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

*DC8 ' . -@B?> E<5=5>C1AH +38??<

1090 DA' CO +, , #13; C?>F%<5, F% 32205

8DD@://GGG.4EF1<C38??<C.?B7/E@C?>
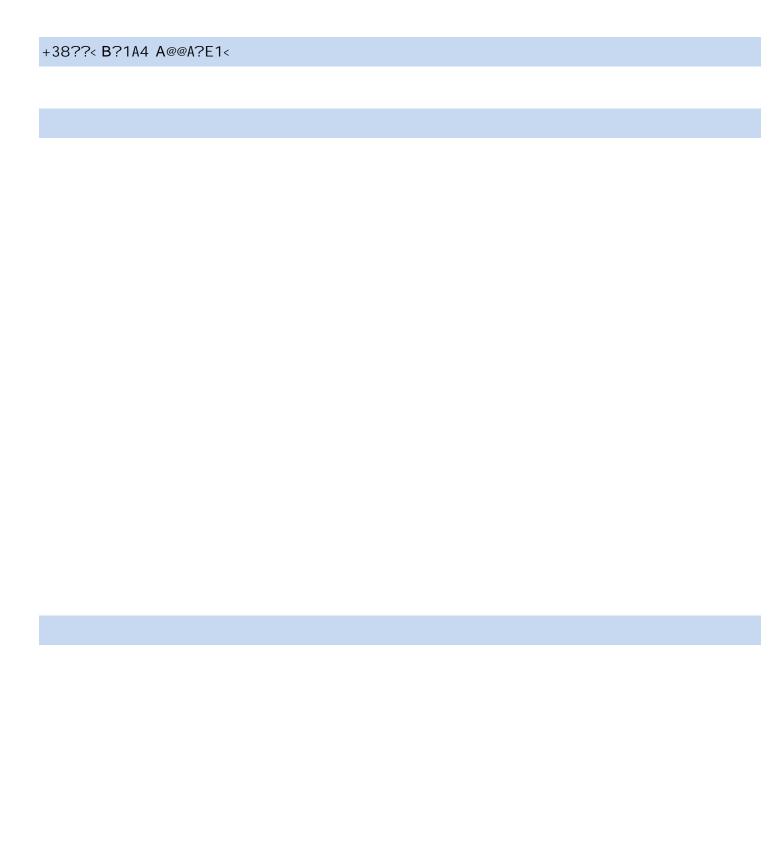
D5=?7A1@893B

) A9>39@1<: OE?>>5 +@9>>5A   +D1BD D1D5 6?B D89C)B9>39@1<: 7/22/2019

2019-20 +C1CDB (@5B &+"D F%<5)	A3D9F5
+38??<, H@5 1>4 A145B +5AE54 (@5B &+"D F%<5)	E<5=5>D1BI +38??<) $-5
) A9=1AH +5AE935 , H@5 (@5B &+"D F%<5)	$-12 5>5B1< E4E31D9?>
2018-19 , 9C<5 " +38??<	O5C
2018-19 E3?>?=931<<H D9B14E1>C1754 (F*%) *1C5 (1C B5@?BD54 ?> +EBF5I 3)	100%
2018-19 E++A +D27A?D@B *5@A5B5>C54 (CE27B?E@C G9D8 10 ?B =?B5 CDE45>DC) (CE27B?E@C 9> ?B1>75 1B5 25<?G D85 6545B1< D8B5C8?<4)	B<13; /A6B931> A=5B931> +DE45>DC E3?>?=931<<I D9C14F1>D1754 +DE45>DC &E<D9B1391< +DE45>DC +DE45>DC / 9D8 D9C12%9D95C / 89D5 +DE45>DC
+38??< A145B ! 9BC?AH	2018-19: B (58%) 2017-18: C (53%) 2016-17: A (65%) 2015-16: B (61%)
2019-20 +38??< "=@A?E5=5>C (+") ">6?A=1C9?>*	
+" *579?>	' ?BD851CD
*579?>1< EG53DC9E5 D9A53C?A	DECD9> +9=C
, DA>1A?D>4 (@C9?>/CH3<5	' /A
O51A	
+D@@?AC , 95A	
E++A +C1CDB	' /A
* AC 450>54 E>45B *E<5 6A-1.099811, F<?B941 A4=9>9CDB1D9F5 C?45. F?B =?B5 9>6?B=1D9?>, 3<93; 85B5.	

