

E*F,??%?D!!

G+O%,1,"OF"H%D'

- = -9A:8>GNAC89!A8!IG;C9?;;!1FE<-9A:8>GNAC89!A8!1FE<F9!G9>?:D:F>GFA?!:??^GC:??>IN8G:;?!ABFA!C;!F!R:8F>!8[?:[C?E!8@8G:!!H?DFH!;J;A?L4!N8[?:C9D!@G9>FL?9AFH!!H?DFH!C;;G?;I;GNB!F;!N89A:FNA;4!L?LMH8JL?9A!HFE4!F9>!C9A?H?NAGF!M:8M?:AJ#
- = Q8:ACN8<G9>?:D:F>GFA?!N8G:;?!C9!RG;C9?;;!?!ABCN;!:??^GC:??>!@8:!!@:;AJ?F:!3F::8H!/#NB88H!;AG>?9A;Z!AB?!N8G:;?!F!H8E;!;AG>?9A;!F!G9^G?!8MM8:AG9CAJ!A8!;CAGFA?!N89A?LM8:F:J!RG;C9?;;!C9!F!N89A?_A!ABFA!C;!D!H8RFH!F9>!BC;A8:CNF!H?F:9!FR8GA!RG;C9?;;!AB:8GDB! ?9DFD?L?9A!E!CAB!@FNGHAJ!F9>!M:FNAAC89?;;Z!>?[?H8M!F!9GF9N?>!L?AB8>!@8:!:N8D9C^C9D! F9>!;?M89>C9D!A8!AB?!?ABCNFH!8MM8:AG9CAC?;!F9>!NBFH!F9D?;!8@N89A?LM8:F:J!RG;C9?;;Z! F9>!FC;?!^G?;AC89;!FR8GA!M?;;89F!H!F;MC:FAC89;!F9>!AB?!8MM8:AG9CAC?;!F[FCHFRH?!C9!AB?! E8:H>!8@E8:V#!
- = /?NG:CAC?;! (?DGHFAC89D!G9>?:D:F>GFA?!?H?NAC[?!ABFA!@8NG;?!;!GM89!AB?!N:CACNFH!@?>?:FHI ;AFAGA?;!ABFA!:?DGHFA?!;?NG:CAC?;!F9>!MF:ACNCF9A;!C9!AB?!;?NG:CAC?;!LF:V?A;<AB?!/?NG:CAC?;! 2NA!8@56]]4!AB?!/?NG:CAC?;!&_NBF9D?!2NA!8@56]a4!/F:RF9?;\'_H?J4!AB?!\$8>>\0:F9V!2NA!8@ XY5Y4!AB?!08: ?CD9!38::GMA!Q:FNACN?;!2NA!F9>!;?[?:F!N:CLC9FH!;AFAGA?;!ABFA!F:?!GACH^?>! @8:![C8HFAC89;!8@;?NG:CAC?;!HFE!F9>!;?DGHFAC89;#!/AG>?9A;!?:F>!;AFAGA?;!F9>!NF;?!HFE!F9>! G;?!?_FLMH?;!F9>!DG?;A!;M?FV?;;!A8!G9>?:;AF9>!AB?!FMMHCFAC89!8@AB?!HFE!C9!;?F!H!C@?#)B?!NHF; ;!C;!C9A?9>?>!@8:;!;AG>?9A;!C9A?;?;A?>C9!NF:??; ;!C9!@9F9N?!8:!!H?F>?; ;BCM!C9!F! MGR!H!N!N8L!MF9J#!)B?!D8F!H!C;!98A!A8!N: ?FA?!; ?NG:CAC?;!HFE!J?; ;!RGA!A8!DC[?!;AG>?9A;!F9! FEF:???; ;!8@AB?!: ?DGHFAC89!F9>!AB?!H?DFH!;C;V;!C9[8H[?>C9!AB?!; ?NG:CAC?;!LF:V?A#

