

.2)*<

QVZÝ

QKSTÁÓAJAÑÓÖKÖŁÓKÒÁÓŃPSØKTÍPÕ
Ó*ÝäAĚĚ ÑæVæXaV'AŠ*V*ÝäÝæ*-ĭ

92.8*) 78&8*7 78**0 (36436&8.32
 (32)*27*) (32730.)&8*) 78&8*1*28 3+ 34*6&8.327
 °9K>RAFQBA~

8E0BB 1 LKQEP *KABA
 1>0@E †fi

°) LII>0P FK JFIIFLKP BU@BMQ MBO PE>0B >J LRKQP~

ŁfiŁŁ ŁfiŁŁ

2BQ P>IBP%

ÖÝ*A~VÝ~	~	†,\$fiŁ	ÅA	FDÍE€A
ÖÝ*A~VÝ~A*àAÝV*ÝYA&V^*aÝ~AAÖà*ÝAÈÍB		žž#	A	€ÍÈA
Tà*VAAÖà*ÝAHB		ŽŽ"fi	A	GDE€FA

3MBO>QFKD BUMBKBPB °FK@L J B %

Ł à~*AàÝA~VÝ~AAÝ\X'@YÝ~Aa*Ý ä~A~ŽabæAWÝ'ábB		†,\$žŁ	A	€ÍĐE€A
ŠÝ"æZDAZÝæÝV'AVæYAVY äææ~*^V*ãÝAÝ\&Ýæ~Ý~		\$\$	A	ÈÈIA
MÝ&^ÝXaV*àæDAYÝ&Ý*àæAVæYAV ä à^*a{V*àæ		ŁŁfi	A	ÈÍÍA
Òà~AAÝV^ææZ~BAÝ^à ä AæãÝ~*ÝÝ~		fiŁ	A	ÅEHBA
K~~Ý*Aa ä &V^a^ ä Ýæ*AXŽV^ZÝ~		Ž	A	HA
SÝ~*^@X*@^æZAVæYAà*ŽÝ^AXŽV^ZÝ~AAÖà*ÝAĐĚB		fi	A	ÈIA
ÖÝ*AZVæ~AàæA~VÝAàÝAV~~Ý*~		°Ł~	A	ÅĐBA
P*ŽÝ^AZVæ~DAæÝ*		°#~	A	ÅIBA
Tà*V'		ŽŁ#fi	A	FDÈÈHA

*>0KFKDP ?BCL0B FKQB0BPQ >KA FK@L J B Q>UBP



92.8*) 78&8*7 78**0 (36436&8.32
 (32)*27*) (32730.)&8*) 78&8*1*28 3+ (3146*- *27.:*.2(31*
 °9K>RAFQBA~

8E0BB 1LKQEP *KABA
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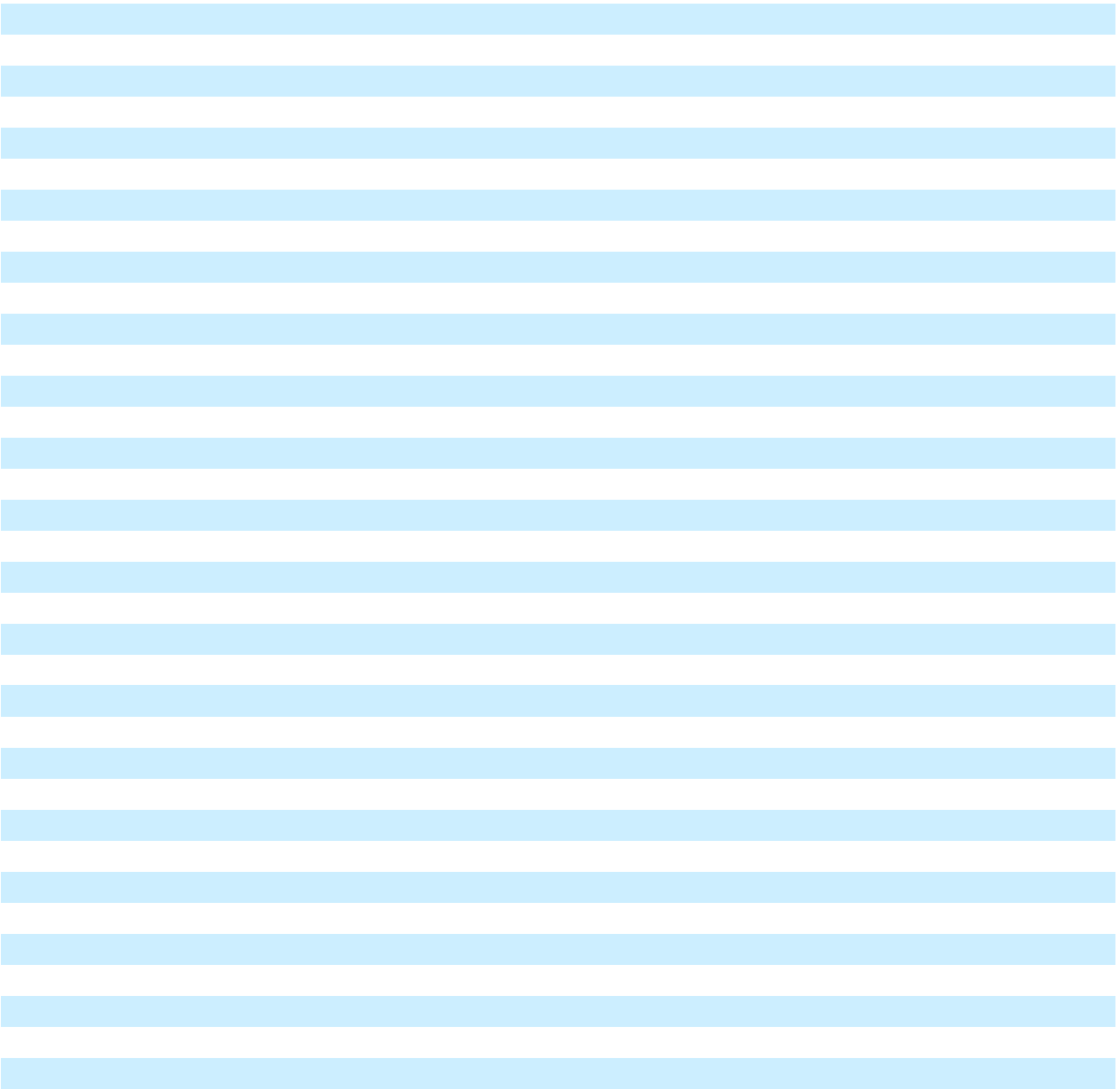
°) LII>OP FK JFIILKP~

