:#8'$;)-)"+%&'(#)$'*'+,-%

607&0($-!.,&'(,8#2%!8&;A',&8!$('!('U;2('A!&0!#$N'!&#'!'U;2N$-',&!0/!$!12,21;1!0/!0,'!#0;(!0/!
V"L-D!2,A2N2A;$-!0(!&(2$A27!8;%'(N2820,!V2&#!&#'2(!82&'!8;%'(N280(3!S#28!V"L-D!#0;(!'U;2N$-
8;%'(N2820,!,''A8!&0!C'!70,A;7&'A!&#(0;<#0;&!&#'!2,&'(,8#2%!$7&2N2&D!A;(2,<!&#'!8'1'8&'(3!./!&#'
2,&'(,8#2%!$7&2N2&D!',A8!X23'3T!&'$7#2,<!$!Q3>!V"L!70;(8'Z!&#',!&#'!V"L-D!'U;2N$-',&!8;%'(N282
7$,!',A3!607&0($-!2,&'(,8#2%!8&;A',&8!$('!('U;2('A!&0!#$N'!)3>!#0;(8!%'(!V"L!X0(!?!#0;(8!'N'(D!
0&#'(!V"LZ!0/!<(0;%!8;%'(N2820,T!V2&#!0&#'(!8&;A',&8!%('8',&3!S#28!V2--!C'!%(0N2A'A!CD!&
2,&'(,8#2%!70;(8'!2,8&(;7&0(!$,A!V2--!&$L'!%-$7'!2,!&#'!A07&0($-!2,&'(,8#2%!7-$88'8!X9:"!Q5>![!Q5IZ3

:#8'$;)-"$%<$'6'+=23&'(#)$'*'+,-%

6;(2,<!&'$7#2,<T!8;%'(N2820,T!('8'$(7#!$,A!87#0-$(8#2%T!$,A!-'$A'(8#2%!$,A!$AN07$7D!'Y%'(2',7'8!
8&;A',&8!$('!8;%'(N28'A!CD!$!8;%'(N280(!V2&#!$!A07&0($&'!2,!70;,8'-0(!'A;7$&20,!0(!$,!2,A2N2A;$-!
V2&#!$!<($A;$&'!A'<("!$,A!8%'72$-2`'A!'Y%'(&28'!&0!$AN$,7'!&#'!8&;A',&O8!L,0V-'A<'!$,A!8L2--83!

.,A2N2A;$-8! A'<("!2,!70;,8'-%,<!0(!$!('-$&'A!/2'-Aa!X5Z!('-'N$,&!7'(&2/27$&20,8!$,AW0
&#'!%(0<($1O8!&($2,2,<!2,!70;,8'-%,<!8;%'(N2820,!$,A!&'7#,0-0<D!;8'A!2,!8;%'(N2820,!X4Z!$&!-'$8
('-'N$,&!2,A'%',A',&!%(0/'8820,$-!'Y%'(2',7'3!S#'!2,&'(,8#2%!70;(8'!2,8&(;7&0(!V2--!N'(2/D!7-%,27$-!
8;%'(N280(8Ø('A',&2$-83! .,&'(,8#2%! 2("bW('8;1'8! $,A! $,D!
$&2,<!&#$&!&#'D!#$N'!#$A!&($2,2,<!2,!8;%'(N2820,!2,7-;A2,<!

?)5+'/%@/45&+/8/.$'%

>+,'$+-1)8%<"#$-'-%)+%?'+,23%!'23,1%<"#+-'3)+9

6;(2,<!&#'!607&0($-!.,&'(,8#2%!'Y%'(2',7'8T!8&;A',&8!$('!('U;2('A!&0!C'!',(0--'A!2,!$!607&0($-!.,&'(,8#2%!7-$88!X9:"!Q5>!0(!9:"!Q5IZ3!.,&'(,8#2%!7-$88'8!1"&!V2&#!/'--0V!%"(8!0,!$!('<;-$(!87#'A;-'!$8!A"1'A!CD!&#'!2,8&(;7&0(3!S#'!7-$88!28!70,82A'('A!$8!$!/0(1!0/!<(0;%!8;%'(N2820,!V#27#!%(0N2A'8!$!/0(;1!/0(!8&;A',&8!&0!A287;88!&#'2(!7$8'8T!8"L!70,8;-&$&20,!/(01!&#'2(!%"(8!$,A!/$7;-&D0(!8#$('!70,7'(,8!$,A!288;'8!('-$&2,<!&0!&#'2(!2,&'(,8#2%!'Y%'(2',7'X8Z!$8!V'--!$8!&#'2(!'1'(<2,<!2A',&2&2'8!$8!%(0/'8820,$-!70;,8'-0(!'A;7$&0(8!$,A!-'$A'(8!2,!&#'!/2'-A3!!

