

; < = > * ? @ A\$A@% < * A ; @%\$BC0\$0B?B\$ = BCBD@ = @C?\$A@D* : B?I<C!

/0%! 3,<<,;(56!) '<%8! 25*!)%6'<2-(,58! 6,=%)5! -0%! '8%! ,3! -0%! *(8-)(.a8! .,9:'-%)! 5%-;,)C!
8D8-%9A!%9:<,D%#!2..%88!-,!-0%! @5-%)5%-A!25*!92526%9%5-!,3!.,9:'-%) (7%*!)%.,)*8?

#\$ %&'()*+,-.(.)

" /0%!E':%) (5-%5*%5-!,3!E.0.,<8!802<<!%*8(652-%!2!.,9:'-%)!5%-;,)C!.,)* (52-,)!-,! ,=%)8%%
-0%!(8-)(.a8! .,9:'-%)!5%-;,)C?

" /0%!.,9:'-%)!5%-;,)C!.,)* (52-,)!802<<!9,5(-)!25*!%J29(5%!2<<!5%-;,)C!2.-(-(%8A!28
2:;.) (2-%A!-,!%58')%!:;)%!'8%! ,3! -0%! 8D8-%9?

" /0%!.,9:'-%)!5%-;,)C!.,)* (52-,)!802<<!;,)C!;(-0!-0%!-%.05,<,6D!(5=%5-,)D!.,)* (52-,)
-,!92(5-2(5!25!:'*2-%*(5=%5-,)D!,3!2<<!.,9:'-%)!02)*;2)%!25*!8,3-;2)%!)%8,')%8?

" /0%!.,9:'-%)!5%-;,)C!.,)* (52-,)!802<<!%=%<,!25*!(9:<%9%5-!;),%*)%8!3,)!*2-2!62.C
'!25*!8-,)26%?!/0%8%!:;).%*)%8!;<<!32.(<-2-%!-0%!(828-%!)%.,=%)D!25*!5,-(3(.2-(,5!:<25
25*! ;<<!.,9:<D! ;(-0! -0%!)%&'() %9%5-8! 3,)!%.,)*8!)%-5-(,5! (5! .,9:<(250%0%
*(8-)(.B8!;,<(D!,5!E.0.,<M(8-)(.!\$%.,)*8!"I!U#A!-2C(56!(5-,!2.,'5!-0%! '8%! ,3!,58(-%
8-,)26%!,)8-,)26%!(5!-0%!<,*?

" /0%!.,9:'-%)!5%-;,)C!.,)* (52-,)!802<<!>%!)%8:,58(><%!3,)!*(88%9(52-(56!25*!(5-%):)%-(56
(8-)(.!,<(D!25!)%6'<2-(,58!6,=%)5(56!'8%! ,3! -0%!(8-)(.a8!5%-;,)C!2!-0%!>'<*(56!<%=%<
;(-0!2<<!5%-;,)C!'8%)8?

" /0%!.,9:'-%)!5%-;,)C!.,)* (52-,)!802<<!;)=(*%!)%9:<,D%#!-2(5(56!3,)!;)%!'8%! ,3! -0%
5%-;,)C!25*!;<<!%58')%!-02-!8-233!8':%)=(8(56!8-'*%5-8!8(56!-0%!(8-)(.a8!5%-;,)C!;)=(*%
8(9(<2)!-2(5(56!-,!-0%!)!8-'*%5-8A! (5.<*(56! :),=*(56! .,;(%8! ,3! *(8-)(.D! 25*
)%6'<2-(,58!"(5.<*(56!;,<(D!STUVA!F,9:'-%)!W8%!(5!@58-)'-(,5!Q!R..%:-2><%!W8%!L,<(D#
6,=%)5(56!'8%! ,3! -0%!(8-)(.a8!5%-;,)C?

" /0%!.,9:'-%)!5%-;,)C!.,)* (52-,)!802<<!-2C%!)%28,52><%!8-%:8!-,!;)-%.-!-0%!5%-;,)C!3,9
=()'8%8A!,-0%)!8,3-;2)%A!25*!5%-;,)C!8%.)(-D!)(8C8!-02-!;,'<*!.,9:),9(8%!-0%!5%-;,)C!;)
*(8-)(.!(53,)92-(,5?

" R<<!8-'*%5-!25*!%9:<,D26)%%9%5-8!-,!2>(*%!)>D!*(8-)(.!,<(D!25*!)%6'<2-(,58!25*
:2)%5-2<!,58%5-!3,)98!802<<!>%!C%:-!,5!3(<%!(5!-0%!(8-)(.!,33(.%?

