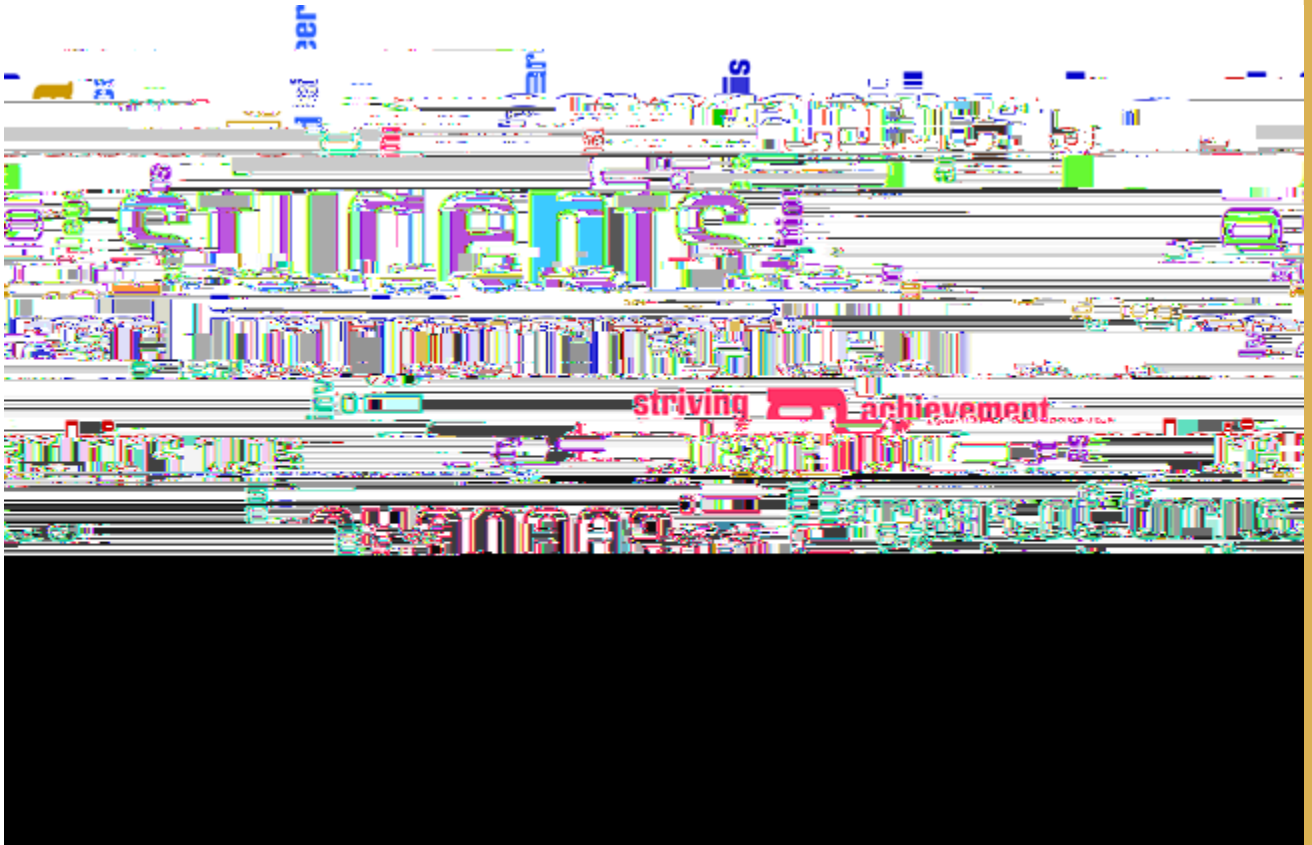


DE1; >D=CH) D2;93 +38>>;B

! >;941H ! 9;; ;5 < 5=C1AH
+38>>;



+38>>;F 945 " < ?A>E5 < 5=C
) ;1=

, 12;5 >6 >=C5=CB

+38>>; 5< >7A1?893B

) DA?>B5 1=4 (DC;9=5 >6 C85 +")

+38>>; "=6>A< 1C9>=

' 554B BB5BB< 5=C

) ;1==9=7 6>A "< ?A>E5< 5=C

, 9C;5 " * 5@D9A5< 5=CB

D475C C> +D??>AC >1;B

! >;941H ! 9;; ;5< 5=C1AH +38>>;

