

DDE1< C?D>CH) D2<93 +38??<B

/ 9>4H ! 9<< E<5 = 5>C1AH
+38??<



2020-21 +38??<F945 " = @A?E5 = 5>C
)<1>

,12<5 ?6 C?>C5>CB

+38??< D5 = ?7A1@893B	3
)DA@?B5 1>4 (DC<9>5 ?6 C85 +")	4
+38??< ">6?A = 1C9?>	5
' 554B ABB5BB = 5>C	10
)<1>>9>7 6?A " = @A?E5 = 5>C	15
) ?B9C9E5 CD<CDA5 & E>E9A?> = 5>C	20
BD475C C? +D@@?AC ?1<B	20

,89C @<1> 9C @5>49>7 1@@B?F1< 2I D85 EF1< ?E>DI +38??< ?1B4

+") ADC8?A9CH

+53D9?> <?B941 +D1DED5C B5AE9B5C 49CDB93D C38??< 2?1B4C D? 1>>E1<<I 1@@B?F5 1>4
B5AE9B5 9 = @<5 = 5>D1D9?> ?6 1 +38??<G945 " = @B?F5 = 5>D)<1> +") 6?B 5138 C38??< 9> D85 49CDB93D
D81D 81C 1 C38??< 7B145 ?6 ?B ,89C @<1> 9C 1<C? 1 B5AE9B5 = 5>D 6?B ,1B75D54 +E@@?BD 1>4
" = @B?F5 = 5>D + " 1>4 ? = @B585>C9E5 +E@@2BD 1>4 " = @B?F5 = 5>D + " C38??<C @EBCE1>D D?
?38??<C*/D81C/>C- 89C%8>D B5AE9B5C 49CDB93D C38??< 2?1B4C D? 1>>E1<<I 1@@B?F5 1>4
+ 1>4 D85 F5BI +DE45>D +E33554C +3D + + C38??< 2?1B4C D? 1>>E1<<I 1@@B?F5 1>4

,? 25 45C97>1D54 1C ,+ " 1 C38??< =ECD 81F5 ?>5 ?B = ?B5 ++ CE27B?E@ C G9D8 1 545B1<
">45H 25<?G ,89C @<1> C81<< 25 1@@B?F54 2I D85 49CDB93D ,85B5 1B5 D8B55 G11C 1 C38??< 31>
25 45C97>1D54 1C + "

81F5 1 C38??< 7B145 ?6 ?B
81F5 1 7B14E1D9?> B1D5 ?6 ?B <?G5B
81F5 1> ?F5B1<< 545B1< ">45H 25<?G

?B D85C5 C38??<C D85 +") C81<< 25 1@@B?F54 2I D85 49CDB93D 1C G5<< 1C D85 EB51E ?6 +38??<
" = @B?F5 = 5>D

,85 <?B941 5@1BD = 5>D ?6 4E31D9?> (+") D5 = @<1D5 = 55DC 1<< CD1DED?BI 1>4 BE<5
B5AE9B5 = 5>DC 6?B DB149D9?>1< @E2<93 C38??<C 1>4 9>3?B@?B1D5C 1<< 3? = @?>5>DC B5AE9B54 6?B C38??<C
B5359F9>7 ,9D<5 " 6E>4C ,89C D5 = @<1D5 9C B5AE9B54 2I +D1D5 ?1B4 ?6 4E31D9?> *E<5
<?B941 4 = 9>9CDB1D9F5 ?45 6?B 1<< >?> 381BD5B C38??<C G9D8 1 3EBB5>D 7B145 ?6 ?B ?B 1
7B14E1D9?> B1D5 ?B <5CC 9CDB93DC = 1I ?@D D? B5AE9B5 1 +") EC9>7 1 D5 = @<1D5 ?6 9DC 38??<C9>7
6?B C38??<C D81D 4? >?D PD D85 16?B5 = 5>D9?>54 3?>49D9?>C ,89C 4?3E = 5>D G1C @B5@1B54 2I C38??<
1>4 49CDB93D <5145BC89@ EC9>7 D85 (C C38??< 9 = @B?F5 = 5>D @<1>>9>7 G52 1@@<931D9?> <?31D54 1D
[GGG Q?B94139 = C ?87](#)

)DA@?B5 1>4 (DC9>5 ?6 C85 +")

A251 A

321D5€ a5B8

)DAC@4D3.< 1>" 1I C 4/B5@6CB@33B3%.B542D5 X %C5 ACD1D050

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

+38??< &9BB9?> 1>4 .9B9?>

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

,85 =9CC9?> ?6 / 9>4I !9<< 9C D? 7B?G <5145BC ?>5 389<4 1D 1 D9 = 5

)A?E945 C85 B38??<'B E9B9?> BC1C5 = 5>C

,85 F9C9?> ?6 / 9>4I !9<< <5=5>D1BI +38??< 9C D? 25 1 <51B>9>7 3? = =E>9DI F5BI ?>5 9C
5H@53D54 D? 81F5 8978 7?1<C G?B; 81B4 1>4 13895F5 CE335CC