	ŁfiŁŁ	ŁfiŁŁ	
ÖŸ*ÄŸV^ææZ~	~	fi\$\$	ÄÄ ÍÍÐA
P*ŽŸ^AXà ä&^ŸŽŸæ~aäŸAæXà ä ŸÄÄ'ä~--BDæŸ*AaŸA*V\I			
Ł ŽVæZŸ~AææÄŸä^ŸZæAX@^ŸæX A^*Væ~V*aææAVŸá@~* ä Ÿæ*~		ŁŁ A	ÄÐÍBA
Ł ŽVæZŸ~AææA&Ÿæ~aææAVæŸAà*ŽŸ^AY ä & à ŸŸAWŸæŸŸa^VXXà@æ*~		°fifi~ A	ÄÈBA
Ł ŽVæZŸ~AææAYŸ^aäV*aäŸŸæVæXaV^Aææ~*^@ ä Ÿæ*~		°ŽŽ~ A	ÐÐA
Ł ŽVæZŸ~AææÄŸV^AäV^@ŸAàŸAVX*aäŸŸä & 'à ŸŸAWŸæŸŸa^AææäŸ~* ä Ÿæ*~		Ł A	~ A
Tà*V^Aà*ŽŸ^AXà ä &^ŸŽŸæ~aäŸA'ä~--DAæŸ*AaŸA*V\		°fi\$~ A	ÄÍBA
Ł à ä &^ŸŽŸæ~aäŸAææXà ä ŸAææX'@ŸææZææææXàæ*^a'ææZæææŸ^Ÿ~*		fi#fi A	ÍÍÈA
Ł à ä &^ŸŽŸæ~aäŸAææXà ä ŸAV**aW@*VW^ŸA^aAææææXàæ*^a'ææZæææŸ^Ÿ~*		Y A	~ A
Ł à ä &^ŸŽŸæ~aäŸAææXà ä ŸAV**aW@*VW^ŸA^aAæææŸŸAŠ*V^Ÿ~AŠ*ŸŸ^A			
Ł à &^ŸŽŸæ~aäŸAææXà ä ŸAV**aW@*VW^ŸA^aAæææŸŸAŠ*V^Ÿ~AŠ*ŸŸ^A	~	fi#fi	ÄÄ ÍÍÈA

TŽŸAVXXà ä &Væ |ææZæææŸ~AV^ŸAVæææŸZ^V^A&V^*AaŸA'ŽŸ~ŸAXææŸŸæ~ŸŸAXææ~à äŸV*ŸŸAŸææVæXaV^A~*V^Ÿ ä Ÿæ*~È

92.8*) 78&8*7 78**0 (36436&8.32
(32)*27*) (32730.)&8*) '&0&2(*7-**8
°9K>RAFQBA~

°) LII>0P FK JFIIFLKP~	1>0@E †fl ŁfiŁ†)B@B J?B0 †fl ŁfiŁŁ
&PPBQP		
Ł@MŸæ*AV~~Ÿ*~Ī		
ŁV~Ž!VæYAXV~ŽAYâ@aãVŸæ*~AĀŌà*ŸAIB	Ł_#†"	ÂA €DĜĚFA
SŸXYãVWŸ~DAŸ~~AV''àbVæXYAàŸAĀ€ÍAæAWà*ŽA&Ÿ%àY~	fl_!Ž\$	A ÈDFÍGA
SŸXYãVWŸ~AV^àãA^Ÿ^V^ŸYA&V^%Ÿ~AĀŌà*ŸAĚĪB	flž\$	A ÈĜĚA
ŌæãŸæ*à%Ÿ~AĀŌà*ŸAĪB	Ł_žžfl	A ĐDĚĜÍA
P*ŽŸAX@MŸæ*AV~~Ÿ*~	†!Ł	A €HÍA
Tà*VAX@MŸæ*AV~~Ÿ*~	"_žž#	A IDÍHHA
ŌàæZE %o%o I		





TŽYAXŽYÁà&ÝV*æZAYŶXa~àæA ä VãY^YáV^@V^Y~A&Ý^á^ä VæXYA VæYA YŶ*Y^ä æY~A^Y~à@^XYAV^äXV^aæ~AWV~ÝYA àæA VAæ@ ä WY^A äY^A
 ÝVX^A^~DA^ŽYÁ&^a ä V^JA ä ÝV~@^YAWYæZAYV^ææZ~AA^ä~~BAWY^á^Y^Aæ*Y^Y~*AVæYAæXà ä Y^A^V\Y~ÉANV^ææZ~AA^ä~~BAWY^á^Y^Aæ*Y^Y~*AVæYA
 æXà ä Y^A^V\Y~A^Y^A^Y&á^VW^Y^A ~YZ ä Yæ*~AVæYA^ŽY^A P^ŽY^A XV^YZ^A^JA YáY~Aæ^AæX^@Y^YA æY^Aæ*Y^Y~*AVæYA ä ŽY^A YæVæXaV^A Xà~*~A
 ÁæXà ä ÝBDAæXà ä Y^A^V\Y~DA~*áXáEWW~ÝYA Xà ä &Yæ~V^aæA Y\&Yæ~YDA VæYAX^Y^VæAá^ŽY^Aá^Y^ä ~A^ŽV^A ä VæVZY ä Yæ^AWY^á^Y^áY~AV^YAæ^A
 æYæXV^aáY^AáY^@^AY^M^Y~@^*~É

TŽYAVXXà@æ^æZ^A^æXa&Ý~AV&&áYAV^A^ŽY^A&Ý^V^æZ^A~YZ ä Yæ^A^YáY^AæAYŶ*Y^ä æææZAYV^ææZ~AA^ä~~BAWY^á^Y^Aæ*Y^Y~*AVæYAæXà ä Y^A
 ^V\Y~A V^YA ZYæY^V^JA^ŽY^A~V ä Y^A V~A^Ža~Y^A V&&áY^A V^A^ŽY^A Xàæ~à áYV^Y^A YæVæXaV^A~V^Y^á Yæ^A^YáY^ÉAæ^Y^A~YZ ä Yæ^A~V^Y~AVæYA
 ^AVæ~Y^A~AV^YAVXXà@æ^Y^Y^A^AV^A ä V^áY^EWV~ÝYA&^X^Y~AVæYAV^Y^A^ä æV^Y^AV^A^ŽY^A Xà&áV^Y^A Xàæ~à áYV^aæA^Y^áY^ÉA^á^A&áV^Y^É^Y^áY^A
 ~Y^æZDAZYæY^AVæYAVY ä ææ~*AV^aáY^A\&Yæ~Y~AVæYAXà~*~AY^V^Y^YA^áX^Y^A^VæA^Y^á^á^Y^AW@~æY~Y~AV^YAV^äXV^Y^YA^á^ŽY^A^Y&á^VW^Y^A
 ~YZ ä Yæ^~AVæYAP^ŽY^AWV~ÝYAæA ä YV~@^Y~AáY^AVX^aá^JA^ŽV^A ä VæVZY ä Yæ^AWY^á^Y^áY~AV^YA^YV~æVW^Y^É

