

7c`ca V]U/ ı \$' - /g'@UVcf'F YZcfa .': U]f
DUm'Zcf'K cf_]b['cb'8 Umg'C ZZ°

7c`ca V]U/ ı \$' - /g'&\$&) ``UVcf'fY Zcfa 'XYVUhYg'dfc[fYgg']b
7cb[fYggž']a dUWh]b['c'XUm'dUm'fUhYg'UbX'k cf_Yf'f][\hg"
8]gWcj Yf'_Ym'WX Ub[Yg"



7c`ca V]U'! H\Y'Wcbj YfgUh]cb'Ufci bX'UVcf'fY Zcfa 'b'7c`ca V]U']g
\YUh]b['i d'U[U]bž'dUfh]W`Uf'm'WcbWfb]b['Wca dYbgUh]cb'Zcf
k cf_Yfg'cb'h\Y]f'XUmg'cZZ'H\Y'dfcdcgYX'WX Ub[Yg'hYbhUh]j Y`m
ci h]bYX']b'h\Y'UhYgh'fY Zcfa 'U]a 'hc'fYg\UdY'\ck 'Ya d`cmYYg'UfY
fYk UfXYX'Zcf'k cf_]b['Xi f]b['cZZ]W]U'fYgh'XUmg''5g'h\Y'X]gW gg]cb
fYgi a Yg']b'h\Y'7cb[fYggž']b]Z]WUbh'UX'gha Ybhg'UfY'cb'h\Y
hUV`Y'h\Uh'Wci 'X'fYg\UdY'h\Y'UVcf'UbXgWUdY'Zcf'a Ubm
7c`ca V]Ubg"→bZcVUY'fYdcfhg'h\Uh'h\Y'GYbUhY']g'[YUf]b['i d'hc
X]gW gg'a cX]Z]WUh]cbg'hc'h\Y'YI]gh]b['fYa i bYfUh]cb'ghfi Whi fYž
k \]WX'Wci 'X'YUX'hc'a cfY'Yei]hUV`Y'dUm'Zcf'h\cgY'gUWf]Z]W]b['h\Y]f
XUmg'cZZ'Zcf'k cf_"

H\Y'bYk 'dfcdcgU`g'gi [[Ygh'U'%%\$ı 'dUm']bWfYUgY'Zcf'h\cgY

k cf_]b['cb'a UbXUhc fm'fYgh'XUmgž' hmd]WU`m'Gi bXUmgž'UbX'U'+) i
]bWfYUgY'Zcf'di V`jW\c`]XUmg`H\]g'dUmci h'k ci `X'VY'dfcdcfh]cbU`
hc'h\Y'hchU`'ci fg'k cf_YXžYbgi f]b['h\Uh'UXX]h]cbU`dUma Ybhg'Xc
bch]bhYfZYfY'k]h\`U'k cf_Yf g'i gi U`gU`Ufm`H\YfY g'U'dcg]hj Y
di g\`hc'a U_Y`Wca dYbgUh]cb`ZU]fYf'k \]Y'Ybgi f]b['h\Y
Zci bXUh]cbU`f][\hg'h\Uh'k cf_Yfg'UfY'Ybh]h'YX'hc'fYa U]b`]bhUW`

A U`cf'7\Ub[Yg'cb'h\Y'<cf]ncb

5g'h\Y'fYZcfa`gU]`g'h\fc i [\`7cb[fYggž]h'Ya Yf[Yg'h\Uh'h\Y': ci fh\
7ca`a]gg]cb'cZ'h\Y'GYbUhY`\Ug'fYW`j] YX'hk`c`X]gh]bW`h
dfYgYbhUh]cbg'Zcf'X]gW`gg]cbžYUW`j m]b['Zcf'UhhYbh]cb'Ua]X'U
dc`]h]WU`m'WUf[YX'Uha`cgd\YfY`"5g'fYdcfhYX'Vm'Di`ncž'fYW`bh
k]h\XfUk U'g'cZgi ddcfh'Zcf'h\Y'a U`cf'dfcdcgU`Zfca`dc`]h]WUbg'cZ
h\Y'7Ybhfc'8Ya`cWf`h]Wc'UbX'7Ua V]c`FUX]WU`Ya d\Ug]nY'h\Y
ZfUW`h'fYg'k]h\]b'dUfh]Yg'h\Uh'cbW`fU`]YX'Ufci bX'`UVcf'fYZcfa`"

H\Y'df]bW]dU`hYI hž'Wca`df]g]b['+' `Ufh]WYgž'fYhU]bg', \$i`cZk`Uh
h\Y'<ci gY'cZFYdfYgYbhUh]j Yg'dfYj]ci g'm'Uddfcj YX`"h]bhfcXi W`g
g][b]Z]WUbh'UX`gha Ybhg'gi W`Ug'g\]Zh]b['b][\h'k cf_`ghUfh]b[
\ci fg'hc`+.\$\$`DA`UbX'fYj Ua`d]b['h\Y`Wca`dYbgUh]cb`ghfi W`h'fY'Zcf
k YY_YbX'k cf_`"h'U`gc`]bW`i XYg'dfcj]g]cbg'hc`]a]h'hYa`dcfUfm
Wc`bhfUW`hg'hc`U'a U]`ja`i`a`cZ`Zj Y'mYUfg'UbX'Vc`ghYf'gi ddcfh'Zcf
UddfYbh]W`gž'Yb\UbW]b['h\Y]f'k U[Y`Wc`bX]h]cbg'UbX'UW`W`gg'hc
gcW]U`gYW`f]hm'VYbY`Z]hg"