?+&$/+&#%;)+%A5**/'';5,%?)80,/B).%);%()*$)+#,%-.$/+.'"&0%

?)5+'/'

A5=8&''&).%);%()*58/.$'

.&!28!N'(D!7(;72$-!&#$&!607&0($-!.,&'(,8#2%!8&;A',&8!8;C12&!$--!&#'!('-$&'A!A07;1',&8!0,!&21'3! P$2-;
&0! 8;C12&! $%%(0%(2$&'! $,A! ('U;2('A! A07;1',&8! X23'3T! ('U;2('A! /0(18T! 'N$-;$&20,8T! #0;(! -0<8Z! V
-'$A!&0!&#'!A'-$D!0/!('7'2N2,<!7('A2&8!/0(!&#'!2,&'(,8#2%!'Y%'(2',7'X8Z3!!!

H;77'88/;-! 701%-'&20,! 0/! '$7#! ('<28&'('A! 607&0($-! .,&'(,8#2%! 'Y%'(2',7'T! 2,7-;A2,<! $--! ('U;2('A!
7(2&'(2$!-28&'A!$C0N'T!V2--!('8;-&!2,!$!<($A'!0/!^@_!X@$88Z3

=<

R3 K2&#A($V2,<!/(01!&#'!2,&'(,8#2%!V2&#0;&!&#'!%'(128820,!0/!&#'!9',&$-!:'$-&#!@(0<($1
"#$2(3

f3 E7&2,<!2,!$!1$,,'(!2,70,828&',&!V2&#!&#'!&','&8!0/!70;,8'-2,<!$8!0;&-2,'A!2;!8&#1#&+
."/+0*'1+2(500"#1&$1"+?0(."=*("@(<$-1#03

@,1)52@A8'5,2="+-2+6&'-8"+-)B)3)='- C"$),' :#8'$;)-"$-
H2&'!8;%'(N280(8!$('!'Y%'7&'A!&0!A'10,8&($&'!&#'!/0--0V2,<!/0(!8&;A',&8]2,]&($2,2,<*!!!

)3 "-'$(!'Y%'7&$&20,8!0/!8&;A',&!%$(&272%$&20,!8#0;-A!C'!7011;,27$&'A!&0!8&;A',&8!$&!&
C'<2,,2,<!0/!&#'2(!&($2,2,<3

53 B'<;-$(T!%(']8'&!8;%'(N2820,!&21'!&0!$N'($<'!0,'!#0;(!%'(!V"L!V2&#!7-'$(-D!$(&27;-$&'A
'Y%'7&$&20,8!/0(!;8'!0/!8;%'(N2820,!X23'3T!('N2'V!0/!$;A20]!$,AW0(!N2A'0]('70(A2,<8a!'Y%-0(2,
<0$-8T! 0C\'7&2N'8! $,A! 8&($&'<2'8! /0(! ;%7012,<! &'$7#2,<! 'Y%'(2',7'T! 70,8;-&$&20,
70--$C0($&20,8Z!V2--!C','/2&!&#'!8&;A',&!<('$&-D3

?3 S#'!%(0N2820,!0/!$AA2&20,$-!A2A$7&27!-'$(,2,<!'Y%'(2',7'8!N2$!8'12,$(8T!7$8'!70,/'(',7'8T
V0(L8#0%8T!'&73

43 EA'U;$&'!7-2,27$-T!&'$7#2,<T!8;%'(N282,<T!('8'$(7#!$,A!0&#'(!0%%0(&;,2&2'8!&0!1"&!8&;A',
('U;2('1',&8!8#0;-A!C'!%(0N2A'A3!S#28!V0;-A!0%&21$--D!2,7-;A'!0%%0(&;,2&2'8!/0(!&#'!8&;A',&