TŽY^M^Y~@^*~AáY^A~YZ ä Yæ^A&Ý^V^aæ~A^á^A^ŽY^A^ŽY^YA ä ææ^Ž~AYæY^YAØV^XŽ^A€ÉDAĐÉĐ€AVæYADÉĐDAV^Y^I

°.K J FIIFLKP^ 8E0BB 1 LKQEP * KABA 1 >0@E †fl, ŁfiŁ†	(B PQL J BQ 7>IBP	.KQBQFIKQJ BKQ 7>IBP	2BQ 7>IBP	°OLPP^ B>OKFKDP CQL J FKSBPQBBP	°OLPP^ B>OKFKDP ?BCLQB FKQBQBPQ >KA FK@L J B Q>UBP^
ŃV^ESà^Y^Y	~ B^ ŁfiŁ†fiŁfiŁ	ŁfiŁ	\$fi ~ Ł,!!fi ~	°fi!~	°"
ØææAØá^	žž†	"fi	!Ł†	Y	fiŁ
ÞŠŠN	#†#	!	#ŽŽ	Y	†Ž^
T@W@V^	žfiž	fi	žfi!	†	Ł†Ł
Tà^V^M^Y&á^VW^Y^A~YZ ä Yæ^~	Ž,Ž!!	fi!"	Ž,!!††	°fi†^	ŁfiŁ
P^ŽY^A	Ž	Y	Ž	Y	†
SÝXàæXa^æZ^A^Y^A~AVæYAN^á ä æV^aæ~	Y	°fi!"	°fi!"	Y	°fi!"
Tà^V^	~ Ž,Ž"fi ~	Y	~ Ž,Ž"fi ~	°fi†^~	fi#\$
8E0BB 1 LKQEP * KABA 1 >0@E †fl, ŁfiŁ†					
ŃV^ESà^Y^YE Z D ^Y^	ÂA ĐDÍGFA ÂA	GDA ÂA	€DÉÉHA ÂA	€ÉA ÂA	GĐÎA
ØææAØá^	A IÉIA A	È€ÉA A	ÍFIA A	~ A A	ĐIÍA
ÞŠŠN	A ÈDĐGÉA A	FA A	ÈDĐGGA A	~ A A	ĐHFA
T@W@V^	A €ÉIA A	€A A	€ÉDA A	HA A	IIA
Tà^V^M^Y&á^VW^Y^A~YZ ä Yæ^~	A GĐDÉDA A	ÈÍIA A	GDFDÉA A	€HA A	ÈDÉFIA
P^ŽY^A	A ĐA A	~ A A	ĐA A	~ A A	IA
SÝXàæXa^æZ^A^Y^A~AVæYAN^á ä æV^aæ~	A ~ A A	ÂÈÍIBAA	ÂÈÍIBAA	~ A A	ÂÈIBA
Tà^V^	ÂA GĐDÉFA ÂA	~ A ÂA	GĐDÉFA ÂA	€HA ÂA	ÈDÉÉIA

AV^A^A^O^A~~BA^Y^V^ææZ~AWY^á^Y^Aæ*Y^Y~*AVæYAæXà ä Y^A^V\Y~A^ŽV~AWY^æA@&YV^Y^YA^á^A^ŽY^YA ä ææ^Ž~AYæY^YAØV^XŽ^A€ÉDAĐÉĐDA^á^A^ŃV^ESà^Y^YA VæYA
 SYXàæXa^æZ^A^Y^A~AVæYAN^á ä ææV^aææ~ÉATŽ^A~A~A^ŽY^A^Y~@^*~A^áY^AV^A^Y^A^VX^aáY^AVY^@~*~A^Yæ^A^á^A^ŽY^A^YX^V~~áXV^aææA^YA~*áXáEWW~ÝYA Xà ä &Yæ~V^aææA
 Y\&Yæ~Y^A~AVæYA^Y^á^A^á^A^V^á^XV^Y^YA^á^A~YZ ä Yæ^A^Y~@^*~ÉASY^A^ŽY^A~XZY^@^Y^A^áY^A^Y^XàæXa^æZ^A^Y^A~A^áXáæ~à áYV^Y^YA YV^ææZ~AWY^á^Y^Aæ*Y^Y~*AVæYA
 VæYAæXà ä Y^A^V\Y~AWY^á^A^á^A^Y^@^*~ÉŽY^A^Y^Y^V^á^É

AVB TŽYÁ V à Væ | AŽV~A&^Yaa@~ | AXà ä ä a**YYA*àDAVæYAXàæ*æ@Ý~A*àAææ*ÝæYA*àDA&@^~@YA*ŽYAYa~&à~a*àæAàYAXY^*VæAV~~Y*~AYV*YAY*àA VAXà ä &àæYæ*ÀàYÀa*~AYV*E^a^YAYAW@~æY~~ÉAK~AàYÀØV^XŽA€ÉDAĐÉĐAŽYÁŁ à ä &Væ | AVXX^@YAYVA*à*V^aYÀĀÉĐĒA ä a^'àæAYa^A~YáY^VæXYA VæYAY\^a^Xà~*~DAàYÀ b ŽaXŽAĀÉĒA ä a^'àæAVæYAĀÉĒ Ī A ä a^'àæAa~AYXà^Y^Y^AæAVXXà@æ*~A&V | VW^YAVæYAVXX^@YAY\&Yæ~Y~AVæYA&V | ^a^'A VæYAWYæY^a*~A &V | VW^YDA^Y~&YX^a^Y^ | DA àæA*ŽYÁ Ł àæY^æ~Y^A Ł àæ~à^YV*Y^A LV^VæXYA ŠŽY^ÉAĀÉA ä a^'àæA àY^A*ŽY~Y^XŽV^ZÝ~A b Y^YA æX@^Y^YAY@^æZ^ŽYAYa~*A@V^Y^AĐÉĐÉĒAĀ&V | ä Yæ~AY^A*ŽY~Y^XŽV^ZÝ~AZV^AYWY^æA ä VY^AV~AàY^ØV^XŽA€ÉDAĐÉĐÉĒ

TŽYÁV à^'àæZ^A~AVA~XŽY^Y@Y^AàY^Y^XàæXa^'æZ^Aa^Y^ ä ~A^àAXàæ~à^YV^Y^Y^V^ææZ~AWY^A^Y^Aææ*Y^Y^~*AVæYAæXà ä Y^A^V\Y^~Ī

