

!

ÖCIÖLÖG CÖNCEN A IÖN IN CÖMM NI CHANGE

!"#\$%&'(#)"*#+)!*! !"#\$(%&'()*+,-./:;<=>?@!%2/'&!/+/3'4

7(8"97(:!;<7!>>!0<+9<><?/!@=1<70!

0<+9!5!	9-&.2!&2!02)A2,23B!C?(D: E!	0<+9!5!AF!%#.'6.'GHAF&'!12.!%,!H##'!.!\$AJAF2-!	L!	!
0<+9!MN!	02)A%,!O.2P,'QF!C?(D: E!	!	L!	!

0<+9!5R!	0&%&AF&A)%!=##,A)%&A2-!12.!<7!	!" UWO!5R;!2.!!" UWO!5RO!Q%B!P' !HF' \$!A-!,A' HI2!!	L!	!
0<+9!5N4!	9-&.2!&2!0&%&AF&A)F!CU2!?(!	&*' !F&%&AF&A)F!2H.F' !.' GHA.' \$!PB!&*AF!Q%X2.!		
<7!	+' \$A&E!	!		
(GHAJ%, '-&!	=##.2J' \$!O&%&AF&A)F!+2H.F' !	WAF&!&*' !%.&A)H,%&A2-!Y' PFA! !12.!&.%-F!'.%P,!'		
	1.2Q!=-2&*'.!)2H.F' F!C)%&%2,23KFXFHK' \$HE!		
	+2,, '3' V" -AJ' .FA&B!			

0<+9!
5NN [!

~~ABC#DSDL#>, (?@&2\$2%(\$P#<AI~~
 DEDK#.)' #<ABC#DEQ6 #
 #
 <ABC#DSDL#>,(?(@&2\$2%(\$P#<AI
 nFNk# \)' #>IRf#nFO#_ #>IRf#nFO#C

			L!	!
--	--	--	----	---

`! =-B!),%FF!)%-!P'!)%)-)' ,,' \$!AI!QA-AQHQ!' - .2,,Q' -&!. ' GHA.' \$!AF!-2&!. '%' \$K!

`! (: " +!V! =00+!V!(U?7!V!a=!V!O+9!5Rb!+2QQH-A&B! =)&A2-!c!O' .JA)' F!C!O! " !O&H\$A' F! =.' %!OE!)%--2&!P' !

!

%#,\$-*()*+.\$)*/*O,(1")(!"# \$"%'&'2(#"//+O\$,'(#34O&* (

!	7' GHA. '\$!+2H.F' F!12.102)A2,23BD!+2-)' -&.%&A2-!A-!+2QQH-A&B!+*%-3' !	!	!
0<+9!5ZL!	02)A%,!+*%-3' !CL!H-A&FE!	!	!
0<+9!5ZT!	02)A%,!)=)&A2-!CL!H-A&FE!	!	!
!	!		!
0',')&!^a7((!+2H.F' F!; .2Q!^*' !; 2,,2YA-3!>AF&!			
0<+9!Rb!	+2QQH-A&B!9-J2,J' Q' -&!%-\$!O' .F2-%,!?.2Y&*!CL!H-A&FE!C=. ' %!(E!	!	!
0<+9!5ZN!	9QQA3.%&A2-!%- \$!9\$' -&A&B!CL!H-A&FE!	!	!
0<+9!5ZR!	02J' .&B_![' %,&*!%- \$!O. AJA, ' 3' !CL!H-A&FE!	!	!
0<+9!55M!	02)A2,23B!2!aHQ%-!7A3*&F!%- \$!02)A%,!1HF&A)' !CL!H-A&FE!	!	!
0<+9!54N!	+2-&' Q#2.% .B!02)A%,!9FFH' F!CL!H-A&FE!	!	!
0<+9!5TZ!	[2._!02Y' .!c!>' AFH. ' !CL!H-A&FE!	!	!