" F,58(8-%5-!;(-0!2:;<(2><%!(5-%)52<!,5-),<8A!-0%!E':%) (5-%5*%5-!(5!.,5P'5-(,5!;(-0!-0%
R88(8-25!E':%) (5-%5*%5-!3,)!1'8(5%88!25*!-0%!,9:'-%)!5%-;,)C!.,)* (52-,)A!;<<!%58')%
-0%!:;)%!'8%6)%62-(,5!,3!*-(%8!(5!288(65(56!)%8:,58(>(<(-%8!3,)!.,9)!%8!2%8
*2-2!92526%9%5-?

##\$ #)+/,)/+'%00/**

E-'*%5-! @5-%)5%-!2..%88! (8!2**) %88%*! (5! ;,<(D! 25*!)%6'<2-(,5! STUVA! F,9:'-%)! W8%!(
@58-)'-(,5!Q!R..%:-2><%!W8%!L,<(D?!M(8-)(.!'9:<,D%6225!8%)!8!2)%!6,=%)5%*!>D!-0%!
3,<<,;(56!)%6'<2-(,58!

" 49:<,D%%8!;<<!>%!(88%*!25!%O92(<!2.,'5-!-0),'60!-0%!(8-)(.B8!.,9:'-%)!5%-;,)C?

" 49:<,D%%8!2)%!%J:%.-%*!-,!)%=(%092(8!2(<D?

- " F,99'5(.2-(,58! ;(-0! :2)%5-8! 25*Q,)! 8-! *%5-8! 80,' <*! >%! 82=%! 28! 2::,;) (2-%! 25*! -0% * (8-)(. -! ;(<! 2).0(=%! -0%! %O92(<!)%.,) *8! 2..)* (56! -! ;! :. %*) %8! *%=%< ;%*! >D! -0%! ;9:'-%) 5%-;,) C! ;,) * (52- ,)?
- " 49:<,D% %8! 92D! 2..%88! -0%! (5-%) 5%-! 3,)! %8! 2<2% *! 25*Q,)! ;,) CO) %<2-% *! 2.- (= (-%8?
- " 49:<,D% %8! 802<<!)%3) 2(5! 3),9! '8(56! ;,9:'-%)!)%8,') .%8! 3,)! :%8,52<! '8%?
- " 49:<,D% %8! 2)%! 2*=(8% *! -02-! -0%D! 9'8-! 5,-! 02=%! 25! %J:%.-2-(,5!,3! :) (=2.D! (5! -0%! '8%! ,3! -0% * (8-)(.-B8! ;,9:'-%) 8?
- " W8%!,3!,9:'-%)!)%8,') .%8! (5! ;2D8! -02-! =(, <2-%! -0%! 2..%:-><%! '8%! 25*! ;,5*! -!) %6'<2-(,5A ,'-<(5% *! >%<;A! ;(<<! >%! 8'>P%.-! ;!* (8.(:<(5%?

###\$ %00/1+-23/" 4*/"-)&" 5.)&60+

/0%! 3,<<,; (56!) %6'<2-(,58! 2::<D2<<! 8-233! 25*! -0()! :2)-D! '8%8) 8%!* (8-)(.-B8! ;,9:'-%) 8D8-%9[!