6900 A& A' A , D, \$35<D@?G;=7, & 32216

: EEA://HHH.6FG3-D5: @@=D.@C9/: @=:63J: ;=

5< >7A1?893B

) A9=39?1; &1CC85F) 5C5AB>=

-E3CE D3E7 8@C E: ;D *C;?5;A3=: 3/16/2018

<p>+C1CDB (A7C ' -#D ;=7)</p>	<p>A5E;G7</p>
<p>+38>>; , H?5 1=4 A145B +5AE54 (A7C ' -#D ;=7)</p>	<p>E=7> 7?E3CJ -5: @@= *%5</p>
<p>) A9< 1AH +5AE935 , H?5 (A7C ' -#D ;=7)</p>	<p>%12 ! 7?7C3= E6F53E;@?</p>
<p>, 9C;5 " +38>>;</p>	<p>27D</p>
<p>3>=>< 931;;H 9B14E1=C1754 *% *1C5 (3D C7A@CE76 @? -FCG7J 3)</p>	<p>77%</p>
<p>++ +D27A>D?B *5?A5B5=C54 (DF49C@FAD H;E: 10 @C >@C7 DEF67?ED) (DF49C@FAD ;? @C3?97 3C7 47=@H E: 7 8767C3= E: C7D: @=6)</p>	<p>AD;3? -EF67?ED B=35</A8C;53? A> 7C;53? -EF67?ED E5@?@>;53=J D;D36G3?E3976 -EF67?ED E?9=D: &3?9F397 &73C?7CD " ;DA3?;5 -EF67?ED ' F-E;C35;3= -EF67?ED -EF67?ED 1 ;E: D;D34;=;E;7D 1 : ;E7 -EF67?ED</p>
<p>+38>>; A145B ! 9BC>AH</p>	<p>2018-19: B (57%) 2017-18: C (53%) 2016-17: A (62%) 2015-16: B (59%)</p>
<p>+38>>; "< ?A>E5< 5=C + " "=6>A< 1C9>=</p>	
<p>+ " *579>=</p>	<p>(@CE: 73DE</p>
<p>*579>=1; G53DC9E5 9A53C>A</p>	<p>DFDE;? -;>D</p>
<p>, DA=1A>D=4 (?C9>= H3;5</p>	
<p>O51A</p>	
<p>+D??>AC , 95A</p>	<p>() . #(DA</p>
<p>++ +C1CDB</p>	<p>. -&#</p>

* AD 67R?76 F?67C , F=7 6A-1.099811, =@C;63 A6> ;?;DEC3E;G7 C@67. @C > @C7 ;?8@C> 3E;@?, [5=:5< :7C7.](#)

+38>>; >1A4 ??A>E1;

. : ;D A=3? H3D 3AAC@G76 4J E: 7 DFG3= C@F?EJ -5: @@= B@3C6 @? 10/1/2019.

+") DC8>A9CH

-75E;@? 1001.42(18), =@C;63 -E3EFE7D, C7BF;C7D 6;DEC;5E D5: @@= 4@3C6D E@ 3??F3=J 3AAC@G7 3?6 C7BF;C7 ;> A=7> 7?E3E;@? @8 3 -5: @@=H;67 #> AC@G7> 7?E *-3? (-#*) 8@C 735: D5: @@= ;? E: 7 6;DEC;5E E: 3E : 3D 3 D5: @@= 9C367 @8 D @C . . . ;D A=3? ;D 3=D@ 3 C7BF;C7> 7?E 8@C . 3C97E76 -FAA@CE 3?6 #> AC@G7> 7?E (. -&#) 3?6 C@> AC7: 7?D;G7 -FAA@CE 3?6 #> AC@G7> 7?E (C- &#) D5: @@=D AFCD7?E E@ 1008.33 .-. 3?6 E: 7 EG7CJ -EF67?E -F55776D A5E (E--A).

.@ 47 67D;9?3E76 3D . -&#, 3 D5: @@= > FDE : 3G7 @?7 @C > @C7 E--A DF49C@FA(D) H;E: 3 767C3= #?671 47=@H 41%. . . ;D A=3? D: 3= 47 3AAC@G76 4J E: 7 6;DEC;5E. . : 7C7 3C7 E: C77 H3JD 3 D5: @@= 53? 47 67D;9?3E76 3D C-&#:

1. : 3G7 3 D5: @@= 9C367 @8 D @C
2. : 3G7 3 9C3673E;@? C3E7 @8 67% @C =@H7C
3. : 3G7 3? @G7C3= 767C3= #?671 47=@H 41%.