A$57/.$'%C&$''%2+);/''&).#,%?)80/$/.*>%-''5/'%#.7%D/''#E&)+#,2+)=,/8'%

@$7'! c,2N'(82&D! ;,A'(8&$,A8! &#$&! '10&20,$-! $,AW0(! C'#$N20($-! %(0C-'18! 1$D! ;,A'(-2'! 2,701%'&',7'3!H;7#!%(0C-'18!0,-D!C'701'!$,!$7$A'127!0(!&($2,2,<!288;'!V#',!&#'D!82<,2/27$,&-D! 21%$7&!$!8&;A',&O8!$C2-2&D!0(!%0&',&2$-!&0!C'701'!$!701%'&',&!%(0/'8820,$-3!''0,7'(,8!$C0;& 8&;A',&8&;2&$C2-2&D!1$D!C'!($28'A!CD!&#'!8&;A',&T!@$7'!c,2N'(82&D!/$7;-&DT!82&'!8;%'(N280(8&;A',&!%''(83!FY$1%-'8!0/!C'#$N20(8!8;<<'8&2N'!0/!2,701%'&',7'!2,7-;A'*!!

" @(0N2820,!0/!8'(N27'8!C'D0,A!0,'O8!870%'!0/!701%'&',7'3

" ''0,N27&20,!0/!$!7(21'!&#$&!A2('7&-D!C'$(8!;%0,!&#'!$C2-2&D!&0!70,&2,;'!&($2,2,<3

" .,8;//272',&!$,AW0(!#$(1/;-!$%%-27$&20,!0/!%8D7#0-0<27$-!&#'0(D!0(!%($7&27'3

" @(0N2820,!0/!A2('7&!8'(N27'8!A'8%2&'!C'2,<!'10&20,$--D!0(!1',&$--D!;,/2&!&0!A0!803

" .1%$2(1',&8! 2,! /;,7&20,2,<! A;'! &0! &#'! A2('7&! 0(! 2,A2('7&! '//'7&8! 0/! 8;C8&$,7'! $C;8'! 0($AA27&20,83

" 6'10,8,'-9;/;,%(0/'8820,9;/70T(-2'!

,-.%-'#/ 01%&'12"3$14&1%#5&#/%!-612&/317

"##$%&'($)!

8", 014&1%#5&#/%!-612&/317(

?66&*<5@!

!9!:;8(*<*= >%#1?#'?2&.@-1A

!"#$%&'()"*(+%%*,-&./0"$(")(!"#$1,'&$2(/$-(3,'/.,-(4-#%/0"$/'(5*"'2*/61(7!+!3458

=O

CZ %('N20;8!0(!7;((',&!%(0/'8820,$-!'Y%'(2',7'a

7Z%(0/'8820,$-!A28%082&20,8!70,828&',&!V2&#!%(0/'8820,$-!%($7&27'a

AZ 0($-!$,A!V(2&&',!7011;,27$&20,!8L2--8a

'Z 70112&1',&!&0!A2N'(82&DT!'U;2&DT!2,7-;820,T!$,A!8072$-!\;8&27'a

/Z %0&',&2$-!/0(!87#0-$(8#2%a!$,A

<Z %0&',&2$-!/0(!%(0/'8820,$-!-'$A'(8#2%!$,A!$AN07$7D3

436;(2,<!&#'!A07&0($-!%(0<($1!$A128820,8!%(07'88T!8Z,(A2,&80!'Y%'(2',7'8!$('!'N$-;$&'A

&0!N'(2/D!701%-'&20,!0/!70;(8'V0(LT!2,7-;A2,<*

$Z'E"BF@!',&(D]-'N'-!/0;,A$&20,$-!7;((27;-$(!8&$,A$(A8T

CZ'E"BF@!',&(D]-'N'-!%(0/'8820,$-!%($7&27'!8&$,A$(A8T!$,A

7Z'E"BF@ ',&(D]-'N'-!8%'72$-2`'A!%($7&27'!$('$!('U;2('1',&8!80!&#$&!$,D!12882,<!70,&',&!7$,!C'