°K JFIPLKP~	8E0BB 1 LKQEP *KABA 1>0@E tfl	
	ŁfiŁŁ	ŁfiŁŁ
Ŧ^Y^ ä ~Aæà^AV^'àXV^Y^A^aI~Y^Z ä Yæ*~Ī		
SÝ~*^@X*^@^æZAVæYAà*ŽY^AXŽV^ZÝ~AĀŦÖà^Y^AĐĒB	~ °fi~	ĀA ĀĒ IBA
Š^aXàEIVV~Y^YAXà ä &Yæ~V^'àæAY\&Yæ~Y^AĀŦÖà^Y^AĒĒB	°fi~	A ĀĒHBA
P*ŽY^AXŽV^ZÝ~DAæY*	°Ž~	A ĀĒFBA
Tà^V^AY^XàæXa^'æZ^Aa^Y^ ä ~	~ °fi~	ĀA ĀĒ IBA

ŽI FPMLPFQFLK

TŽYÁŁ à ä &Væ | AŽV~A&^Yaa@~ | AXà ä ä a**YYA*àDAVæYAXàæ*æ@Ý~A*àAææ*ÝæYA*àDA&@^~@YA*ŽYAYa~&à~a*àæAàYAXY^*VæAV~~Y*~AYV*YAY*àA VAXà ä &àæYæ*ÀàYÀa*~AYV*E^a^YAYAW@~æY~~ÉAK~AàYÀØV^XŽA€ÉDAĐÉĐAŽYÁŁ à ä &Væ | AVXX^@YAYVA*à*V^aYÀĀÉĐĒA ä a^'àæAYa^A~YáY^VæXYA VæYAY\^a^Xà~*~DAàYÀ b ŽaXŽAĀÉĒA ä a^'àæAVæYAĀÉĒ Ī A ä a^'àæAa~AYXà^Y^Y^AæAVXXà@æ*~A&V | VW^YAVæYAVXX^@YAY\&Yæ~Y~AVæYA&V | ^a^'A VæYAWYæY^a*~A &V | VW^YDA^Y~&YX^a^Y^ | DA àæA*ŽYÁ Ł àæY^æ~Y^A Ł àæ~à^YV*Y^A LV^VæXYA ŠŽY^ÉAĀÉA ä a^'àæA àY^A*ŽY~Y^XŽV^ZÝ~A b Y^YA æX@^Y^YAY@^æZ^ŽYAYa~*A@V^Y^AĐÉĐÉĒAĀ&V | ä Yæ~AY^A*ŽY~Y^XŽV^ZÝ~AZV^AYWY^æA ä VY^AV~AàY^ØV^XŽA€ÉDAĐÉĐÉĒ

!I 6BSBKR

SÝaYæ@Y^A~AZÝæY^V*Y^YA&^a V^a^ | A^Y^a ä AXàæ^VX*~A*àA&^aY@XYDA~Ž&AVæYAY^Y^aY^A~*Y^Y^A&^aY@X*~DA VæYA*àA VA^Y~~Y^AY\^*Yæ^DA^VbA ä V*Y^aV~A~V^Y~A~@XŽAV~Aa^'àæAà^Y^A&Y^'Y*~AVæYAXàáYAW | E&^aY@X*~AVæYA^Y^V^AY~*V^Y^A~V^Y~ÉAŦYæY^V^ | DAĐÉAŠĒŠ^Y^Y^~A&Y^Y^a^A VæXYA àW^ZV^'àæ~AV^Y^A~V^'Y^A VæYA^Y^aY^æ@Y^A~AY^XàZæa^Y^YA b ŽYæA*^Y^A^AVæ~Y^Y^A~A^aIà@^AX@~*à ä Y^A^Y^A&^aY@X*~A~Ž&&Y^YA^A~Y^a^X^Y~A V^YA&^a^a^Y^Y^ÉA SÝaYæ@Y^~A V^YA^Y^Xà^Y^YA æY^A àY^A Væ | A~V^Y~AæX^Y^a^Y^~ÉA ŠŽ&&æZAVæYAà*ŽY^A^*Væ~&à^*V^'àæAXà~*~AXŽV^ZÝYA*àA

8E0BB 1 LKQEP *KABA 1 >0@E ffl_ ŁfikŁ	+I>Q*6LIIBA	1FKF 1FII	977*	8R?RI>0	3QEBO	8LQ>I
ŠÝ ä aEŷææ~ŽÝŷ	ÂA	FÎA ÂA	~ A ÂA	ÈA ÂA	~ A ÂA	~ A ÂA GÈA
Œà*Eà''ŸYA~ŽÝŷ~	A	GÈFA A	€ÎA A	GÍ€A A	~ A A	~ A A ÈDGÈHA
Ł à YÈà''ŸYA~ŽÝŷ~	A	ÎIEA A	ÎĐA A	È€IA A	~ A A	~ A A ÈDĐÈĐA
Ł à V*ŸYA~ŽÝŷ~	A	ÈÈÎHA A	ĐĐFA A	FÍ€A A	~ A A	~ A A ÈDÎÈ€A
T@W@V^A&^àY@X*~	A	~ A A	~ A A	ÈGA A	€ÈHA A	~ A A €ĐÈA
K''AP*ŽÝŷ^VB	A	ĐĐFA A	€A A	ĐÈA A	€A A	ĐA A ĐGĐA
Tà*V'	ÂA	ĐDÍGFA ÂA	IÈIA ÂA	ÈDĐGÈA ÂA	€ÈIA ÂA	ĐA ÂA GĐĐÈFA

^{AVB} AŁ àæ~à~*~A&^à V^|AàŷA~Vŷ~AàŷA^VbA à V*Ÿ^V'~AVæYAXàŷA à VâæZAW|E&^àY@X*~È

"I A (>PE_ (>PE *NRFS>IBKQP >KA 6BPQOF@QBA (>PE

TŽÝAŷà''à bææZA*VWŷA&^àâaŷŷ~AVAYXàæXà à V^àæAàŷAXV~ŽĐAXV~ŽAŷà@aãVŷæ*~AVæYA^ŷ~*^X*ŸYAXV~ŽA^ŷ&^ŷYA b^ŽæA PÈA ŠÈA Šŷŷŷŷ~A Ł àæŷŷæ~ŷYA Ł àæ~à àŷV^ŷYA LVVæXŷA ŠŽŷŷ~A *ŽV^A ~@ à A *àa *ŽŷA *à*V^A àŷA *ŽŷA ~V à ŷA V à à@æ*~A ~Žà bææ ææA *ŽŷA Ł àæŷŷæ~ŷYA Ł àæ~à àŷV^ŷYA ŠŷVŷ à ŷæ^A à ŷA Ł V~ŽA Ñ à b~IA

