

; < = > * ? @ 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-!3,9)8!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%! (5!
@58-)'-(,5!Q!R..%:-2><%!W8%!L,<(.D?!M(8-)(.!'9:<,D%#!225!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(?!*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*!9'8-!>%!,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!-,!8%.'!)*!(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%).(8(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!'8! 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%! @5-5,5%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%89
,)!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(+/*