@C E: 7D7 D5: @@=D, E: 7 -#* D: 3= 47 3AAC@G76 4J E: 7 6;DEC;5E 3D H7= 3D E: 7 BFC73F @8 -5: @@= #> AC@G7> 7?E.

. : 7 =@C;63 D7A3CE> 7?E @8 E6F53E;@? (D) E) -#* E7> A=3E7 > 77ED 3= DE3EFE@CJ 3?6 CF=7 C7BF;C7> 7?ED 8@C EC36;E;@?3= AF4=;5 D5: @@=D 3?6 ;?5@CA@C3E7D 3= 5@> A@?7?ED C7BF;C76 8@C D5: @@=D C757;G;?9 . ;E=7 # 8F?6D. . . ;D E7> A=3E7 ;D C7BF;C76 4J -E3E7 B@3C6 @8 E6F53E;@? , F=7 6A-1.099811, =@C;63 A6> ;?;DEC3E;G7 C@67, 8@C 3= ?@?-5: 3CE7C D5: @@=D H;E: 3 5FCC7?E 9C367 @8 D @C , @C 3 9C3673E;@? C3E7 67% @C =7DD. D;DEC;5ED > 3J @AE E@ C7BF;C7 3 -#* FD;?9 3 E7> A=3E7 @8 ;ED 5: @@D;?9 8@C D5: @@=D E: 3E 6@ ?@E RE E: 7 38@C7> 7?E;@?76 5@?6;E;@?D. . . ;D 6@5F> 7?E H3D AC7A3C76 4J D5: @@= 3?6 6;DEC;5E =7367CD; ;A FD;?9 E: 7 D) E'D D5: @@= ;> AC@G7> 7?E A=3??;?9 H74 3AA=;53E;@? =@53E76 3E [HHH.S@C:635;>D.@C9.](#)

) DA?>B5 1=4 (DC;9=5 >6 C85 +")

. : 7 -#* ;D ;?E7?676 E@ 47 E: 7 AC;> 3CJ 3CE;835E FD76 4J 7G7CJ D5: @@= H;E: DE3<7: @=67CD E@ C7G;7H 63E3, D7E 9@3=D, 5C73E7 3? 35E;@? A=3? 3?6 >@?;E@C AC@9C7DD. . : 7 =@C;63 D7A3CE> 7?E @8 E6F53E;@? 7?5@FC397D D5: @@=D E@ FD7 E: 7 -#* 3D 3 0=;G;?9 6@5F> 7?EP 4J 5@?E;?F3=J FA63E;?9, C7R?;?9 3?6 FD;?9 E: 7 A=3? E@ 9F;67 E: 7;C H@C< E: C@F9: @FE E: 7 J73C. . . ;D AC;?E76 G7CD;@? C7AC7D7?ED E: 7 -#* 3D @8 E: 7 OD3E7 ' @6;R76P =;DE76 ;? E: 7 8@@E7C.

, 12;5 >6 >=C5=CB

) DA?>B5 1=4 (DC;9=5 >6 C85 +")

+38>>; "=6>A< 1C9>=

' 554B BB5BB< 5=C

) ;1==9=7 6>A "< ?A>E5< 5=C

, 9C;5 " * 5@D9A5< 5=CB

D475C C> +D??>AC >1;B

! >;941H ! 9;; ;5< 5=C1AH +38>>;

6900 A&

|

|

|

|

FD;?9 E: 7 A=3? E@ 9F;67 E: 7;C H@C< E: C@F9: @FE E: 7 J73C. . . ;D AC;?E76 G7CD;@? C7AC7D7?ED E: 7 -#* 3D
@8 E: 7 OD3E7 ' @6;R76P =;DE76 ;? E: 7 8@@E7C.