*.K JFIIFLKP~	1>0@E ffl_ ŁfikŁ)B@BJ?B0 ffl_ ŁfikŁ	1>0@E ffl_ ŁfikŁ
Ł V~ŽAVæYAXV~ŽAŷà@aãVŷæ*~	~	Ł_#t" ÂA	€DGÈFA ÂA ĐDÍHHA
Sŷ~*^X*ŸYAXV~ŽAæAà*Žŷ^AX@^ŷæ*AV~ŷ*~		Ž A	FA A ÈIA
Sŷ~*^X*ŸYAXV~ŽAæAà*Žŷ^AæàæX@^ŷæ*AV~ŷ*~		tŁ A	€ÈA A GÍA
AAAAATà*V'AXV~ŽĐAXV~ŽAŷà@aãVŷæ*~AVæYA^ŷ~*^X*ŸYAXV~Ž	~	Ł_#t" ÂA	€DGÈIA ÂA ĐDÍFÈA

K à à@æ*~AææX'@ŸŷYA ææA^ŷ~*^X*ŸYAXV~ŽA^ŷ&^ŷ~ŷæ*A XV~ŽA WVVæXŷ~A b ŽA XŽA V^ŷA ŷZV''|A à^A Xàæ^AVX*@V''|A^ŷ~*^X*ŸYDA&^à V^A|Aŷà^A ŷŷX*^XAV^AXŷ@^æVXŷAXàæ~*^@X^àæDAŷæãàæ à ŷæ*V^A à VWa^a^ŷ~AVæYAà*Žŷ^AXV&^V^A&^àŷŷX*~AVæYAææ~@^VæXŷA&@^&^à~ŷ~È

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TŽŷA V~*EææDA ŷa~*Eà@*A ÒÓŃPBA à ŷ*ŽàYA a~A *ŽŷA &^ŷYA à ææVæ*A à ŷ*ŽàYA à ŷA ææãŷæ*à^|A Xà~*ææZA ŷà^A à@^A Ñ V^ESà''ŷYA VæYA T@W@V^A ~ŷZ à ŷæ*~ÈATŽŷAŷa~*EææDAŷa~*Eà@*A ÑÓŃPBA VæYA à àæææZAVãŷVZŷA à ŷ*ŽàY~AV^ŷA*ŽŷA&^ŷYA à ææVæ*Aææãŷæ*à^|AXà~*ææZA à ŷ*ŽàY~Aŷà^A à@^A Ø ææA Ø à''A ~ŷZ à ŷæ*AVæYA *ŽŷA ÑÓŃPA à ŷ*ŽàYA a~A *ŽŷA &^ŷYA à ææVæ*Aææãŷæ*à^|AXà~*ææZA à ŷ*ŽàYA ŷa^A à@^A b ŠŠNA ~ŷZ à ŷæ*ÈA K^A ØV^XŽA ÈÈA ĐÈĐÈA VæYAMŷXŷ à Wŷ^A ÈÈA ĐÈĐÈA *ŽŷA ÒÓŃPA à ŷ*ŽàYAVXXà@æ*ŷYA ŷa^A FÈA&ŷ^Xŷæ*AVæYAFÈA&ŷ^Xŷæ*à ŷa^A *V^Aæãŷæ*à^|A àV'@ŷ~DA^ŷ~&ŷX^a^ŷ'jÉ

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ŠÝ ä aEŷææ~ŽŷYA&^àY@X*~		\$fifi A ÍÈÈA
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ÞÉÁŠÉŠ*ÝÝ'ÁŽV~Àà@*~*VæYææZÀ~*àXáEWW~ÝYAXà ä &Ýæ~V*áàæAVbV^Y~A*ŽV*A bÝ^ÝAZ^Væ*ÝYAW|A*ŽÝALà ä &Ýæ~V*áàæAÀA P^ZVææ{V*áàæA

SPŁNA&ÝÁà VæXYÁ VbVY-À à VJA äÝ~*A V*ZÝA ÝæYA àYA VA *ZÝÝE| ÝVVA&ÝÁà VæXYÁ&ÝÁàYA XææZÝæ*À @&æÀ à ÝÝæZASPŁNA &ÝÁà VæXYÁZáV~AV&æááÝAYAW|A *ZÝA Ł à ä *ÝÝEÄ ÑáM *ZÝA DÈDDA VæYA DÈDÈA SPŁNA&ÝÁà VæXYÁ VbVY-À DÁVXZÁ | ÝVVAææ *ZÝA *ZÝÝE| ÝVVA&ÝÁà VæXYÁ&ÝÁàYAa-À bÝZŽÝYA V*ADÈA&ÝÁXÝæ*AVæYA *ZÝA ÝÁ|'' *ZÝÝE| ÝVVA&ÝÁàYAa-À bÝZŽÝYA V*AFÈA&ÝÁXÝæ*À à ÌA *ZÝA *VAVbVYÈASPŁNA&ÝÁà VæXYÁ VbVY-À à VJA äÝ~*AVæYA&V|à @*AGÈA&ÝÁXÝæ*AV*ZÝA *ZÝA~Žà YA ÝÁ DÈÈÈA&ÝÁXÝæ*AV*ZÝA V*ZÝA ÝÁÝAVæYADÈÈA&ÝÁXÝæ*AV*ZÝA à V\à @ ä A ÝáÝÁV&V|à @*~ÈAQV| à Ýæ*ÁV&ÝÁà VæXYÁææWÝ*bÝÝæ*ZÝA *ZÝA~Žà YA&ÝÁXÝæ*VZÝ-À bA *Á WYAæ*Ý&à V*ÝÝEÄ TŽYA VVA ä V *ÝA à ÌA *ZÝA SPŁNA&ÝÁà VæXYÁ VbVY-À a-À *ZÝA VáÝVZÝA à VáÝ*À &æXYÁ à ÌA *ZÝA @æÝÝ^|æZAXà à äæA~*àXáææZÝÁVVAÁVæVæE

ÓæA MÝXÝ à WÝA DÈDÈA VæYAK@Z@~*A DÈDDA ~&ÝXÁV'A &ÝÁà VæXYEWV~ÝAÝ~*æXYA~*àXáA@æ*A VbVY-À ÁQŠP-BA bÝÁZAVæ*ÝA *à à Ý à WÝ~À ÁV *ZÝA Ł à ä &Væ|I-À Ý \ ÝX @*áYA ÝVÝ~Ža&ÁÝV ä ÈŠZVÁY-À VVAÝVæÝAYWV-ÝAææ *ZÝA VAXZáÝá Ýæ*ÁáÝÁXÝæ*VææA&ÝE-Ý*À ä Væ*V*áÝA&ÝÁà VæXYÁXÝæ*ÝVAVY@ææZ *ZÝA ÝÁ|E| ÝVVA&ÝÁà VæXYÁ&ÝÁàÝA DÁÓVæ@V^|A ÈDADÈDÄ *ZÁ@ZZÁMÝXY à WVA€ÈDADÈGÈA ŠZVÁY-À à VJA äÝ~*ÁV' à bææZ *ZÝA ÝÁ &æV*áææA ÌA *ZÝAQÝÁ à VæXYAQÝáYA ÁÝA *ZÝA Ł à ä &Væ|A V*áÝV-À *ZÝA&ÝÁà VæXYÁXÝæ*ÝVÁVÈA