+38??< %5145AB89@ ,51 =

&5 = 25AB89@

"45>D96I D85 >1 = 5 5 = 19< 144B5CC @?C9D9?> D9D<5 1>4 :?2 4ED95C B5C@?>C929<9D95C 6?B 5138
= 5 = 25B ?6 D85 C38??< <5145BC89@ D51 = :

' 1 = 5

,9C<5

#?2 DDC95B 1>4 * 5B@?>B929<9C95B

(2C5BF5C 1>4 5F1<E1D5C D85 9 = @<5 = 5>D1D9?> ?6 CD1>41B4C
21C54 9>CDBE3D9?>

! 1BB9C

CC9CD1>D

%53B5C891

)B9>39@1<



' 1 = 5

,9C<5

#?2 DDC95B 1>4 * 5B@?>B929<9C95B

@5417?7I

CC9CDC D51385BC G9D8 45F5<?@9>7 9>CDBE3D9?>1< CDB1D5795C D81D

G9<< 85<@ CDE45>DC EC5 1>4 3?>D9>E5 D? 2E9<4 D859B

<9D5B13I C;9<C D8B?E78 3?>D5>D <51B>9>7

>1<IJ5C 41D1 9> ?B45B D? @B?F945 @B?65CC9?>1< 45F5<?@ = 5>D

1>4 D538>931< CE@@?BD 6?B D51385BC 1>4 CD1O

B571B49>7 41D1 = 1>175 = 5>D 1>4 9>CDBE3D9?>

.9C9DC 3<1CCB?? = C 419<I 1C 1CC97>54 2I D85 @B9>39@1< D? DB13;

1>4 = ?>9D?B 9 = @<5 = 5>D1D9?> ?6 CD1>41B

[illegible]

E1A<H / 1A>9>7 +HBC5 = B

CDAA5>C 051A

, 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<	
	\$ 1 2 3 4 5 6 7 8 9 10 11 12	,?C1<

' E = 25B ?6 CDE45>DC 5>B?<<54

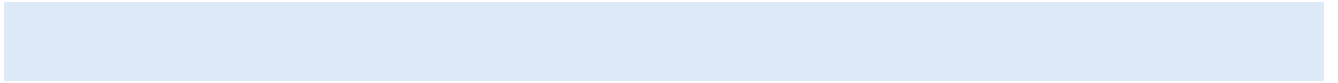
DD5>41>35 25<?G @5B

+38??<

+38??< A145 C?=@?>5>C	2019			2018		
	+38??<	D9BCA93C	+C1C5	+38??<		

' 1C9E5 A = 5A931> +CD45>CB	
545B1< ">45H ' 1D9F5 = 5B931> +DE45>DC	
' 1D9F5 = 5B931> +DE45>DC +E27B?E@ 5<?G 9> D85 EBB5>D 051B	'
' E = 25B ?6 ?>C53ED9F5 051BC ' 1D9F5 = 5B931> +DE45>DC +E27B?E@ 5<?G	
) 139L3 "B<1>45A +CD45>CB	
545B1< ">45H) 139P3 "C<1>45B +DE45>DC	
) 139P3 "C<1>45B +DE45>DC +E27B?E@ 5<?G 9> D85 EBB5>D 051B	'
' E = 25B ?6 ?>C53ED9F5 051BC) 139P3 "C<1>45B +DE45>DC +E27B?E@ 5<?G	
\$	

9>3B51C5 @1B5>D1< 9>F?<F5 = 5>D 1>4 61 = 9<I <51B>9>7 / 5 = ECD 54E31D5 @1B5>DC ?> 8?G D?
85<@ 1D 8? = 5 9> ?B45B D? CE@@?BD D85 419<I <51B>9>7 ?> 31 = @EC





&5491 +@5391<9CD
1>4 1 DED?B D? CE@@?BD D85 5H53ED9?> ?6 D85 1B51 ?6 6?3EC
4 = 9>9CDB1D?BC 1>4 9>CDBE3D9?>1< 3?1385C G9<< <514 @B?65CC9?>1< 45F5<?@ = 5>D C5CC9?>C
G55;<I
4 = 9>9CDB1D?BC G9<< 3?>4E3D G55;<I G1<;D8B?E78C D? DB13; 1>4 = ?>9D?B @B?7B5CC
">CDBE3D9?>1< ?1385C G9<< @B?F945 7B145 <5F5< 1>4 ?>5 ?> ?>5 CE@@?BD 1>4 ED9<9J5 D85 9D5 = C
@EB381C54 6B? =
D85 CD?B5B?? =
) 5AB?>
* 5B@?>B92<5 %53B5C891 !1BB9C 81BB9C< 4EF1<C38??<C ?B7