701%-'&'A!C'/0('!0(!70,7;((',&-D!V2&#!A07&0($-]-'N'-!70;,8'-0(!'A;7$&20,!70;(8'V0(L3

>3 H&;A',&8! 2,! A07&0($-]-'N'-! %(0<($18! #$N'! $,! $%%(0N'A! $AN280(! V#0! 28! $! 70;,8'-0(

'A;7$&20,! %(0<($1! 70('! /$7;-&D! 1'1C'(! V2&#! V#01! &#'D! V0(L! &0! A'N'-0%! $,A! 701%-'&'! $

%(0<($1!0/!8&;AD3

I3 607&0($-! 8&;A',&8! 701%-'&'! $! U;$-2/D2,<! $88'881',&! &0! A'10,8&($&'! 701%('#',82N'

L,0V-'A<'!$8!0;&-2,'A!2,!&#'!A07&0($-!7;((27;-;1!8&$,A$(A83

Q3 607&0($-!8&;A',&8!1;8&!701%-'&'!A288'(&$&20,!('8'$(7#!0(!$!7$%8&0,'!%(0\'7&!/07;82,<!0,

$('$8!('-'N$,&!&0!70;,8'-2,<!%($7&27'T!70;,8'-0(!'A;7$&20,T!$,AW0(!8;%'(N2820,3

R3 '';((',&! 70;,8'-2,<](-$&'A! ('8'$(7#! 28! 2,/;8'A! &#(0;<#0;&! &#'! A07&0($-! 70;,8'-0(

'A;7$&20,!7;((27;-;13

J3 6g"SgBEM!"cBB."cMc9

607&0($-!%(0<($18!2,!70;,8'-0(!'A;7$&20,!$AA('88!%(0/'8820,$-!(0-'8!2,!/2N'!$('$8*!X)Z!70;,8'-2,<T

X5Z 8;%'(N2820,T!X?Z!&'$7#2,<T!X4Z!('8'$(7#!$,A!87#0-$(8#2%T!$,A!X>Z!-'$A'(8#2%!$,A!$AN07$7

S#'8'!/2N'!$('$8!('%('8',&!&#'!12,21$-!L,0V-'A<'!('U;2('A!0/!A07&0($-!<($A;$&'8!2,!70;,8'-0(

'A;7$&20,3!S#'('/0('T!70;,8'-0(!'A;7$&20,!%(0<($18!1;8&!A07;1',&!V#'('!$,A!2,!V#$&!1$,,'(

'$7#!0/!&#'!-'&&('A!8&$,A$(A8!-28&'A!C'-0V!28!70N'('A!2,!&#'!7;((27;-;13

=P

I 2,&'<($&20,!0/!A2N'(8!&#2&#D2,7-;820,T!$,A!8072$-!\;8&27'!%(2,72%-'8!$,A!%($7&27'8!2,!&#'
70;,8'-0(!'A;7$&20,!7;((27;-;1