60I/?/+1'

- = 3?9A?:!@8:!)?FNBC9D!&_N?H?9N?Z!)?FNBC9D!@8:-!9NHG;C89!F9>!/8NCFH!"G;ACN?!38B8:AZ!XYXY\
X5!FNF>?L!CN!J?F:#!
- = &ABCN;13F;?!38LM?ACAC894!&H??:!38H?D?!8@KF9FD?L?9A!FA!, 9C[??:;CAJ!8@2:C 89F4!OFH!XY56!
F9>!OFH!XYXY<2>[C;8:IA8!I 8;A89!38H?D?!A?F L#!
- = PH?C9!3F;?!38LM?ACAC894!I 8;A89!38H?D?4!0?R:GF:J!XYXY<! "G>D?#!

7(1&()*<)'=. /1!&*?#. 1&/(; *8\$2((,* (9*7#1'). 11*
/?9C8:1!NAG:?:4!KF:V?A;4!QGRHCN!Q8HCNJ4!F9>!1FE!\$?MF:AL?9A!
OGHNAQL?<! "GHJ!XY5Y!W!"G9?!XY56!!
2>cG9NA<! "GHJ!XY5Yd\ "GHJ!XY5Y!
!!!!

C*+*,?4'N%&&*B?\$/) ?4'" +O'6B",0?D'

- = /G;CH8!-9;ACAGA?!@8: !&ABCN;!C9!AB?!%H8RFH!&N898LJ!O?H8E;BCM4!XY5S\5e4!-9A?D:FAC89!8@
&ABCN;!C9A8!AB?!/8MB8L8:?!0?F:!38G:;?;#!
- = fG?;A:8L!2EF:>!@8: !OFNGHAJ!&_N?H?9N?!C9!-9;ACAGAC89FH!1?F>?:;BCM4!XY5a<98LC9FA?>!RJ!
@FNGHAJ4!;?H?NA?>!RJ!\$?F9#!
- = I?NVECB!2EF:>!@8:!, 9>?:D:F>GFA?!)?FNBC9D4!XY5a<3B8;?9!RJ!F![8A?!8@G9>?:D:F>GFA?!
;AG>?9A;#!
- = \$?HAF!/CDLF!OQ!\$?N?LR?:!XY5X4!C9>GNA?>!F;IF9!B898:F:J!@FNGHAJ!L?LR?:!8@AB?!
RG;C9?;;!@FA?:9CAJ#!
- = 1' 3P!7898:F:J!/?; [CN?!/8NC?AJ4!2M:CH!XY5X<4-9>GNA?>!F;!OFNGHAJ!K?LR?:!

E*F,??%?D!!

G+O%,1,"OF"H%D'