TŽYA Ł ŽÝA N\ ÝX @*áYA PÝÁXÝA bV-À ZAVæ*ÝA QŠP-À *ZV*áÝ~*A bA *ZÁ *ZÝA Ýá @V^|A bÝZŽÝYDA&ÝÁà VæXYÁ à Ý*æX-ÌA ÁBA NLÓTMKA à VZæA Ý \ &Væ~ææDA ÁBA ZÝÝæŽà@~ÝA ZV-À Ý à a~ææ-À æ*Ýæ~*A |A ÁÝX@ææDA ÁBA V~Ý*A &áVá à à &áVá V*ææDA ÁBA ÝÁÝVZÝA à Ý*æX-À VæYA ÁBA Xá&áV*ÝA^Ý V*áÝA áV^V*áæÈA P *ZÝA à Ý à WÝ-À à ÌA *ZÝA Ý \ ÝX @*áYA ÝVÝ~Ža&ÁÝV ä a bÝÁZAVæ*ÝA QŠP-À *ZV*áÝ~*A bA *ZÁ &ÝÁà VæXYÁXÝæ*ÝVAVÝVÝYA á ÌA ÁBA æA *á ÝA VæYA æAW@YZÝ *Xá à & Ý*ææA ÌA LSDA ÈÈ ÁA à ÌA *ZÝA VæBDA ÁBA NLÓTMKA à VZæA Ý \ &Væ~ææÁFÈ ÁA ÌA *ZÝA ZAVæ*BAVæYA ÁBA ZÝÝæŽà@~ÝA ZV-À Ý à a~ææ-À æ*Ýæ~*A |A ÁÝX@ææA ÈÈ ÁA ÌA *ZÝA ZAVæ*ÈÈ

ÑáM *ZÝAQŠP AVbVY-À VAV&V|à @*Áa-À VVXZáÝAVVÝA V*ZÝ~Žà YA ÁGÈ ÁA à ÌA *ZÝA BDA *VZÝ*ÁÈÈÈ ÁA à ÌA *ZÝA BA áM à V\à @ ä ÁDÈÈ ÁA à ÌA *ZÝA *VZÝ*BA &ÝÁà VæXYÁ VVXZáÝá Ýæ*ÈAQV|à @*A Vá à @æ*~A bA *Á WYAæ*Ý&à V*ÝA WY*bÝÝæ *ZÝA *ZÝA~Žà YDA *VZÝA VæYA à V\à @ ä Vá à @æ*~È

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ÑáM *ZÝA *ZÝÁ à æZ-À ÝæÝYA ØVXZÁ €ÈDA ÈDÈDA VæYA DÈDDA *ZÝA Ł à ä &Væ|A ÝXáÝÝYA VA *V\A &áæ~ææA à ÌA ÁGÈA à a' àææ VæYA ÁDFHA à a' àææA Ý~&ÝX áÝ |È TŽYA *V\A &áæ~ææ-À ÝáM *ZÝA Ýá~*A *ZÝÁ à äæZ-À à ÌA DÈDÈA VæYA DÈDDA bÝÁYAVV-ÝA àæA VæA Ý~*à V*ÝA Vææ@V ÁÝÝÝX *áÝAV*ÝDA bŽáXZáÝá @aÝ-À à VæVZÝ à Ýæ*áA à VáÝAa~AWÝ~*ÁÝ~*á à V*ÝA ÝAVææ@V A&ÁV^|A ææA à ÝA à ÌA ~AVæYA Ýa~XÝ*ÝA a*Ý à ~ÁÝXáZæa ÝYAY@ææZ *ZÝA&ÝÁà YDA ÁV&&áXVWÝÈ

TŽà @ZŽa@*ZÝA |ÝVDA à VæVZÝ à Ýæ*ÁÝZ@V^|A @&ÝV*Ý-ÁÝáÝXV~ÝYA Vææ@V A&ÁV^|A ÁÝ~@*~ÁÝáM *ZÝA ÁVá@~À Xá @æ*Ý~AææA bŽáXZá bÝA à &ÝVAVV-ÝA àæA XZVæZÝ-À æA ÝVX*á~À @XZAV-À &æXY-À Dá &á Ýæ~DA &áÝX@X^A à a \ DA &Væ*à &ÝV*ææZÁ&ÝÁà VæXYÁ VæYA Xá~*A Ý~*à à V*Ý-ÈA TÁ *ZÝA Ý *Ýæ*ZVAVX*@VADÈDÈA&ÁV^|A ÁÝ~@*~ÁÝáM ÈÈÈÈA VæYA ÁVáZææXá à ÝA à ÌA ~ÁV^|A ÁÝá à ÁÝ~*à V*Ý-À V&&áÝYA ŽÝÁææA *ZÝA VX@V^|A &áæ~ææA à ÁWÝæÝÝá ÁÝXáZæa ÝYÁææA DÈDÈA Xá@YA WYA à V*ÝV^|A |A ÝáÝÝÁÝæ*ÁVá à A *ZÝA ÝáÝV~ÝYA V á @æ*A @~ÝYA áÁÝ~*á à V*ÝA *ZÝA V\A &áæ~ææA à ÌA *ZÝA *ZÝÁ à æZ-À ÁÝæÝYA ØVXZÁ €ÈDADÈDÈÈ