J ;,2N'(8$-!A'82<,!&0!1"&!&#'!,"A8!0/!$--!8&;A',&8!V2&#!('8%'7&!/0(!2,A2N2A;$-!A2//'(',7'8!2,
-'$(,2,<

K 2,8&(;7&20,$-!$,A!7;((27;-$(!'N$-;$&20,!1'&#0A8

L 87('',2,<T!('1'A2$&20,T!$,A!<$&'L"%2,<!/;,7&20,8!('-'N$,&!&0!&'$7#2,<

M $88'881',&!0/!8&;A',&!-'$(,2,<!$,A!%(0/'8820,$-!A28%082&20,8

N -'<$-!$,A!'&#27$-!288;'8!$,A!('8%0,82C2-2&2'8!2,!70;,8'-0(!'A;7$&20,!/0(!$--!%(0<($1!A'-2N'(D!&D%'8

O 7;-&;($--D!8;8&$2,2,<!8&($&'<2'8!/0(!70;,8'-0(!'A;7$&20,

P &#'!(0-'!0/!1',&0(2,<!2,!70;,8'-0(!'A;7$&20,

43 BFHFEB":!Ed6!H":gMEBH:.@

$Z ('8'$(7#!A'82<,8!$%%(0%(2$&'!&0!U;$,&2&$&2N'T!U;$-2&$&2N'T!12Y'A!1'&#0A8T!$,A!$7&20,!(

;<

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7Z -'$A'(8#2%!2,!70;,8'-0(!'A;7$&20,!%(0<($18
AZ$77('A2&$&20,!8&$,A$(A8!$,A!%(0<($1!$77('A2&$&20,!%(07'88'8T!2,7-;A2,<!8'-/]8&;A2'8!$,A!%(0<
    ('%0(&8
'Z  1$,$<'1',&!$,A!$A12,28&($&20,!2,!$<',72'8T!0(<$,2`$&20,8T!$,A!0&#'(!2,8&2&;&20,8
/Z  -'$A'(8#2%!(0-'8!$,A!8&($&'<2'8!/0(!('8%0,A2,<!&0!7(28'8!$,A!A28$8&'(8
<Z 8&($&'<2'8!0/!-'$A'(8#2%!2,!70,8;-&$&20,
#Z 7;((',&! 80720%0-2&27$-! $,A! 8072$-! \;8&27'! 288;'8! $,A! #0V! &#08'! 288;'8! $//'7&! &#'! 70;,8'-2,<
    %(0/'8820,
2Z 10A'-8!$,A!701%'&',72'8!/0(!70;,8'-0(8!$,A!70;,8'-0(!'A;7$&0(8!$AN07$&2,<!0,!C'#$-/!0/!&#'
    %(0/'8820,!$,A!%(0/'8820,$-!70;,8'-0(!2A',&2&D
\Z  10A'-8!$,A!701%'&',72'8!/0(!$AN07$&2,<!/0(!7-2',&8!$&!&#'!2,A2N2A;$-T!8D8&'1T!$,A!%0-27D!-'N
LZ 8&($&'<2'8!0/!-'$A'(8#2%!2,!('-$&20,!&0!A2N'(82&DT!'U;2&DT!2,7-;820,T!$,A!8072$-!\;8&27'!288;'8
-Z  7;-&;($--D!8;8&$2,2,<!-'$A'(8#2%!$,A!$AN07$7D!%($7&27'8
1Z '&#27$-!-'$A'(8#2%!$,A!$AN07$7D!%($7&27'8
,Z  (0-'!0/!8'-/]7$('!2,!$AN07$7D!$,A!-'$A'(8#2%
"3 6g"SgBEM!.dSFBdH:.@
)3 @(20(!&0!&#'!2,&'(,8#2%T!&#'!70;,8'-0(!'A;7$&20,!%(0<($1!$88'88'8!A07&0($-!8&;A',&8O
    70;,8'-2,<!8L2--8!&0!',8;('!%('%$('A,'88!/0(!&#'!A07&0($-!70;,8'-2,<!2,&'(,8#2%3!S#'
    70;,8'-0(!'A;7$&20,!%(0<($1!%(0N2A'8!$8828&$,7'!$,AW0(!0%%0(&;,2&2'8!&0!8&;A',&8!V#0
    ,''A!$AA2&20,$-!70;,8'-2,<!8L2--!%('%$($&20,!%(20(!&0!',(0--2,<!2,!&#'!A07&0($-!2,&'(,8#2%3
53607&0($-!8&;A',&8!$('!('U;2('A!&0!701%-'&'!2,&'(,8#2%8!&#$&!&0&$-!$!12,21;1!0/!IGG
    #0;(83!S#'!12,21;1!IGG!#0;(8!1;8&!2,7-;A'!8;%'(N28'A!'Y%'(2',7'8!2,!70;,8'-2,<!$,A
    $&!-'$8&!&V0!10('!0/!&#'!/0;(!('1$2,2,<!A07&0($-!7;((27;-$(!$('$8!X8;%'(N2820,T!&'$7#2,<T
    ('8'$(7#!$,A!87#0-$(8#2%T!$,A!-'$A'(8#2%!$,A!$AN07$7DZ3
?3607&0($-!8&;A',&8!$('!70N'('A!CD!2,A2N2A;$-!%(0/'8820,$-!70;,8'-2,<!-2$C2-2&D!2,8;($,7'
    %0-272'8!$&!$,D!&21'!&#'D!$('!%(0N2A2,<!70;,8'-2,<!0(!8;%'(N2820,!$8!%$(&!0/!&#'2(!A07&0($-
    %(0<($13
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?66&*<5@A