- = -9A:8>GNAC89!A8!1FE<4F9!G9>?:D:F>GFA?4!;?^GC:??>IN8G:;?!ABFA!C;!F!R:8F>8[?:[C?E!8@8G:!
H?DFH!;J;A?L4!N8[?:C9D!@G>FL?9AFH!H?DFH!C; ;G?;!;GNB!F;IN89A:FNA;4!@L MH8JL?9A!HFE!F9>!
C9A?H?NAGFH!M:8M?:AJ#!
- = I G;C9?; ;4!"G;ACN?!F9>!(?;M89;CRCHAJ<4G9>?:D:F>GFA?!H?NAC[?!ABFA!?_MH8:?!;IAB?H?DFH!F9>!
?ABCN!F!NBFH?9D?;!F!H?F>?:!ECH!@FN?!C9!F!BCDB!J!;?DGHFA?>4!N8LMH?_4!DH8RFH!RG;C9?; ;#)B?!
N8G:;?!?_MH8:?!;8NC?AFH!C; ;G?;!;GNB!F;!HJC9D4!RCF;4!@FG>4!N8:;GMAC894!A?;?8AJMC9D4!
:?HDC8G;!@??>8L4!>C;N:CLC9FAC894!F9>!EBC;AH?RH8E!C9D4!F9>!N89;C>?:;IAB?!:?!;M89;CRCHAJ!
8@F!RG;C9?; ;!F9>!CA;!H?F>?:;IA8!F>>:; ;IAB?;?!NBFH?9D?;4!F9>!A8!N:FA?!F!L8:?!cG;A!
;8NC?AJ#!/AG>?9A;IFH;8!N89;C>?:!AB?!N8LM?AC9D!;8H?;!8@RG;C9?; ;4!AB?H?DC;HFAG:?!F9>IAB?!
N8G:A;IC9!F>>:; ;C9D!;8NC?AFH!C; ;G?;#!
- = /?NG:CAC?;! (?DGHFAC89<4G9>?:D:F>GFA?!H?NAC[?!ABFA!@8NG;?;!GM89!AB?!N:CACN!H!@?>?:F!
;AFAGA?;!ABFA!;!DGHFA?;!;NG:CAC?;IF9>!MF:ACNCF9A;!C9!AB?!;NG:CAC?;!L F:V?A;<IAB?!/?NG:CAC?;!
2NA!8@56]]4!AB?!/?NG:CAC?;!&_NBF9D?!2NA!8@56] a4!/F:RF9?;\ ' _H?J4!AB?!\$8>>\0:F9V!2NA!8@
XY5Y4!AB?!08:CD9!38:;GMA!Q:FNACN?;!2NA4!F9>!;? [?:FH!N:CLC9FH!;AFAGA?;!ABFA!F:?!GACH?>!
@8:![C8HFAC89;!8@;?NG:CAC?;!HFE!F9>!;DGHFAC89;#;/AG>?9A;!;F>!;AFAGA?;!F9>INF;?!HFE!F9>!
G;?!?_FLMH?;IF9>!DG?;A!;M?FV?:;IA8!G9>?:;AF9>IAB?!FMMHCN!FAC89!8@AB?HFE!C9!;?FH!H@?#!

)B?!NHF; ;!C;!C9A?9>?>!@8:;!AG>?9A;!C9A?:?;A?>!C9!NF:???:;!C9!@9F9N?!8:!!H?F>?:;BCM!C9!F!
MGRHCN!N8L MF9J#!)B?!D8FH!C;!98A!A8!N:?FA?!;?NG:CAC?;!HFEJ??:!RGA!A8!DC[?!;AG>?9A;!F9!
FEF:???; ;!8@AB?!: ?DGHFAC89!F9>!AB?!H?DFH!:C;V;!C9[8H[?>!C9!AB?!;?NG:CAC?;!LF:V?A#

= 7898:;!Q:8D:FL!/8MB8L8:?!38H8^GCF!89!OFCHG:?!7898:;!Q:8D:FL!;?L C9F:;!@8:!
;8MB8L8:?!NHF; ;!@8NG;C9D!89!OFCHG:?!B?!N8G:;?!F;V;!;AG>?9A;!A8!;AG>J!;8NCFH!;NC?9N?;!
:?!?F:NB!89!B8E!A8!8[?:N8L?!@FCHG:?!4!D:CA!?!LR:FNC9D!@FCHG:?!A8!H?F>!A8!N: ?FAC[CAJ4!F9>!
AB?!HCV?#!/AG>?9A;!?9DFD?>!C9!;?L?;A?:!H89D!OFCHG:?!Q:8c?NA!C9A?9>?>!A8!NBFH?9D?!AB?L!

3:?FA?!)?FNBU!@FL?E8:V4!AB?!N8G:;?IC;!>?;CD9?>!@8:;!AG>?9A;!A8!H?F:9!EBFA!^G?;AC89;!F9!ABCNFH!H?F>?:!LG;A!F;V!DH8RFHJ#)B?9A!;AG>?9A!A?FL;IN:?FA?!F!NF;?!FR8GA!F9!ABCNFH!NBFH!9D?!@8:;!F!H?F>?:!C9!F!DH8RFH!N89A?_A!F9>!CA;1;8HGAC89!C9!AB?!%C[C9D!. 8CN?!A8!. FHG?;!AJH?#OC9FHJ4!AB?!A?FL;!A?FNBIAB?!NF;?!A8!AB?!NHF;;#

!