ÓæA ØVXZÁ DÈDÈDA *ZÝA Ł à ä &Væ|A VæYA *ZÝA KáVæV-À NXáæ à à XÁ MÝáÝ &á Ýæ*Á Ł à ä a~ææA Ýæ*ÝÝYA æ*áA *ZÝA SÝX|XææZATV\A Ł ÁÝá *ÁÓæXÝæ*áÝAKZÁÝÝ à Ýæ*DA bŽÝÁÝW|A *ZÝA Ł à ä &Væ|A à V|A ÝVæA~*VÝAææXá à ÝA V\AXÁÝá~À ææA VæA V á @æ*ÁÝá V^|A áA ÈÈA&ÝÁXÝæ*À áÝA *ZÝAXá~*ÁáV bV~*ÝAÝY@X*áææA ÁÝ@~ÝDA à ÁÝX|XææZÁYá @a &á Ýæ*DA @WáÝX*áA à ÝÝææZÁ *ZÝA Ýá @aÝ á Ýæ~À ÁÝA *ZÝAKáVæV-À Ł à ÝYA KææÈA ŠÝX*áæA DÈGÈÈGÈHDA ÝáM LSDA bŽáXZá a-À @æÝÝM Xáæ~*Á@X*áææA ææA P-XÝá VDA KáVæV-ÈA MäX@ á Ýæ*V*áææA ~@&á *ææZÁ *ZÝA Ł à ä &Væ|A ææáÝ~* á Ýæ*ææá @V áÝ |ææZáÝá @a &á Ýæ*á @~*ÁWÝA-@W á a*ÝÝAV-À &V*ááVæV&&áXV*áææA ÁA MXY*áÝáXV*áææA Ý\ &ÝX*ÝYA *ÁWÝA Xá à &ÝÝYA ææA ÁWÝá ÝADÈDÈGÈA ØVXZÁ DÈDÈDA *ZÝA Ł à ä &Væ|A ÁÝXáÝÁVA @ à ÈE-@ á A&V| à Ýæ*áÝV&&áVá à V*Ý^|A ÁÍÁDA à a' àææA V-À &áXÝÝ~ÁÝá à A *ZÝA ~VÝA à ÌA VA &áæ~ææA à ÌA Ý \ &ÝX*ÝYA Ý@*ÁÝA V\AXÁÝá~*ÁáWÝA ÝVæÝYA W|A *ZÝA Ł à ä &Væ|A Á-ÝYA ÓáÝA DÈA ÝáM VÝÝ*áæV ÁææVá à V*áæBÈATŽYA Ł à ä &Væ|A Ý~*à V*Ý-À *ZV*áA Xá@YA ÝVæA V\AXÁÝá~À ææA Ý \ XÝ~À ÁÁÍÈÈA à a' àææA Ý \ X @~áÝA à ÌA *ZÝA V á @æ*A ~ÁÝæA ØVXZÁ DÈDÈDA bŽáXZÁ *ZÝA Ł à ä &Væ|A bA *ÁÝXáZæa ÝYAY@ææZ *ZÝA |ÝVVA *ZÝAV~Ý~*AVVA& VXYÝAææA Á-ÝááXYA VæYA à ÝY*

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ÓæAPX*àWÝ^ADËË ÎDAÞÉÁŠÉÁŠ*ÝÝ^Aa~@ÝÝAÁ€GËA ä a''àæAàÝAGËËË ÄAŠÝæà^AŁ àæãÝ^aWÝAÖà*Ý~AY@ÝAÖaãÝ ä WÝ^AÉDHAÐËÐHAÐËÐHAŠÝæà^A
 Ł àæãÝ^aWÝAÖà*Ý~BÉA0æ*Ý^Ý~*AàæA*ZYADËÐHAŠÝæà^AŁ àæãÝ^aWÝAÖà*Ý~Aa~A&V|VWÝA~Y ä aEVææ@V''|AàæAØV|AÉAVæYAÖaãÝ ä WÝ^AÉAàYA
 ÝVXŽA|ÝV^ÉATŽÝAææaV^AXàæãÝ^~àæA^VÝAÝà^A*ŽÝAÐËÐHA ŠÝæà^AŁ àæãÝ^aWÝAÖà*Ý~Aa~A|FÉÍ€ÍËA~ŽV^Ý~AàYAÞÉÁŠÉÁŠ*ÝÝ^AXà ä ä àæA
 ~*àXàA&Ý^AÁËDËËË&^ææXa&VAV ä à@æ^DAÝá@aãVÝæ^*àAVæAææaV^AXàæãÝ^~àæA&^XÝAàÝAV&&^à\à ä VÝ^|AÁË€ÉHA&Ý^A~ŽV^ÝAàÝAXà ä ä àæA
 ~*àXàDA~@WÝX^A*à^VÝá@~* ä Ýæ^A&@^~@Væ^A*à^*ŽÝAÐËÐHA ŠÝæà^AŁ àæãÝ^aWÝAÖà*Ý~AæÝÝæ^@^ÝÉALV~ÝYA àæA*ŽÝAææaV^AXàæãÝ^~àæA
 ^VÝDA*ŽÝAÐËÐHA ŠÝæà^AŁ àæãÝ^aWÝAÖà*Ý~A V^ÝAXàæãÝ^aWÝAææ^aÐHDËÍ€DHÍGA~ŽV^Ý~AàYAÞÉÁŠÉÁŠ*ÝÝ^AXà ä ä àæA~*àXàAVæYA bÝA
 ^Ý~Ý^aÝYA Ýà^A*ŽÝA&à~@WÝYA a~@VæXYA àYA €€€ÍHDÍ€ÉA~ŽV^Ý~DA bŽXŽA a~A*ŽÝA ä V\à @ ä a V ä à@æ^A*ŽV^AXà@ÝAWÝA a~@ÝYA @&àæA
 XàæãÝ^~àæAV^A ä V^@^a*|ÉAQ^a^A*àK@Z@~*AÉDAÐËÐHAŽàÝÝ^~AàÝAæà*Ý~A ä V|AXàæãÝ^AV''Aà^AVA&à^*àæAàÝA*ŽÝ^Aææà*Ý~AV^A*ŽÝ^Aà&^àæA
 àæ|A@&àæA*ŽÝA~V^a~ÝVX^àæA àÝA~&ÝXàÝaÝYA XàæYá^àæ~AVæYA Y@^ææZXÝ^VæA&Ý^aÝ~ÉA PæA à^A VÝ^Ý^AK@Z@~*AÉDAÐËÐHAŽàÝÝ^~A ä V|A
 XàæãÝ^AV''Aà^AVA&à^*àæAàÝA*ŽÝ^Aææà*Ý~A&^a^A*àAàYA ààHA A@ V|AXàæãÝ^@ AàÉAàÝA~VA^aàP ä YA @ È ä V É

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M@æZA*ŽYÁ*ŽYÁYá ä äæ*Ž~AÝæYÝAØV^XŽA€ÈÐÄÈÐÐA*ŽYÁ Ł ä ä &Væ|A^YXà^YÝA^Y~*^@X*@æZA VæYA à*ŽY^A XŽV^ZY~A àYÀÈ I A ä ä'äæA
 ^Y^V^Y^A *äA *ŽYÁ & VææYÝA ~V^YA àVA Xà ä äææYæ*A b^ŽæA *ŽYÁ Ñ^V^EŠà^Y^YA ~YZ ä Ýæ^ÉA Ł V~ŽA &V| ä Ýæ*~A b^Y^YA ä VY^YA ^Y^V^Y^A *äA
 &^Y^ä:ä@~|AVXX^@Y^A^Y~*^@X*@æZA^äZ^V ä ~AàYAV&&^ä V^Y^|AÄÐ€A ä ä'äæÉA

