc'VY'fYh'fbYX'k]h.]b'fk c kYY_g'cZ'hY'hYgh'

k YY_

5ggYgga Ybh&. '7B7 'a UWX]b]b['5ggYgga Ybh

GHUfhXUH. Not applicable

8YHU]`g.

8Yg][bž758ž75A 'UbX'a Ubi ZJWfi fY'Wca dcbYbhg'i g]b['7B7 'a UWX]bYfni'

5XX]h]cbU`XYHU]`g.

@Yb[h. 'l d'hc'&\$'dU[Yg

8YhU]`g.

7 UgY`gh X]Yg`UbX`[i]XYX`ei Ygh]cbg`UVci h'hY`"b_VYhk YYb`XYg][b`UbX`a Ubi ZJWfi fY"

5XX]h]cbU`XYhU]`g.

Gi Va]gg]cb`hc`Hi fb]h]b`Vcl`"b`A ccX`Y`Ug`dYf`UggYgga Ybh[i]XY`"bYg"A Uf_g`hc`VY`fYh fbYX`i dcb`fY`YUgY
cZ]bU`"a Uf_g"

K YY_%.&'5i [i gh! '*
5i [i gh

Hi h@UV

758 '@UVg. 'C dYb '7 cbgi 'hUhc b

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

7`Y[Wd[Y 6 dSi [Yž5"K ""6ci bXmžA W fUk <]`f+H`9X]hcbE"

F YWca a YbXYX`F Ygci fWg

? S`gXUfgd[Y 7`Y[Wd[Y S`V FWUZ` a`aYkžG"? U`dU_]Ub`UbX`G`F`GWKa]X""DfYbh]W`< U`

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

: YYXVUW`cb`hY`Wci fgY`]g`[U`hYfYX`dYf]cX]WU`mi g]b[`j Uf]ci g`a YUbgž]bW] X]b[`hY`I` BGK
a m9I dYf]YbW`dfcW`ggž]bZcfa U`X]gW`gg]cb`]b`hY`Z]bU`WUgg`Zc`hY`Wci fgYž`UbX`hY`GWcc`g
Gh XYbh#GhUZZa YYh]b[g`Mci f`ZYXVUW`]g`hU`Yb`gYf]ci g`nž`UbX`Wcb]bi U`]a dfcj Ya Ybhtg`UfY`a UXY`hc`hY
Wci fgY`VUgYXž]b`dUf]ž`cb`gi W`ZYXVUW`"

⊕`h]g`Wci fgYž`fYW`bh]a dfcj Ya Ybhtg`fYgi`h]b[`Zca`ghi XYbhZYXVUW`]bW] XY`fYXyg][b]b[`a Uf_]b[`W]hYf]U
Zc`f`7`58`WUggYg`]b`gi W`U`k`Umh`UhZc`W`gYg`cb`dfcW`gg`fU`hY`f`h`Ub`ci`hWca`Y`@YW] fY`WcbhY`bh`Ug`VYYb
fYU`][bYX`hc`Ybgi`fY`fY`Yj`UbW`hc`UggYgga`Ybh`DYfgcbU`Yb[fUj`]b[g`UfY`bck`]a`d`Ya`YbhX`Zc`f`hY`7`B`7
a`UW]b]b[`UggYgga`Ybh`

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[]V'Y'hc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'hc'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 'UhtYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhž'mci 'UfY'XYWUf]b['mci fgY'Z]hYbci [\ 'hc'Xc'gc'UbX'WUbbch'Uhf'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'j]bZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[Y"](#)

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

5dd']WU]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`XYbhg`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`YfUHYX`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`YWfi`U`h`YZh`#iW]b`hU`_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHY`WXYUhb[`hc`UWUXYbH`m`
Wcdm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK`U`g`dfcXi`W`X`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfhgh`XYbhg`hc`i`bXYfgHUbX`UbX`Uj`c]X`d`U[]Uf]ga`ž`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`"](#)
H\Y`@YUfb]b[`7`YbhfY`Ugg]ghg`gh`XYbhg`k`]h`i`bXYfgHUbX]b[`UWUXYa]W]bhY[f]m]UbX`ck`bchlc`d`U[]Uf]gY`
H\YmiU`gc`c`X`k`cf_g`cdg`UbX`W]b`Y`d`gh`XYbhg`cbY!cb!cbY"

Mci`U`fY`U`gc`fYa`]bXYX`h`UhWfYZ`h`ja`Y`a`UbU[`Ya`Ybh]g`Ub`ja`dcffUbhdufhcZgh`XmiUbX`cbY`cZ`h`Y`
]XYbh]Z`YX`W]i`gYg`cZ`d`U[]Uf]ga`]g`d`ccf`h`ja`Y`a`UbU[`Ya`Ybh`G`h`XYbhg`g`l`ci`X`U`ck`gi`Z`W]Ybh]ja`Y`Z`c`f`
bXYfa`]bYYk`cfXYbhg`g`A`g`W`Z`U`D`W`W]i`#`cbgH`%o`
%o`

5 WUXYa]W=Zcfa Uh]cb

7 fYX]hdc]bhg

7 ci fgY`WYX]hg`W`W`UH`X`]b`I` b]hg!C Z 7 fYX]hfl C 7 E`H`Y`bcfa U`k cf`cUX`YI dYWUh]cb`Zf`cbY`I C 7

- [AccXY](#)
- [@UV5WYgg](#)
- [7ca di hb\[: UW\]hYg](#)