#3. E++A +D27A?D@ B@539L31<<H A5<1C9>7 C? +CD45>CB F9C8 D9B129<9C95B

AA51 ?6 ,85 E<D9 = 1D5 7?1< 9C D? 9>3B51C5 %51B>9>7 19>C 6?B + + / 1>4 + (%
F?3DB +DE45>DC 1C54 ?> D85 @1CD DG? I51BC ?6 + 41D1 D85 DB5>4 1@@51BC D? 25
D5B3A9@C9?> D81D ?EB + 1>4 + (% M2E22<5N 1>4 <?G5CD @5B6?B = 9>7 CDE45>DC 1B5 >?D
1>4 = 1;9>7 145AE1D5 @B?7B5CC D?G1B4C <51B>9>7 719>C 1>4 @B?P395>3I
*1C9?>1<5:

&51BDA512<5 ,85 <51B>9>7 719>C G9<< 9>3B51C5 6B? = D? 9> B5149>7 <?G5CD
(DC3? = 5: @5B6?B = 9>7 <51B>9>7 719>C 1>4 6B? = D? 9> = 1D8 <?G5CD @5B6?B = 9>7
<51B>9>7 719>C

)5AB?>

A5B@?>B92<5

6?A

1<F9> *54493; B54493;3 4EF1<C38??<C ?B7

= ?>9C?A9>7

?DC3? = 5:

1 = 991B9J5 D51385BC G9D8 D85 <?B941 +D1>41B4C 1>4 "D5 = +@539P31D9?>C 9>
?B45B D? <5F5B175 9>CDBE3D9?>1< B5C?EB35C D? 45C97> <5CC?>C D81D 1B5 49B53D<I
1<97>54 D? <?B941 +D1>41B4C ,51385BC G9<< 1<C? 253? = 5 61 = 991B G9D8 %
EE945>35- CDB1D5795C ,89C @B13D935 G9<< 5>CEB5 CDE45>DC 1B5 5H@?C54 D? CD1>41B4C
21B54 1<97>54 9>CDBE3D9?> D1C;C 1CC5CC = 5>DC 1>4 8? = 5 <51B>9>7
+CA1C57H:

8DD@ GGG 25CD5F945>35 ?B7

8DD@ @B?:53D7<14CDE4I 54E31D9?>>?BD8G5CD ?B7 P<5C ?2C5BF1D9?> @B?D?3?< @46

,85 CDB1D57I G9<< 1CC9CD D51385BC 1>4 @1B1@B?65CC9?>1<C G9D8 1 455@5B
*1C9?>1<5 E>45BCD1>49>7 ?6 D85 <?B941 +D1>41B4C 1>4 "D5 = +@539P31D9?>C G8938 G9<<
6?A 4B9F5 ?EB CD1>41B4C 21C54 9>CDBE3D9?> 6B1 = 5G?B; C 5H@B5CC54 9> D85
EE945>35- (@@?BDE>9DI & ID8 / 9>4I !9<< <5 = 5>D1BI +38??< >554C D? 5>CEB5 CDE45>DC
21B54 1B5 B5359F9>7 CD1>41B4C 1<97>54 9>CDBE3D9?> C? D85I 1B5 @B5@1B54 D? 6135 D85
+CA1C57H: 1CC5CC = 5>DC 45C97>54 2I D85 CD1D 1<?>7 G9D8 D85 6?<<?G9>7 I51B C
@B?7B5CC9?> ?6 CD1>41B4C

A3C9?> +C5@B C? " = @<5 = 5>C

,B19> D51385BC @1B1@B?65CC9?>1<C 1>4 DED?BC ?> D85 <?B941 +D1>41B4C 1>4 "D5 =
+@539P31D9?>C

)B?65CC9?>1< 45F5<?@ = 5>D C5CC9?>C G9<< 6?3EC ?> E>@13;9>7 CD1>41B4C 1>4 455@5>9>7

;?>G<54754?6 185 &Ã 711 €

@5417??7I >55454 D? 45<9F5B 5O53D9F5 CD1>41B4C 1<97>54 9>CDBE3D9?> ,85C5 C5CC9?>C G9<<
9>3<E45 CDE45>D

G?B; 1>1<1C9C @B?D?3?< D 6GP ăwD\$€ &ã 1 = 9<1Q5

4P355349B8 H@ 5 CDICE7I9?> 6A

46 A@<51B5B@Q?CDB5B@P49B=55 CDICE 8> DCC96 4C 1>4M 8

) 5AB?>



2	""".A.	AA51B ?6 F?3DB: CD<CDA5 & E>E9A?> = 5>C:) ?B9C9E5 B581E9?A ">C5AE5>C9?> 1>4 +D@@?ACB	\$0.00