+38??< B?1A4 A@@A?E1<

' D= 25A ?6 C51385AB F9C8 1 2019 3-H51A 177A571C5 ?A 1 1-H51A A<752A1 BC1C5 . A&
A1C9>7 ?6 ! 978<H EJ 53C9E5. ' ?D5: F?B - >9+"   +E@@<5=5>D1<,

' D= 25A ?6 C51385AB F9C8 1 2019 3-H51A 177A571C5 ?A 1 1-H51A A<752A1 BC1C5 . A&

E++A +C1CDB	' /A
* AC 45O>54 E>45B *E<5 6A-1.099811, F<?B941 A4=9>9CDB1D9F5 C?45. F?B =?B5 9>6?B=1D9?>, 3<93; 85B5.	

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

CDAA5>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<
	$	1	2	3	4	5	6	7	8	9	10	11	12	
' E=25B ?6 CDE45>DC 5>B?<<54	23	53	74	65	64	46	0	0	0	0	0	0	0	325
ADD5>41>35 25<?G 90 @5B35>D	0	0	0	0	0	0	0	0	0	0	0	0	0	
(>5 ?B =?B5 CEC@5>C9?>C	0	0	0	0	0	0	0	0	0	0	0	0	0	
C?EBC5 619<EB5 9> E%A	0	0	0	0	0	0	0	0	0	0	0	0	0	
C?EBC5 619<EB5 9> &1D8	0	0	0	0	0	0	0	0	0	0	0	0	0	
%5F5< 1 ?> 2019 CD1D5G945 E%A 1CC5CC=5>D	0	0	0	0	0	0	0	0	0	0	0	0	0	
%5F5< 1 ?> 2019 CD1D5G945 &1D8 1CC5CC=5>D	0	0	0	0	0	0	0	0	0	0	0	0	0	

, 85 >D=25A ?6 BCD45>CB F9C8 CF? ?A =?A5 51A<H F 1A>9>7 9>4931C?AB:

">4931C?A	A145 %5E5<													,?C1<
	$	1	2	3	4	5	6	7	8	9	10	11	12	
+DE45>DC G9D8 DG? ?B =?B5 9>4931D?BC	1	18	32	28	14	14	0	0	0	0	0	0	0	107

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

">4931C?A	A145 %5E5<													,?C1<
	$	1	2	3	4	5	6	7	8	9	10	11	12	
*5D19>54 +DE45>DC: CEBB5>D O51B	1	2	0	0	0	0	0	0	0	0	0	0	0	3
+DE45>DC B5D19>54 DG? ?B =?B5 D9=5C	0	0	0	0	0	0	0	0	0	0	0	0	0	

D1C5 C89B 41C1 F 1B 3?<<53C54 ?A <1BC D@41C54
&?>41I 6/22/2020

)A9?A O51A - AB *5@?AC54

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

) 1AC "": ' 554B ABB5BB= 5>C/A>1<HB9B

+38??< D1C1

)<51C5 >?D5 D81D D85 49CDB93D 1>4 CD1D5 1F5B175C C8?G> 85B5 B5@B5C5>D D85 1F5B175 6?B C9=9<1B C38??< DI @5C (5<5=5>D1BI , =944<5, 8978 C38??<, ?B 3?=29>1D9?> C38??<C).