) 1AC " +38>>; "=6>A< 1C9>=

+38>>; &9BB9>= 1=4 . 9B9>=

) A>E945 C85 B38>>; B < 9BB9>= BC1C5 < 5=C



DAA5=C O51A

, 85 =D< 25A >6 BCD45=CB 2H 7A145 ;5E5; C81C 5G8929C 5138 51A;H F 1A=9=7
9=4931C>A ;9BC54

"=4931C>A	\$	A145 %5E5;										, >C1;		
(F > 47C @8 DEF67?ED 7?C@=76	89	90	93	93	95	125	0	0	0	0	0	0	0	585
AEE7?63?57 47=@H 90 A7C57?E	19	14	17	24	18	26	0	0	0	0	0	0	0	118
) ?? @C > @C7 DFDA7?D;@?D	8	13	11	11	12	10	0	0	0	0	0	0	0	65
C@FCD7 83;=FC7 ;? E&A @C ' 3E:	6	1	6	1	0	1	0	0	0	0	0	0	0	15
&7G7= 1 @? DE3E7H;67 3DD7DD> 7?E	13	21	34	49	53	59	0	0	0	0	0	0	0	229
	0	0	0	0	0	0	0	0	0	0	0	0	0	0

, 85 =D< 25A >6 BCD45=CB F 9C8 CF > >A < >A5 51A;H F 1A=9=7 9=4931C>AB

"=4931C>A	\$	A145 %5E5;										, >C1;		
-EF67?ED H;E: EH@ @C >@C7 ;?6;53E@CD	0	4	12	13	26	26	0	0	0	0	0	0	0	81

, 85 =D< 25A >6 BCD45=CB 945=C9K54 1B A5C19=55B

"=4931C>A	\$	A145 %5E5;										, >C1;		
, 7E3;?76 -EF67?ED: CFCC7?E 273C	11	25	40	122	6	21	0	0	0	0	0	0	0	225
-EF67?ED C7E3;?76 EH@ @C >@C7 E;> 7D	32	57	63	73	93	89	0	0	0	0	0	0	0	407

, D=9CB 1;;>31C54 C> B38>>; C>C1; =D< 25A >6 C51385A D=9CB
32

1C5 C89B 41C1 F 1B 3>;;53C54 >A ;1BC D?41C54
-3EFC63J 8/17/2019

) A9>A O51A B * 5?>AC54

, 85 =D< 25A >6 BCD45=CB 2H 7A145 ;5E5; C81C 5G8929C 5138 51A;H F 1A=9=7
9=4931C>A

"=4931C>A	\$	A145 %5E5;										, >C1;		
AEE7?63?57 47=@H 90 A7C57?E														
) ?? @C > @C7 DFDA7?D;@?D														
C@FCD7 83;=FC7 ;? E&A @C ' 3E:														
&7G7= 1 @? DE3E7H;67 3DD7DD> 7?E														

, 85 =D< 25A >6 BCD45=CB F 9C8 CF > >A < >A5 51A;H F 1A=9=7 9=4931C>AB

/ + "=4931C>AB 1B "=?DC 1A;95A 9= C85 +DAE5H							
"=4931C>A	A145 %5E5; ?A9>A H51A A5?>AC54						, >C1;
	\$						
	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)

A145 %5E5; 1C1
 () . E: . : ;D 63E3 ;D C3H 63E3 3?6 ;?5=F67D A&& DEF67?ED H: @ E7DE76 3E E: 7 D5: @@=. . : ;D ;D ?@E
 D5: @@= 9C367 63E3.
 () . E: A? 3DE7C;D< (*) ;? 3?J 57= ;?6;53E7D E: 7 63E3 : 3D 477? DFAAC7DD76 6F7 E@ 87H7C E: 3? 10
 DEF67?ED E7DE76, @C 3= E7DE76 DEF67?ED D5@C;?9 E: 7 D3> 7.

%						
A145	O51A	+38>>;	9BCA93C	+38>>; 9BCA93C >< ?1A9B>=	+C1C5	+38>>; +C1C5 >< ?1A9B>=
03	2019	51%	51%	0%	58%	-7%
	2018	54%	50%	4%	57%	-3%
-3> 7 ! C367 C@> A3C;D@?		-3%				
C@: @CE C@> A3C;D@?						
04	2019	49%	52%	-3%	58%	-9%
	2018	56%	49%	7%	56%	0%
-3> 7 ! C367 C@> A3C;D@?		-7%				
C@: @CE C@> A3C;D@?		-5%				
05	2019	63%	50%	13%	56%	7%
	2018	62%	51%	11%	55%	7%
-3> 7 ! C367 C@> A3C;D@?		1%				
C@: @CE C@> A3C;D@?		7%				