,-.%-'#/ 4&1%#5&#/%!-612&/3170 1%&'12''3$ 9$$/3.#@-14#%&'3#/2

H25' F+);'$-),I
H1J)+ ?'+,23 !'23,1 <"#+-'3)+9
<"#+-'3)+9 >+,'$+-1)8.?!<%KLMN%?!<%KL/4
O883)52="?2,'$)23-

S#28!%$7L'&!2,7-;A'8!&#'!/0--0V2,<!/0(18*!!

)3 @(0%08'A!@-$,!/0(!.,&'(,8#2%
53 .,A2N2A;$-!P2'-A!S($2,2,<!E<("1',&
?3 H;%'(N2820,!E<("1',&

E--! /0(18! 1;8&! C'! 701%-'&'A! 70(('7&-DT! V2&#! ('U;2('A! 82<,$&;('8! /(01! &#'! %(0%08'A! E<',7DWH2&'!62('7&0(T!%(0%08'A!E<',7DWH2&'!H;%'(N280(T!$,A!&#'!8&;A',&!0,!'$7#!%$<'!$,0&'A3!!!

EAA2&20,$--DT!&#'!N'(2/2'A!7('A',&2$-8!0/!&#'!H2&'!H;%'(N280(!8#0;-A!C'!$&&$7#'A3! S#'!

701%-'&'A!$%%-27$&20,!%$7L'&!$,A!('U;2('A!$&&$7#1',&8!8#0;-A!C'!('&;(,'A!&0*!!

b$,'88$!B$1L28800,!!
6'%$(&1',&!9$,$<'(!!!
@$7'!c,2N'(82&D!!!
@8D7#0-0<D!6'%$(&1',&W9',&$-!:'$-&#!"0;,8'-2,<!@(0<($1!!
RI)!J'A/0(A!B0$AT!9$(L8!:$--!!!
@-'8,&N2--'T!d'V!e0(L!)G>QG!!!

dgSF*!H2<,$&;('!/(01!&#'!70;(8'!2,8&(;7&0(!V2--!C'!$AA'A!;%0,!$%%(0N$-!0/!&#'!$%%-27$&20,3

@-'$8'!8',A!U;'8&20,8!('<$(A2,<!&#28!$%%-27$&20,!&0!&#'!70;(8'!2,8&(;7&0(3!!

H25' F+);'$-),I

!"#$%$#&'()*$+(#),-'$"$".)/.-++0+"1)

!"#$%&()*#+ _____ !,,-#..+ _____

/01#20-#%13()*#+ _____ 453$#+_____ 6*)07+_____

/01#/89#-:0.3- ()*#+ _____ 453$#+_____ 6*)07+_____

S#'!%;(%08'!0/!&#28!A07;1',&!28!&0!0;&-2,'!&#'!1;&;$-!('8%0,82C2-2&2'8!0/!82&'!$,A!;,2N'(82&D!
8;%'(N280(8!$,A!.,&'(,8#2%!8&;A',&83!!!

E1'%J'82$,*'+,%)%A8'5,'6%,"T%

)3 @(0N2A'!('<;-$(!<(0;%!8;%'(N2820,T!-'A!CD!$!/$7;-&D!1'1C'(T!V2&#!A07&0($-!8&;A',&8
',(0--'A!2,!&#'!607&0($-!.,&'(,8#2%!70;(8'!&#(0;<#0;&!&#'!8'1'8&'(X8Z3

53 @(0N2A'!2,/0(1$&20,!('<$(A2,<!&#'!%(0<($1!$,A!7;((27;-;1!2,!0(A'(!&#$&!&#'!82&'!1$D
%(0%'(-D!%-$,!$,A!'Y'7;&'!&$8L!$882<,1',&8!$,A!8;%'(N2820,3!H%'72/27$--D!2,7-;A'A
$('!'N$-;$&20,!/0(18!$,A!$,D!0&#'(!('U;2('A!A07;1',&83