+38??< A145 C?=@?>5>C	2019			2018		
	+38??<	D9BCA93C	+C1C5	+38??<	D9BCA93C	+C1C5
E%A A3895F5=5>D	65%	50%	57%	58%	50%	56%
E%A %51B>9>7 19>C	59%	56%	58%	47%	51%	55%
E%A %?G5CD 25D8)5B35>D9<5	43%	50%	53%	38%	46%	48%
&1D8 A3895F5=5>D	76%	62%	63%	74%	61%	62%
&1D8 %51B>9>7 19>C	64%	63%	62%	45%	59%	59%
&1D8 %?G5CD 25D8)5B35>D9<5	50%	52%	51%	39%	48%	47%
+395>35 A3895F5=5>D	52%	48%	53%	67%	55%	55%

E/ + ">4931C?AB 1B ">@DC E1A<95A 9> C85 +DAE5H							
">4931C?A	A145 %5E5< (@A9?A H51A A5@?AC54)						, ?C1<
	$	1	2	3	4	5	
	(0)	(0)	(0)	(0)	(0)	(0)	0 (0)

A145 %5E5< D1C1

' (, E: , 89B 41C1 9B A1F 41C1 1>4 9>3<D45B A%% BCD45>CB F8? C5BC54 1C C85 B38??<. , 89B 9B >?C B38??< 7A145 41C1.

E%A						
A145	O51A	+38??<	D9BCA93C	+38??<- D9BCA93C C?=@1A9B?>	+C1C5	+38??<- +C1C5 C?=@1A9B?>
03	2019	63%	51%	12%	58%	5%
	2018	60%	50%	10%	57%	3%
+1=5 B145 C?=@1B9C?>		3%				
C?8?BD C?=@1B9C?>						
04	2019	66%	52%	14%	58%	8%
	2018	51%	49%	2%	56%	-5%
+1=5 B145 C?=@1B9C?>		15%				
C?8?BD C?=@1B9C?>		6%				
05	2019	61%	50%	11%	56%	5%
	2018	52%	51%	1%	55%	-3%
+1=5 B145 C?=@1B9C?>		9%				
C?8?BD C?=@1B9C?>		10%				

&A, !						
A145	O51A	+38??<	D9BCA93C	+38??<- D9BCA93C C?=@1A9B?>	+C1C5	+38??<- +C1C5 C?=@1A9B?>
03	2019	74%	61%	13%	62%	12%

&D<C9A1391< +CD45>CB	
&E<D9B1391< +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E=25B ?6 C?>C53ED9F5 O51BC &E<D9B1391< +DE45>DC +E27B?E@ B5<?G 32%	0
' 1C9E5 A=5A931> +CD45>CB	
F545B1< ">45H - ' 1D9F5 A=5B931> +DE45>DC	
' 1D9F5 A=5B931> +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' /A
' E=25B ?6 C?>C53ED9F5 O51BC ' 1D9F5 A=5B931> +DE45>DC +E27B?E@ B5<?G 32%	0
) 139K3 "B<1>45A +CD45>CB	
F545B1< ">45H -)139O3 "C<1>45B +DE45>DC	
)139O3 "C<1>45B +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' /A
' E=25B ?6 C?>C53ED9F5 O51BC)139O3 "C<1>45B +DE45>DC +E27B?E@ B5<?G 32%	0
/ 89C5 +CD45>CB	
F545B1< ">45H - / 89D5 +DE45>DC	64
/ 89D5 +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E=25B ?6 C?>C53ED9F5 O51BC / 89D5 +DE45>DC +E27B?E@ B5<?G 32%	0
E3?>?=931<<H D9B14E1>C1754 +CD45>CB	
F545B1< ">45H - E3?>?=931<I D9C14F1>D1754 +DE45>DC	58
E3?>?=931<I D9C14F1>D1754 +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E=25B ?6 C?>C53ED9F5 O51BC E3?>?=931<I D9C14F1>D1754 +DE45>DC +E27B?E@ B5<?G 32%	0

A>1<HB9B

D1C1 *5L53C9?>
A>CG5B D85 6?<<?G9>7 B5P53D9?> @B?=@DC 16D5B 5H1=9>9>7 1>I/1< B5<5F1>D C38??< 41D1
C?EB35C (C55 7E945 6?B 5H1=@<5C 6?B B5<5F1>D 41D1 C?EB35C).