& , !						
A145	O51A	+38>>;	9BCA93C	+38>>; 9BCA93C >< ?1A9B>=	+C1C5	+38>>; +C1C5 >< ?1A9B>=
03	2019	60%	61%	-1%	62%	-2%
	2018	68%	59%	9%	62%	6%
-3> 7 ! C367 C@> A3C;D@?		-8%				
C@: @CE C@> A3C;D@?						
04	2019	70%	64%	6%	64%	6%
	2018	69%	60%	9%	62%	7%
-3> 7 ! C367 C@> A3C;D@?		1%				
C@: @CE C@> A3C;D@?		2%				
05	2019	60%	57%	3%	60%	0%
	2018	71%	61%	10%	61%	10%
-3> 7 ! C367 C@> A3C;D@?		-11%				
C@: @CE C@> A3C;D@?		-9%				







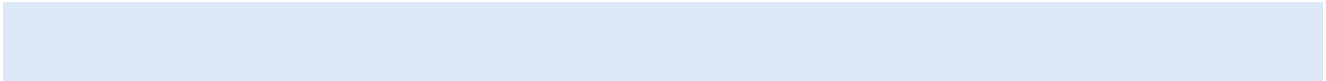




' 1C9E5 < 5A931= +CD45=CB	
(F > 47C @8 C@?D75FE;G7 273CD (3E;G7 A > 7C;53? -EF67?ED -F49C@FA B7=@H 32%	0
) 139K3 "B;1=45A +CD45=CB	
767C3=#?67I - *35;R5 #D=3?67C -EF67?ED	
*35;R5 #D=3?67C -EF67?ED -F49C@FA B7=@H 41% ;? E: 7 CFCC7?E 273C?	(/A
(F > 47C @8 C@?D75FE;G7 273CD *35;R5 #D=3?67C -EF67?ED -F49C@FA B7=@H 32%	0
/ 89C5 +CD45=CB	
767C3=#?67I - 1 : ;E7 -EF67?ED	62
1 : ;E7 -EF67?ED -F49C@FA B7=@H 41% ;? E: 7 CFCC7?E 273C?	()
(F > 47C @8 C@?D75FE;G7 273CD 1 : ;E7 -EF67?ED -F49C@FA B7=@H 32%	0
3>=>< 931;;H 9B14E1=C1754 +CD45=CB	
767C3=#?67I - E5@?@>;53=J D;D36G3?E3976 -EF67?ED	51
E5@?@>;53=J D;D36G3?E3976 -EF67?ED -F49C@FA B7=@H 41% ;? E: 7 CFCC7?E 273C?	()
(F > 47C @8 C@?D75FE;G7 273CD E5@?@>;53=J D;D36G3?E3976 -EF67?ED -F49C@FA B7=@H 32%	0

=1;HB9B

1C1 *5L53C9>=
A?DH7C E: 7 8@=@H;?9 C7S75E;@? AC@> AED 38E7C 7I 3>;?;?9 3?J/3= C7=7G3?E D5: @@= 63E3
D@FC57D (D77 9F;67 8@C 7I 3> A=7D 8@C C7=7G3?E 63E3 D@FC57D).



/ 8938 41C1 3>< ?>=5=C B8>F 54 C85 < >BC 9< ?A>E5< 5=C / 81C =5F 13C9>=B 494
H>DA B38>>; C1: 5 9= C89B 1A51

2018 (29%) - 2019 (51%) ;? ' 3E: : ' 3E: #?E7CG7?E;@?;DE ;? A=357, D;Q7C7?E;3E;@? 43D76 @?
E: 7;C AC7G;@FD > 3E: 63E3.

* 5L53C9=7 >= C85 / + 41C1 6A><) 1AC " 945=C96H >=5 >A CF > ?>C5=C91; 1A51B
>6 3>=35A= B55 D941=35 C12 6>A 1449C9>=1; 9=6>A< 1C9>=

AEE7?63?57

) FE @8 -5: @@= -FDA7?D;@?D

* 1=: H>DA 89785BC ?A9>A9C95B < 1G9< D< >6 6>A B38>>;F 945 9< ?A>E5< 5=C 9=
C85 D?3>< 9=7 B38>>; H51A

1. E?DFC7 DE3?63C6D 43D76 E735: ;?9
2. D;Q7C7?E;3E;@?
3. C@?E;?F7 H;E: . 3=7?E76 . F7D63J 5@=34@C3E;@? AC@87DD;@?3= 67G7=@A> 7?E
4. @5FD @? AC77>AE;G7 C793C6;?9 47: 3G;@C; AC@35E;G7 3AAC@35: E@H3C6D 47: 3G;@CD
5. -EC7?9E: 7? C7=3E;@?D: ;A H;E: 5@> > F?;EJ DE3<7: @=67CD.