?3 .,A27$&'!&0!&#'!.,&'(,8#2%!8&;A',&!&#$&!&#'!6'%$(&1',&!'Y%'7&8!&#'!8&;A',&!&0!$C2A
CD! &#'! %0-272'8! 0/! &#'! 82&'! $,A! '1%#$82`'! &0! 8&;A',&8! &#'2(! %(0/'8820,$-
('8%0,82C2-2&2'83

43 .,2&2$&'T! $8! 2,A27$&'AT! 70,/'(',7'8! V2&#! &#'! H2&'! H;%'(N280(! /0(! &#'! %;(%08'! 0/
A287;882,<!&#'!8&;A',&l8!%'(/0(1$,7'!0,!$,!$8!,"A!C$8283

>3 @(0N2A'! &#'! H&;A',&! V2&#! ('<;-$(! 8D8&'1$&27! 0%%0(&;,2&2'8! &0! 'N$-;$&'! A07&0(
'Y%'(2',7'8!$,A!8;%'(N280(83

I3 @(0<($1!P$7;-&D!1'1C'(8!%(0N2A2,<!+(0;%!H;%'(N2820,!#$N'!('-'N$,&!7'(&2/27$&20,8
$,AW0(! -27',8'8T! &($2,2,<! /0(! 2,]%'(80,! $,A! A28&$,7'! 70;,8'-2,<! 8;%'(N2820,T! $,A
&($2,2,<!2,!&#'!&'7#,0-0<D!;8'A!/0(!8;%'(N2820,

E1'%:),'%)'A8'5,'6%,"T

)3 @(0N2A'!.,&'(,8#2%!'Y%'(2',7'8!/0(!&#'!8&;A',&!2,!$770(A$,7'!V2&#!%(0<($1!X('/'(!&0
&#'!607&0($-!.,&'(,8#2%!:$,AC00LZ3

53 E88;('!&#$&!&#'!8&;A',&!V2--!C'!%(0%'(-D!8;%'(N28'A!$&!$--!&21'8!CD!$,!$%%(0%(2$&
$77('A2&'A!8;%'(N280(3

?3 @(0N2A'!8&;A',&!V2&#!X0,!$N'($<'Z!g,'!:0;(!%'(!V"L!0/!7-2,27$-!8;%'(N2820,T!V2&#
$,!$%%(0N'A!8;%'(N280(T!/0(!&#'!%;(%08'8!0/!/;(&#'(!A'N'-0%1',&!0/!8&;A',&O8!8L2--83
XS#28!('U;2('1',&!7$,!C'!$A\;8&'A!/0(!('-'N$,7D!0/!&#'!.,&'(,8#2%!'Y%'(2',7'3Z

43 H;%'(N2820,!0/!&#'!A07&0($-!70;,8'-2,<!2,&'(,8#2%!2,7-;A'8!8'7;('!$;A20!0(
N2A'0!('70(A2,<8!$,AW0(!-2N'!8;%'(N2820,!0/!8&;A',&8O!2,&'($7&20,8!V2&#!7-2',&8
&#$&!$('!2,!701%-2$,7'!V2&#!$%%-27$C-'!2,8&2&;&20,$-T!8&$&'T!/'A'($-T!$,A
2,&'(,$&20,$-!%(2N$7D!('U;2('1',&8!/0(!$--!%(0<($1!A'-2N'(D!&D%'83!S#'!82&'!V2--
'2&#'(!)Z!$--0V!/0(!$;A20WN2A'0!('70(A2,<8!0/!70;,8'-2,<!8'8820,8!0,!8'7;('
-$%&0%8!%(0N2A'A!CD!&#'!6'%$(&1',&T!0(!5Z!%(0N2A'!-2N'!8;%'(N2820,!0/
70;,8'-2,<!8'8820,8!0,!82&'3