- " R..%88! -! -0%! * (8-)(.-a8! ;,9:'-%)! 5%-;,) C! (8! ;,) =(*% *! 8,<%<D! 3,)!)% *! 2-(,52<! 25*Q,)!)%8%2).0 :! ;,8%8! 25*! 92526%9%5-! ,3!* (8-)(.-! ;,%2-(,58! ;,58(8-%5-! ;(-0! -0%! * (8-)(.-a8! 9(88(,5! 25* 6,2<8?
- " W8%!,3! -0%! * (8-)(.-B8! ;,9:'-%)! 5%-;,) C! (8! 2! :) (=(<%6%A! 5,-! 2!) (60-?! !!! @52::,;) (2-%! '8%! 92D)%8'<-! (5! -0%! '8'8:%58(,5! ,)!) %%=,2-(,5!,3! -02-! :) (=(<%6%?
- " 42.0! (5*(=*2<! (5! ;0,8%! 529%! 25! 2..%88! 2..,5-! (8! (88%' *! (8!)%8;58(><%! 2-! 2<<! -(9%8! 3,) (-8! ;,) :%!)! '8%?
- " R<<15%-;,) C! '8%) 8! ;(<<! >%! (88%' *! 2! <,6(5! 529%! 25*! :288;,) *?! !! L288;,) *8%9! 89256% * :%)(,*(.2<<D! 25*! 19'8-! >%!,3! 8'33(. (%5-! ;,9:<%J(-D! 28! %-%) 9(5% *! >D! -0%! * (8-)(.-? b5<D! -0,8%! 5%-;,) C! '8%) 8! ;(-0! :%) 9(88(,5! 3),9! -0%! E':%) (5-%5*%5-! ,) M() %.-,)! ,3 /%.05,<6D! 92D! 2..%88! -0%! * (8-)(.-a8! 8D8-%9! 3),9!,338(-%!" %?6?A! 3),9! 0,9%#?
- " R<<15%-;,) C! '8%) 8! 2)%! %J:%.-% *! -,! -2C%!)%28,52><%! :%!.2'-(,5! -,! 18%.')%!* (8-)(.-! (53,) 92-(,5 8-,) %*! ,5! *%=(.%8! -0%D! '8%A! (5.<* (56! 92(5-2(5(56!)%8;58(><%! '8-,*D! ,=%)! ;,9:'-%))%8,') .%8A! %58') (56! 5,! '52'-0,)(7% *! '8%! ,3! * (8-)(.-! *%=(.%8A! 25*! %J%)(. (56! :)* P*69%5-! ;0%5! >);8(56! -0%! (5-%) 5%-! 25*! ;,%5(56! %92(<?
- " R<<15%-;,) C! '8%) 8! 2)%! %J:%.-% *! -,! 2>(*%! >D! -0%! 6%5%) 2<<D! 2..%:-% *!)'<%8! ,3! 5%-; %-(&'%--%?! ! /0(8! (5.<' *%8! >% (56! ;,<(-%! 25*! '8(56! ,5<D! 2::,;) (2-%! <256'26%?! ! R>'8(=% <256'26%A! =<62)(-%8! 25*! 8;%2)! ;,) *8! 2)%! 2<<! (52::,;) (2-%? +%-;,) C! '8%) 8! (*%5-(3D(56! 2! 8%.')(-D! :),><%9! ,5! -0%! * (8-)(.-a8! 5%-;,) C! 9'8-! 5,-(3D 2::,;) (2-%! 8-233?! ! R5D! 5%-;,) C! '8%)! (*%5-(3(% *! 28! 2! 8%.')(-D!) (8C! ,) ! 02=(56! 2! 0(8-,) D! ,3 =(, <2-(,58! ,3!* (8-)(.-! ;,9:'-%)! '8%! 6' (*%<(5%8! 92D! >%! %5(% *! 2..%88! -! -0%! * (8-)(.-