) 1AC "" "") ;1==9=7 6>A "< ?A>E5< 5=C

A51B >6 >3DB

, 9C;5

-E3?63C6D B3D76 .735: ;?9



, 9C;5 CF=FC7 3?6 C=; > 3E7
 * 1C9>=1;5 " @=:63J " ;= : 3D 3 63J EC73E> 7?E AC@9C3> H: ;5: ;> A35ED E: 7 ?F> 47C @8 C787CC3=D 3?6) FE @8 -5: @@= -FDA7?D;@?D.
 #8 H7 ;> A=7> 7?E E: 7 ' ;?6 /A 3?6 -3?8@C6 " 3C>@?J AC@9C3> , E: 7? H7 H;= D77 3 675C73D7 ;?) FE @8 -5: @@= -FDA7?D;@? 4J 32) -- DFDA7?D;@?D.
 +C1C5 C85 < 51BDA512;5) &3DE 273C 2018-2019 - 157) FE @8 -5: @@= -FDA7?D;@?D
 >DC3>< 5 C85 B38>>; ?;1=B . 3C97E 2019-2020 - 125) FE @8 -5: @@= -FDA7?D;@?D
 C> 13895E5
) 5AB>= A5B?>=B92;5 6>A A> 47C) ??73= (@?73=3@6FG3=D5: @@=D.@C9)
 < >=9C>A9=7 >DC3>< 5 ' ;?6/A AC@9C3>
 E945=35 21B54 +CA1C57H -3?8@C6 " 3C>@?J
 * 1C9>=1;5 6>A E945=35 , 7D73C5: 43D76 47: 3G;@C AC@9C3>
 21B54 +CA1C57H A= 47: 3G;@CD 3C7 C75@C676 ;? E: 7) C/- A=3E8@C> E@ EC35<
 47: 3G;@CD 3?6 ;?5;67?ED.

A5E;@? -E7A
 1. E?DFC7 3= 47: 3G;@C C787CC3=D 3C7 C75@C676 355FC3E7=J.
 5B3A9?C9>= 2. ' @?;E@C 3?6 C7G;7H 47: 3G;@C 63E3 H77<=J.
 3. E?DFC7 ;> A=7> 7?E3E;@? @8 ' ;?6 /A, -3?8@C6 " 3C>@?J, C3=> 5=3DDC@@> 47: 3G;@C DFAA@CE AC@9C3> D.
) 5AB>= * 5B?>=B92;5 A> 47C) ??73= (@?73=3@6FG3=D5: @@=D.@C9)

449C9>=1; +38>>;F 945 "< ?A>E5< 5=C) A9>A9C95B (@AE;@?3=)

6C5A 38>>B9=7 H>DA A51 B >6 >3DB 5G?;19= 8>F H>D F9;; 144A5BB C85 A5< 19=9=, B38>>;F 945 9< ?A>E5< 5=C ?A9>A9C95B B55 C85 D941=35 C12 6>A <>A5 9=6>A< 1C9>=) FE-@8--5: @@= DFDA7?D;@?D ?776 E@ 47 366C7DD76. 1 : ;=7 FD;?9 E: 7 -EF67?E C@67 @8 C@?6F5E 3D 3 9F;67, >J 4F;=6;?9 ?776D E@ 7?DFC7 DE3Q > 7> 47CD 3C7 ;? E: 7 C;9: E A=357 : 7=A;?9 DEF67?ED E@ ;> A=7> 7?E AC7G7?E3E;G7 47: 3G;@C3= DEC3E79;7D 3?6 67-7D53=3E;@? 47: 3G;@C3= DEC3E79;7D.) FE-@8--5: @@= DFDA7?D;@?D D: @F=6 @?=-J 47 FE;=K76 ;8 3 5=3DD DFDA7?D;@?, D@5;3- H@C< 5@> > F?;53E;@?, 3?6 ;?E7CG7?E;@? H@C< 3C7 ?@E DF557DD8F=.