>3 9$L'!%(0N2820,8!/0(!0(2',&$&20,!0/!&#'!.,&'(,8#2%!8&;A',&!&0!&#'!%#2-080%#2'8!$,A
%0-272'8!0/!&#'!82&'3!.,7-;A'A!2,!&#'!0(2',&$&20,!8#0;-A!C'!&#'!'1'(<',7D!%(07'A;('8
0/!&#'!82&'!$,A!$,D!82&']8%'72/27!-212&8!&0!70,/2A',&2$-2&D!0/!V#27#!&#'!.,&'(,8#
8&;A',&!8#0;-A!C'!V('3

I3 ./!8&;A',&!28!'1%-0D'A!$&!&#'!82&'!%(20(!&0!'8&$C-28#1',&!0/!&#28!$<("1',&T!'8&$C-28
7-'$(-D!V2&#!8&;A',&!&#'!8%'72/27!A;&2'8!$,A!('8%0,82C2-2&2'8!&#$&!$('!2,7-;A'A!$8!%
0/!&#'!2,&'(,8#2%!'Y%'(2',7'!$,A!A'-2,'$&'!#0V!&#'8'!$('!U;$-2&$&2N'-D!A2//'(',&!/(01
&#'!8&;A',&O8!'Y28&2,<!\0C!('8%0,82C2-2&2'8T!$8!V'--!$8!$,D!'Y%'7&$&20,8!('-$&'A
C0;,A$(2'8!C'&V'',!7;((',&!'1%-0D1',&!('8%0,82C2-2&2'8!$,A!2,&'(,8#2%!'Y%'(2',7'
('8%0,82C2-2&2'83

Q3 E&&'1%&T!V2&#2,!82&'!%#2-080%#D!$,A!$A12,28&($&2N'!<;2A'-2,'8T!&0!#'-%!&#'!8
1''&!%(0<($1!('U;2('1',&83

R3 E8828&!2,!&#'!'N$-;$&20,!0/!&#'!.,&'(,8#2%!8&;A',&l8!%'(/0(1$,7'!('-$&2N'!&0!&#'
0C\'7&2N'8!0/!&#'!'Y%'(2',7'3!S#'!82&'!X%('/'($C-D!8;%'(N280(Z!V2--!,0&2/D!&#'!''0;(8'
.,8&(;7&0(!0/!$,D!%(0C-'18!V#27#!1$D!2,/-;',7'!&#'!8&;A',&l8!8;77'88/;-!701%-'&20,
0/!&#'!%-$7'1',&3

E1'%:,#6'+,)- 'A8'5,'6%,''T

)3 "01%-'&'!&#'!N%"4"0*=(N'&+(@'"%(A1*'=(F%&1+1+2(52%**;*+$T!0C&$2,!$--!('U;2('A
82<,$&;('8T!$,A!8;C12&!&#'8'!A07;1',&8!&0!&#'!S($2,2,<!''00(A2,$&0(!CD!&#'
A'82<,$&'A!&21'/($1'!A'$A-2,'!$8!8%'72/2'A!2,!&#'!607&0($-!.,&'(,8#2%!:$,AC00L3

53 @(0N2A'!$,D!$,A!$--!1$&'(2$-8!0/!&#'!.,&'(,8#2%!&0!&#'!A'82<,$&'A!8;%'(N280(!$8
('U;'8&'A!CD!&#'!8;%'(N280(3

?3 "01%-'&'!$--!('U;2('A!$882<,1',&8!/(01!&#'!607&0($-!.,&'(,8#2%!70;(8'!2,8&(;7&0(
&#(0;<#0;&!&#'!.,&'(,8#2%!'Y%'(2',7'T!2,7-;A2,<!.,&'(,8#2%!E7&2N2&D!M0<8T!$882<,'A
('$A2,<83

43 P0--0V!&#'!$A12,28&($&2N'!%0-272'8T!8&$,A$(A8!$,A!%($7&27'8!0/!&#'!82&'3

2&3+-%$4$5")/.-++0+"1)

.T!!X82&'!8;%'(N280(ZT!$<("

&0!%(0N2A'!&#'!'U;2N$-',&!0/!12,21;1!0/!0,'!X)Z!#0;(!%'(!V"L!0/!2,A2N2A;$-!0(!&(2$A27!

8;%'(N2820,! &0! X8&;A',&Z!('-$&'A!&0!