60A/+/?H,"H/I%4'EF,,/#F&","4"+O'JKH,"LEF,,/#F&","!%?)*+?/M/&H/%?D'

= 7898:;!Q:8D:FL!OFNGHJ!\$C:?NA8:4!"GHJ!XY5e!W!KFJ!XY56<1?>!N8LLG9CAJ!8@7898:;! /AG>?9A;Z!>?;CD9?>!F9>!A?FNBI!A8!7898:;!;?LC9F:;!@C9NHG>C9D!F9!C9A?:9FAC89FH!@?H>;! ;?LC9F:Z!AF@GMM?:\H?[?H!7898:;!;?LC9F:;#

= 3G:;CNGHGL!\$C[?;CAJ!)F;V!O8:N?4!"F9GF:J!XY5i!W!"G9?!XY56<1?>!F;V!O8:N?!A8!9;G:?! ABFA!N8G:;?!LFA?:CFH;!M:;?9A!AB?!>C[?;?!E8:H>!C9!EBCNB!RG;C9?;?;!@G9NAC89!A8>FJ! F9>!;AG>?9A;!BF[?!F9!C9NHG;C[?!?_M?:C?9N?!C9!AB?!NHF;;88L#)F;V!@8:N?!>GAC?;C9NHG>?! ?[FHGFAC9D!?_C;AC9D!N8G:;?!LFA?:CFH;4!N89>GNAC9D!A?FNBI?F9>!;AG>?9A!@8NG;!D:8GM;4! :?;?F:NBC9D!C9>G;A:J!R?;A!M:FNACN?;4!R?9NBLF:VC9D!8AB?:!G9C[?;CAC?;4!F9>!>?[?H8MC9D! F9>!?_?NGAC9D!F!A:FA?DJ!A8!L??A!8G:;!AFA?>!D8FHj 8:DF9C'?'>!@FNGHJ!A:FC9C9D!C9! \$?N?LR?:!XY5i#

= 388:>C9FA8:!8@1FE!38G:;?;4!/?MA?LR?:!XY56!W!"G9?!XY56<1(?;M89;CRH?!@8:BC:9D4! ;AF@9D4!F9>IN88:>C9FAC9D!FHH!HF!E!NHF;;?;!@8:ID:F>GFA?!F9>!G9>?D:F>GFA?!M:8D:FL;# Q:8[C>?M:8@?;C89FH!>?[?H8ML?9A!F9>!?[FHGFAC89!@8:9?E!F>cG9NA;#

= 1FE!389N?9A:FAC89!388:>C9FA8:4!/?MA?LR?:!XY56!W!"G9?!XY56<1389>GNA!F!A:FA?DCN! :?[?E!8@1FE!389N?9A:FAC89!F9>!CLMH?L?9A!NG:;CNGHF:BNBF9D?;#2>[?;!AG>?9A;!89! N89N?9A:FAC89#!2AA?9>IN89N?9A:FAC89!@FC;#2;;C;A!@FNGHJ!C9!>?[?H8MC9D!9?E!N8G:;?;!@8:AB?!N89N?9A:FAC89#

= , 9>?D:F>GFA?!Q:8D:FL!\$?[?H8ML?9A!38LLCAA??!G. 3(D)0. 2(!)-0. 4(;)-0. 4(?)0. 2(L)-0. 1(?)0. 4(

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d!

= 2;M?9!-9;ACAGA?!, 9>?:D:F>GFA?! I G;(9?;;!&>GNFAC89!389;8:ACGL4!)?FL!K?LR?:4!"F9GF:J!
XY5a\XY5S<!