) 1AC " , 9C;5 " * 5@D9A5< 5=CB

449C9>=1; , 9C;5 " * 5@D9A5< 5=CB
 . : ;D D75E;@? > FDE 47 5@> A=7E76 ;8 E: 7 D5: @@= ;D ;> A=7> 7?E;?9 3 . ;E=7 #, *3CE A D5: @@=H;67 AC@9C3> 3?6 @AED E@ FD7 E: 7 -5: @@=H;67 #> AC@G7> 7?E *-3? E@ D3E;D8J E: 7 C7BF;C7> 7?ED @8 E: 7 D5: @@=H;67 AC@9C3> A=3?, 3D @FE;?76 ;? E: 7 EG7CJ -EF67?E -F55776D A5E, *F4=;5 &3H (@. 114-95, L 1114(4). . : ;D D75E;@? ;D ?@E C7BF;C76 8@C ?@?- . ;E=7 # D5: @@=D.

5B3A925 8>F C85 B38>>; ?;1=B C> 2D9;4 ?>B9C9E5 A5;1C9>=B89?B F 9C8 ?1A5=CB
 61< 9;95B 1=4 >C85A 3>< < D=9CH BC1: 58>;45AB C> 6D;K;; C85 B38>>; B < 9BB9>= 1=4
 BD??>AC C85 =554B >6 BCD45=CB

1 7 ;> A=7>7?E 3 G3C;7EJ @8 7G7?ED 43D76 @? @FC *3C7?E 3?6 3> ;=J E?9397>7?E *=3? E@
DFAA@CE A3C7?ED 3E : @> 7 H;E: E: 7;C 5: ;=6(C7?). . : ;D J73C, H7 3C7 ;> A=7>7?E;?9 E: 7 8@=@H;?9
7G7?ED E@ 4F;=6 3 A@D;E;G7 C7=3E;@?D: ;A H;E: @FC DE3<7: @=67CD:

- 1) DFG3= (;9: E, H: ;5: E3C97ED 35367>;5 5@?E7?E 3C73D: , 736;?9, ' 3E: , 3?6 -5;7?57
- 2) .75: ?@=@9J (;9: E, H: ;5: DFAA@CED A3C7?ED H;E: 97EE;?9 83>;=;3C H;E: @5FD,) ?7O;7H, ;-
, 736J, A5: ;7G73000 A=3E8@C>D.
- 3) -387EJ ;CDE, DFAA@CED A3C7?ED F?67CDE3?6 ;? =@@<;?9 8@C D;9?D @8 34FD7.

)) %9=:

. : 7 D5: @@= 5@> A=7E7D 3 *3C7?E3= #?G@=G7>7?E *=3? (* E*), H: ;5: ;D 3G3;=34=7 3E E: 7
D5: @@= D;E7.

5B3A925 8>F C85 B38>>; 5=BDA5B C85 B>391; 5<>C9>=1; =554B >6 1;; BCD45=CB 1A5
259=7 <5C F 8938 <1H 9=3;D45 ?A>E949=7 3>D=B5;9=7 <5=C>A9=7 1=4 >C85A ?D?9;
B5AE935B

" @=:63J " ;= 7?DFC7D E: 7 67G7=@A>7?E @8 E: 7 H: @=7 5: ;=6 E: C@F9: E: 7 ;> A=7>7?E3E;@? @8 E: 7
' ;?6/A AC@9C3>, -3?8@C6 " 3C>@?J, 3?6 E: 7 " @=:63J " ;= B3AE;DE ' 7?E@C;?9 AC@9C3>.

5B3A925 C85 BCA1C5795B C85 B38>>; 5< ?;>HB C> BD??>AC 9=3><9=7 1=4 >DC7>9=7
3>8>ACB >6 BCD45=CB 9= CA1=B9C9>= 6A>< >=5 B38>>; ;5E5; C> 1=>C85A

EG7CJ J73C, " @=:63J " ;=: 3G7 3 ' ;66=7/' 39?7E D5: @@= EC3?D;E;@? ?;9: E, H: 7C7 3= 5FCC7?E 3?6
AC@DA75E;G7 DEF67?ED ;? ! C367D %-5 3C7 ;?G;E76 E@ : 73C ;?8@C> 3E;@? C793C6;?9 " @=:63J " ;=,
' 39?7E 87767C D5: @@=D, 3?6 ! 7@9C3A: ;53= 3C73 D5: @@=D.