/ 8938 41C1 3?=@?>5>C B8?F 54 C85 <?F 5BC @5A6?A= 1>35? EG@<19> C85
3?>CA92DC9>7 613C?A(B) C? <1BC H51AIB <?F @5A6?A= 1>35 1>4 49B3DBB 1>H CA5>4B

E%A B?DD?= 25% C8?G54 D85 <?G5CD @5B6?B=1>35. ,B5<4C 9>4931D54 1 <13; ?6 719>C 6?B
D8?C5 CDE45>DC.

/ 8938 41C1 3?=@?>5>C B8?F 54 C85 7A51C5BC 453<9>5 6A?= C85 @A9?A H51A?
EG@<19> C85 613C?A(B) C81C 3?>CA92DC54 C? C89B 453<9>5

5D8 7B145 C395>35 C3?B5C C8?G54 D85 7B51D5C 453<9>5 6A?= D85 @B5F9?EC I51BC. , 89C G1C 1
6E>3D9?> ?6 7?9>7 6A?= 1 454931D54 C395>35 D51385B D? 1 =1D8/C395>35 C@<9D.

/ 8938 41C1 3?=@?>5>C 814 C85 7A51C5BC 71@ F 85> 3?=@1A54 C? C85 BC1C5
1E5A175? EG@<19> C85 613C?A(B) C81C 3?>CA92DC54 C? C89B 71@ 1>4 1>H CA5>4B

E%A B?DD?= 25% C?G54 D85 7B51D5CD 71@ 3?=@1B54 G9D8 D85 CD1D5.)B?65CC9?>1< 45F5<?@=5>D 1>4 9>49F94E1<9J54 CDE45>D 9>CDBE3D9?> 3?>DB92ED54 D? D89C 71@.

/ 8938 41C1 3?=@?>5>C B8?F 54 C85 =?BC 9=@A?E1=5>C? / 81C >5F 13C9?>B 494 H?DA B38??< C1; 5 9> C89B 1A51?

&1D8 719>C C38??<G945 C8?G54 D85 7B51D5C 719>C. / 5 9=@<5=5>D54 1 @?G5B 8?EB 6?B ?EB 4D8 1>4 5D8 7B145 CDE45>DC.

*5L53C9>7 ?> C85 E/ + 41C1 6A?=) 1AC " (D), 945>C96H ?>5 ?A CF ? @?C5>C91< 1A51B ?6 3?>35A>?

ADD5>41>35 1>4 CDE45>D B5D5>D9?> 3?>D9>E5C D? 25 1 3?>35B>.

*1>; H?DA 89785BC @A9?A9C95B (= 1G9=D= ?6 5) 6?A B38??<F945 9=@A?E5=5>C 9> C85 D@3?=9>7 B38??< H51A

1. E%A %?G5CD AE1BD%<5 19>C
2. E%A 719>C
3. +395>35
4. &1D8

AA51B ?6 F?3DB:

) 5AB?>
* 5B@?>B92<5   #5NB5I *?I 1< (B?I 1<:@4EF1<C38??<C.?B7)

4. – C5 D8B55 @1B1-@B?65CC9?>1<C D? CE@@?BD C= 1« 7B?E@ CDE45>D 13145=93C 1>4 9>CDBE3D9?>.

) 5AB?>
* 5B@?>B92<5   #5NB5I *?I 1< (B?I 1<:@4EF1<C38??<C.?B7)

5.) EB381C5 75>5B1< CE@@45C D? CE@@?BD 13145=93 9>D5BF5>D9?>C.

) 5AB?>
* 5B@?>B92<5   OF?>>5 +@9>>5B (3?EDEB5I @4EF1<C38??<C.?B7)

6. ,

175>395C. , 89C 5>12<5C D85 C38??< D? =55D D85 @8I C931<, 5=?D9?>1<, 1>4 C?391< >554C ?6 D85
CDE45>D 2?4I.

) 1A5>C F1=9<H 1>4 E>7175=5>C)<1> ()FE)) %9>;
, 85 C38??< 3?=@<5D5C 1)1B5>D1< ">F?<F5=5>D)<1> ()FE)), G8938 9C 1F19<12<5 1D D85 C38??<
C9D5.

) 1AC . : BD475C	
1 """.A.	AA51B ?6 F