H\YfY g'U`gc'U`Wci bhYf!dfcdcgU`Zfca`GYbUhc'f'5ÉXU`5j Y`U`cZ'h\Y
DUW`hc`<]gh'f]Wcž'k \]W`gi [[Yghg'Yj Yb'a cfY'Wca`dfY\Ybg]j Y
gi ddcfh'Zcf'k cf_Yfg`"<Yf'd`Ub`UXj cWU`hYg'Zcf'U`%\$ \$i`YI hfU
dUma Ybh'Zcf'k cf_]b['cb'Gi bXUmg'UbX'\c`]XUmg'UbX'cZZYfg'Ub
Y][\h\ci f'k cf_`XUm`Gi W`Wc`bhfUgh]b['j]Yk dc]bhg'ci h]bY'h\Y
Wca`d`YI]h]Yg'cZ`UVcf'fYZcfa`]b'7c`i`a`V]Už`Z`Y`YX'Vm'X]ZZYf]b[
j]g]cbg'Zcf'h\Y`Z`hi fY'cZYa`d`cma`Ybh]b'h\Y'bUh]cb"

Gi ddcfh'UbX'7f]h]W]ga

DfYg]XYbh'; i ghUj`c'DYhfc`g`UVcf'fYZcfa`Ya`d\Ug]nYg'bch`gh
YWc`bca]WWc`a`dYbgUh]cb`Vi`h'U`gc'dfca`]gYg'hc'Vf]X[Y']bYei U`]h]Yg

]b`h\Y`ćV`a Uf_Yh`6ccghYX`k U[Yg`Zcf`k YY_YbX`k cf_U]a`hc
WċffYWh`X]gdUf]h]Yg`dUfh]W`Uf`mUZZYWh]b[`gYfj]W!gYWċf
Ya d`cmYYgž`Ug`bchYX`]b`Ub`UbU`mg]g`Zfca`7c`ca V]UCbY"
<ck Yj Yfž`k]h\`]bhYbgY`XYVUhYg`gdUf_]b[`WċbWfb`Ua`cb[
Vi`g]bYggYg`fY[UfX]b[`dchYbh]U`ćV`ccgYg`UbX`fYXi`WX
Wċa`dYh]h] YbYggž`h\Y`dUh\`Zcfk UfX`fYa`U]bg`ZfUi`[\h`

7f]h]Wg`Uf[i`Y`h\Uh`k \`]Y`h\Y`fYZcfa`hUf[Yhg`_Ym`]bYei`U`]h]Ygž`]h
a`Um`]bUXj YfhYbh`m`fYgi`h`]b`Umc`Zg`Ug`Ya`d`cmYfg[fUdd`Y`k]h\
]bWfYUgYX`cdYfUh]cbU`Wċghg`H\YfY`]g`U`gYf]ci`g`k`cffi`h\Uh
Yb\UbWfX`cj`Yfh]a`Y`UbX`k YY_YbX`dUmWċi`X`X]gWċi`fU[Y`Zcfa`U`
\]f]b[ž`YUj`]b[`ga`U``Vi`g]bYggYg`ghfi`[]b[`hc`UXUdh"
5XX]h]cbU`mž`k \`]Y`a`YUgi`fYg`UXXfYgg]b[`[YbXYf`]bYei`U`]hm`UfY`
`Ui`XUV`Yž`fYa`cj`]b[`YI`dUbXYX`dUhYfb]hm`YUj`Y`\Ug`fU]gYX
WċbWfbg`UVci`h`dfc[fYgg`]b`ZJa`]`m`Yei`]hm"

H\Y`Wċa`d`YI`h]Yg`]bj`c`j`YX`\][\`][\hg][b]Z]Wb`h`W\U`Yb[Yg`U\YUX
Ug`h\Y`Y[]g`Uh]j`Y`dfcWfgg`i`bZc`Xg`K`]h\`h\Y`XYVUhY`YI`dYWhYX`hc
]bhYbg]Zmž`U``YmYg`k`]``VY`cb`h\Y`GYbUhY`Ug`]h`UddfcUW\Yg`U
d]j`chU`j`chY`h\Uh`Wċi`X`g\UdY`h\Y`Z`hi`fY`cZ`UVcf`f][\hg`UbX
Wċa`dYbgUh]cb`]b`7c`ca V]U"

8YhU]`g	
Cfh	7c`ca V]U
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "]bZcVUY"Wċa• k k k "di`nc"Wċa• Wċ`ca V]UcbY"Wċa

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b!k`]Yb`bYh