5B3A925 C85 ?A>35BB C8A>D78 F 8938 B38>>; ;5145AB89? 945=C9K5B 1=4 1;97=B 1;;
1E19;12;5 A5B>DA35B 5 7 ?5AB>=5; 9=BCAD3C9>=1; 3DAA93D;1A 9= >A45A C> <55C
C85 =554B >6 1;; BCD45=CB 1=4 <1G9< 9I 5 45B9A54 BCD45=C >DC3>< 5B "=3;D45 C85
<5C8>4>;>7H 6>A 3>>A49=1C9=7 1=4 BD??;5< 5=C9=7 6545A1; BC1C5 1=4 ;>31; 6D=4B
B5AE935B 1=4 ?A>7A1< B) A>E945 C85 ?5AB>= B A5B?>=B92;5 6A5@D5=3H >6
<55C9=7B 8>F 1= 9=E5=C>AH >6 A5B>DA35B 9B <19=C19=54 1=4 1=H ?A>2;5< B>;E9=7
13C9E9C95B DB54 C> 45C5A< 9=5 8>F C> 1??;H A5B>DA35B 6>A C85 89785BC 9< ?13C

DF7 E@ " @=:63J " ;=: 3G;?9 DF5: 3 6;G7CD7 A@AF=3E;@? H: ;5: ;?5=F67D, ! ;8E76 3?6 3 D3J
EC73E>7?E AC@9C3>, H7 : 3G7 E@ 7?DFC7 3= DEF67?ED ?776D 3C7 >7E 35367>;53=J 3?6
D@5;3=J. 1 7 ;> A=7>7?E 3?6 835;=E3E7 >F-E; 5@?E7?E A3C7?E ?;9: E H: ;5: AC@G;67D A3C7?ED H;E:
E: 7 E@@=D E: 7J ?776 E@ DFAA@CE E: 7;C 5: ;=6C7? 3E : @> 7.

1 7 FE;=K76 . ;E=7) ?? 8F?6D, E@ A3J 8@C E: 7 , 736;?9 3?6 ' 3E: #?E7CG7?E;@?;DE 6F7 E@ E: 7
17-18 &*+ A7C57?E397D 47;?9 47=@H 30% ;? 4@E: , 736;?9 3?6 ' 3E: , 3D H7= 3D, <77A;?9 @FC
, 736;?9 3?6 ' 3E: 5@35: E@ DFAA@CE E: 7 E735: 7CD.

-5: 3?E7= ' ;?E@?, @FC ADD;DE3?E *C;?5;A3=, 3=@?9 H;E: \$;=3? E;D7>3? 3?6 ' ;5: 7=7 =7>;?9
>77ED 3E >;?;>F > @?57 3 H77< E@ 7?DFC7 E735: 7CD 3?6 DEF67?ED : 3G7 >3E7C;3-D E: 7J ?776
E@ 47 DF557DD8F= ;? E: 7 5=3DDC@@>.

5B3A925 C85 BCA1C5795B C85 B38>>; DB5B C> 14E1=35 3>;;575 1=4 31A55A
1F 1A5=5BB F 8938 <1H 9=3;D45 5BC12;9B89=7 ?1AC=5AB89?B F 9C8 2DB9=5BB 9=4DBCAH
>A 3><< D=9CH >A71=9I 1C9>=B

EG7CJ J73C, @FC 9F;63?57 5@F?D7=@C 5@@C6;?3E7D C3C77C D3J ;? E: 7 >76;3 57?E7C. -: 7 ;?G;E7D
6-7 @C93?;K3E;@?D DF5: 3D E: 7 B3AE;DE " 73-E: DJDE7>, \$35<D@?G;=7 ;C7 D7A3CE>7?E, \$EA, 3?6
@E: 7C @C93?;K3E;@?D. DFC;?9 E: ;D E;> 7, DEF67?ED 3C7 4C@<?7 ;? E@ 9C@FAD @8 E: C77 3?6 H;E:
735: @C93?;K3E;@? 8@C 34@FE 10-15 >;?FE7D. . : ;D 3=@HD E: 7 @C93?;K3E;@? E@ AC@G;67

435<9C@F?6 ;?8@C> 3E:@? 3?6 3?DH7C 3?J BF7DE;@?D E: 7 DEF67?ED > 3J : 3G7 ;? E: 3E A3CE;5F=3C ;?6FDECJ.

) 1AC . D475C		
""	A51B >6 >3DB +C1=41A4B 1B54 , 51389=7	
""	A51B >6 >3DB D;CDA5 1=4 ;9< 1C5	
		, >C1;