" @53)(56(56! ,5! 25D! .,:D)(60-8! ,)! , -0%)! (5-%<<%. -'2<! :),:%) -D!)(60-8A! (5.<*(56! .,:D(56A
(58-2<<(56A!)%.%=(56A! -)2589(--(56! ,)! 92C(56! 2=2(<2><%.! 25D! .,:D)(60-%*! 8,3-;2)%! ,5! -0
*(8-)(.!. ,9:'-%)!5%-;,)C?
" W8(56!-0%!5%-;,)C!-,!)%.%=(%A!-)2589(-,)!92C%!2=2(<2><%.!-,!, -0%)8!,>8.%5%A!,33%58(=
8%J'2<<D!%J:<(.(-!92-%)(2<?
" W8(56!-0%!5%-;,)C!-,!)%.%=(%A!-)2589(-,)!92C%!2=2(<2><%.!-,!, -0%)8!9%8826%8!-02-!2)%)!
8%J(8-A!2>'8(=%!,)!02)288(56!-,!, -0%)8?
" W8%! ,3!25, -0%)B8!2.. '5-!,)! :288;,) *?
" R--%9:-(56!-,!)%2*A!*%<%-%A! .,:D! ,)! 9, *(3D!-0%!%<%. -),5092(←! ,% , -0%)! 8D8-%9
'8%)8?
" G,)6(56! ,)!2--%9:-(56!-,!,3,)6%!%O92(<!9%8826%8?
" 45626(56!(5! =25*2<(89?!H25*2<(89!(8!*%3(5%*!28!25D!92<(. (,'8!2--%9:-!-,!02)9!)!)*%8-),D
*(8-)(.!.%&'(:9%5-!,)!92-%)(2<8A!*2-2!,3!25, -0%)!8%)! ,3!-0%!*(8-)(.B8!5%-;,)C! ,)! ,3!25D! ,3
-0%!%5-(-(%8! ,)! , -0%)!5%-;,)C8!-02-!2)%! ,.55%.-%*!-,!-0%! @5-%,5%8A!C(8!8!5,-
<(9-(%*!-,A! .)!%2-(56!25*Q,! :<2.(56!2! .,9:'-%)! =()8A!92<;2)%! ,5! -0%!5%-;,)CA!25*!5,-
)%:,)-(56!8%.')(-D!)(8C8!28!2:; ,:)(2-%?
" W8(56!-0%!5%-;,)C!-,!8%5*!25,5D9,'8!9%8826%8! ,)!3(<%8?
" \$%=%2<(56!-0%!:%)8,52<!2**)88A!-%<%:0,5%!5'9>%)! ,)! , -0%! :%8,52<!(53,)92-(,5!,3!,5%8%
,)!25, -0%)!:%8,5?
" W8(56!-0%!5%-;,)C!3,)8%5*(56!25*Q,!)!%.%=(56!:%)8,52<!9%8826%8?
" @5-%5-(,52<<D!*(8)!'-(56!5%-;,)C!-)233(.,!)!.)280(56!-0%!5%-;,)C!25*!,852-%8?
" @58-2<<(56!:%)8,52<!8,3-;2)%A!8(56!:%8,52<0%)!9%*(2A!* ,;5<,2*(56!3(<%8!,5
-0%! *(8-)(.B8! .,9:'-%)! 25*Q,! 5%-;,)C! ;(-0,!' -0%! :%)9(88(,5!,3! -0%! M()%. -),! ,3
/%.05,<,6D?
" W8(56!*(8-)(.!. ,9:'-(56!)%8,') .%8!3,)!3)2*'<%5-!:'),8%8! ,)!3(525.(2<!62(5?
" E-%2<(56!*2-2A!%&'(:9%5-!,)! (5-%<<%. -'2<! :),:%) -D?
" K2(5(56! ,)! 8%8%C(56!-,!62(5!'52'-0,)(7%*!2..%88!-,!25D!3(<%8A!)%8,') .%8A! ,)! ,.9:'-%)!,)
:0,5%!8D8-%98A! ,)! =25*2<(7%!-0%!*2-2!,3!25, -0%)!8%)?
" c28-%3'<<D!8(56!3(5(-%!*8-)(.!)%8,') .%8?
" F0256(56! ,)!%J.%%*(56!)%8,') .%&' -28!28!8%-!>D!-0%*(8-)(.!(-0,!' -0%! :%)9(88(,5!,3!-0%
M()%. -),! ,3!/%.05,<,6D?
" W8(56!-0%!5%-;,)C!;0(<%!D,')!2..%88!:(=(<%6%8!2)%!8'8:%5*%*! ,)!% =,C%*?
" W8(56!-0%!5%-;,)C!(5!2!3280(,5!(5,58(8-%5-!;(-0!*)%. -(,58!3),9!-%2.0%)8!25*!, -0%)!8-233
25*!6%5%)2<<D!2..%:-%*!5%-;,)C!%-(&'%--%?
" 4J0(>(- (56!.2)%<%88!>%02=(,)!;(-0!)%62)*!-,!(53,)92-(,5!8%.')(-D! "%?6?A!802)(56! ,)!*(8:<2D(56
:288; ,)*8A!<%2=(56!.,9:'-%)!%&'(:9%5-!'58%.')%*! ,)!52--%5*%*A!%- .?#?
" R5D! 2--%9:-! -,! >D:288A! .().'9=%5-! ,)! *(8)!' -! .,9:'-%)! 8%.')(-D! ,)! ,.5-%5-! 3(<-%)(56
8D8-%98?

7#> -)0+(.)*

R<<!'8%)8!,3!-0%!(8-)(.-B8!.,9:'-%)!5%-;,)C!25*!%&'(:9%5-!2)%!)%&'()*%*!-,!,9:<D!;(-0!-0% * (8-)(.-B8!.,<(D!25*!)%6'<2-(,58!6,=%)5(56!-0%!(8-)(.-B8!.,9:'-%)!5%-;,)C?!G2(<')%!,!,9:<D!;(-0! -0%!,<(D!.,)!)%6'<2-(,5!92D!)%8'<-!(5!* (8.(:<(52)D!2.-,(5!28!;%<<!28!8'8:%58(,5!25*Q,)!% =, .2-(,5! ,3!.,9:'-%)!2..%88!:(=(<%6%8?!

R5D!(53,)92-(,5!:%)-2(5(56!-,!,)!(9:<(2-(56!(<<%62<!2.-(-D!;(<<!>%!)%:,)-%*!-,!-0%!):,%!) 2'-0,)(-%8?!!/)2589(88(,5!,3!25D!92-%)(2<! (5!=(, <2-(,5!,3!25D!3%*%)2<A!8-2-%!25*Q,)!<.,2<!<2;! ,)%6'<2-(,5! (8! :),0(>(-%*?!!!/0(8! (5.<'*%8A!>'!-(8!5,-!<(9(-%*!-,!92-%)(2<8! :),-%.-%*!>D!.,:D)(60-A! -0)%2-%5(56!,)! ,>8.%5%!92-%)(2<!,)!92-%)(2<! :),-%.-%*!>D!-)2*%!8%.)%-?!!W8%)8!9'8-!)%8:%. (5-%<<%.-'2<!25*!):,%)-D!)(60-8!25*!<2;8?!

7##\$?(*+, (0+@"/*1.)*(2(3(+/*