C. (/5. &(B)*<)'=. /1'&>*A%B*- .)&. /*

1?DFH!(?:?F:NB!F9>!* :CAC9D!\$?MF:AL?9A!1FE!0?H8E!2GDG;A!566e!W!KFJ!566i !!

- = 38LM?ACAC[?HJ!;?H?NA?>!A8!A?FNB!H?DFH!?:?F:NB!F9>!E:CAC9D!A8!F!;?NAC89!8@!@;:A\J?F:HF E!
;AG>?9A;#)BC;!C9NHG>?>!>:F@AC9D!E??VHJ!H?;;89!MHF9;4!A?FNBC9D!E??VHJ!;?L?9F::;4!
N8L L?9AC9D!89!FHH!;AG>?9A!MFM?::;4!F9>!B8H>C9D!C9>C[C>GFH!N89@?:?9N?;!ECAB!;AG>?9A;#!

!

D#E,'\$%&'()1*

- = /M889?:4!(FNB?H!/#!)P#K@8!L!H!Q\$@N?8!25'(4!R!20G9?4!C!D)G!>?A!5!0!0!5!9!2!8!1!2!2!1!2 (%4-273Tm. 9
MGRHC;B?>!2M:CH!Xa!XYXa#!
- = /M889?:4!(FNB?H!/#!T)B?!%8H>CH8NV;!2MM:8FNB<!0C9>C9D!AB?!k"G;A!(CDBAb!1?DFH!1CL!CA!89!
+89>C;NH8;G:?!2D:??L?9A;IC9!/?_GFH!7F:F;;L?9A!3F;?;#U!78@,A:F!1FR8:!! !&LMH8JL?9A!
"8G:9FH!. 8H!]e!+8#!X4!/M:C9D!XYXY#!
- = 3HF:V4!3J9ABCf!&#!3BF9D4!PFR:C9F!P#4!K?H[C94!/?F9!Q#4!: '5,\$*55%*\$)% 3&,*7<=>8*%*#''(?%
@78,&'(?%*\$)%A,#,7''(%\$B,03\$! *\$7?%

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e!

A8MCN;4!C9NHG>C9D!;?NG:CA?;!HF E4!HF9>!G;?4!RF9V:GMANJ!HCACDFAC894!HF9>H8:>\A?9F9A4!F9>!
D?9?:FHI!N8L L?:NCFH!HF E#!
= Q:8!R898!E8:V!C9NHG>?>!>:F@C9D!F!E!C99C9D!R:C?@A8!AB?!/C_AB!3C:NGCA!FMM?FHC9D!AB?!>?9CFH!
8@F!E:CA!8@BFR?F;!N8:MG;!C9!F!>?FAB!M?9FHAJ!NF;?4!EBCNB!GHACL FA?HJ!?:?;GHA?>!C9!AB?!
NHC?9Ab;!?:H?F;?!@:8L!>?FAB!:8EZ!NC[CH!:CDBA;!FNAC89!FDFC9;A!AB?!!\$?MF:AL?9A!8@38::?NAC89;!
@8:![C8HFAC89!8@AB?!&CDBAB!2L?9>L?9AZIF9>!E8:VC9D!F;!F!! F:!2>[8NFA?!C9!(8_RG:J!
\$C;A:CNA!38G:A#!

= /?H?NA?>!RJIAB?!I 8F:>!8@\$C:?NA8:;!8@, #/#!/J9NB:89C`?>!/ECLLC9D!A8!F>[C;?!AB?!
8:DF9C` FAC89!89!?ABCN;!^G?;AC89;4!>?[?H8M!9?E!M8HCNC?;!F9>!;GH?;!@8:!?ABCN;!N8LMHCF9N?4!
F9>!A:FC9!L?LR?;!;!89!AB8;?!M8HCNC?;!F;!9?N?;;F:J#!