TŽYAVX*äã*|AææA*ŽYAVXX^@Y^AWV^VæXY~AææX@^Y^YAææA^Y^V*äæA*ä^A^Y~*^@X*@æZA Y@ææZA*ŽYÁ*ŽYÁYá ä äæ*Ž~AÝæYÝAØV^XŽA€ÈÐÄÈÐÐA
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KYYa*äæV^AXŽV^ZY~		fl	Y	Y
SÝÝV~ÝAàY^A&^aAVXX^@V~AVæYAà*ŽY^AVYä@~* ä Ýæ*~^äVb		°Ł~	°fl~	Y
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LVVæXYAV^AØV^XŽA€ÈÐÄÈÐ€		fifi"	Ł"	Y

^äVb|æX@Y^Y~A^Y^Y^V~AàY^AVXX^@V~*^@X*@æZA^äZ^V ä ~AàY^AV&&^ä V^Y^|AÄÐ€A ä ä'äæÉA

KXXA@Y^YA^aVWä^aY^~Aÿä^A^Y~*^@X*@æZA^äZ^V ä ~AV^YAææX^@Y^YAææA*ŽYÁYä''äbææZAWV^VæXYA~ŽY^A^ææY~ĭ

°.K JFIIFLKP	1 >0@E †fl ŁfĭŁ †)B@B J ?B0 †fl ŁfĭŁ
KXXA@æ*~A&V VW^Y	~	fl\$ ÄA
QV ^à'^AVæYAWÝæYÝa~A&V VW^Y		fifĭŁ A
Nä&^a ÝYAWÝæYÝa~		Ž A
MÝÝ^MÝYA^X^Y^YA*~AVæYAà*ŽY^AæææX@^Y^æ*A^aVWä^aY^~		\$ A
Tä^V'	~	fl†Ž ÄA

ŁfĭŁ (LKQFKDBK@FBP >KA (LJ JFQJ BKQP

ÞÉA ŠÉA Š^Y^YA a~A *ŽYÁ ~@WäYX^A àYDA à^A &V^*JA *äDA VA æ@ ä WÝ^A àY^A &ÝæYææZA à^A *Ž^Y^V^YæY^YA ^YZV^A VX^aäæ~DA Xàæ*ææZÝæXaY~A VæYA
 Xà ä ä a^* ä Ýæ*~Aææä ä äææZA VA àV^aY^*|A àY^A ä V**Y^A~DAæX^@YææZA Vb~AVæYA^Y^Z@^V^aäæ~A^Y^V^ææZA*äA *ŽYÁ Yæä^aäæ ä Ýæ^ÉA Ł Y^A VææA àY^A *ŽY~Y^A
 ä V**Y^A~AV^YA Yä~X@~Y^YAWÝ^ä bÉA TŽYÁ @^*ä V^Y^A^Y~ä @^*äææA àY^A *ŽY~Y^A Xàæ*ææZÝæXaY~A Xà @ YDAææ Yä ä Y@V^*|A ä^A^ææA *ŽY^A VZZ^Y^ZV^YDAWÝ^A
 ä V^Y^aV^A *äA *ŽYÁ Ł äææYÝæ~ÝYA Ł äæ~ä^aYV^Y^YA ÑææVæXaV^A Š^V^Y^ ä Ýæ*~ÉA Çä b Yä Y^DA ä VæVZÝ ä Ýæ*A WÝ^aY^äY~A *ŽV^A ÞÉA ŠÉA Š^Y^YA b^A^A
 ^Y^ ä VææA VA äaVW^YA VæYA Xà ä &Y^*aäY^A Ýæ*Y^A^a~Y^A YäYæA *Ž@ZŽA a^A a~A &ä~aVW^YA *ŽV^A *ŽY~Y^A Xàæ*ææZÝæXaY~A Xà @ Y^A WÝ^A ^Y~ä^aY^YA
 @æY^Vä^AVW^|É

ÞÉA ŠÉA Š^Y^Y^AVXX^@Y^~Aÿä^A^Y~*^a V^Y^Y^Xà~*~A^Y^V^Y^YA^äY^|a~*ææZA Vb~@a~DAX^Va ä ~AVæYA&^aXÝY^ææZ~AbŽÝæAa^Aa~A&^aVWVW^YA*ŽV^Aa^b^a^A
 ææX@^A*ŽY~Y^AXà~*~AææA*ŽYÁY@*^AY^AVæYA*ŽY^AXà~*~AV^Y^AY^V~äæVW^|AY~*^a VW^YÉ

Asbestos matters A ŠĭK~A àY^A ØV^XŽA€ÈÐÄÈÐÐA ÞÉA ŠÉA Š^Y^Y^A bV~AVAYÝY^æYVæ*AææAV&&^ä V^Y^|A ÎÐÈA VX^aäY^AV~WÝ~*~A XV~Y~A
 ææä ä äææZA V&&^ä V^Y^|A ÐDGÉÈA & Vææ^aY^Y~ÉA TŽYÁ àV~*^A ä Vä^a^*|A àY^A *ŽY~Y^AXV~Y~A ææä ä Y^A ä @^*a & Y^A YÝY^æYVæ*~ÉAKWä@^A ÈDGFQDA ä^A
 V&&^ä V^Y^|A HÐA &Y^XÝæ^DA àY^A *ŽY~Y^A & Vææ^aY^YA X^Va ä ~A V^YA X@^MÝæ*^|A &ÝæYææZA ææA VA ä@^a~YäX^aäæA bŽaXŽA &Y^ä a^*~A Y^aææZ~A b^ŽA
 ä V~äãY^æ@ ä WÝ^A~A àY^A & Vææ^aY^Y~ÉAK^AMÝXÝ ä WÝ^A€ÈÐÄÈÐÐA ÞÉA ŠÉA Š^Y^Y^A bV~AVAYÝY^æYVæ*AææAV&&^ä V^Y^|A ÎÐÈAVX^aäY^AV~WÝ~*~A~A
 XV~Y~Aææä ä äææZA V&&^ä V^Y^|A ÐDGÉÈA & Vææ^aY^Y~ÉA LV~Y^YA @&äæA ÞÉA ŠÉA Š^Y^Y^A Y^|A Y^|A &Ý^A ÝæXÝAææA~@XŽA XV~Y~DA a^A WÝ^aY^äY~A *ŽV^A *ŽY^A
 VX^@V^A æ@ ä WÝ^A àY^A & Vææ^aY^Y~A bŽaA @^*ä V^Y^|A V~Y^A X^Va ä ~A VZVæ~*A ÞÉA ŠÉA Š^Y^Y^A b^A^A aäY^|A WÝ^A VA ~ä V^YA V^VX^aäæA àY^A *ŽY^A *ä^V^A
 æ@ ä WÝ^A àY^A & Vææ^aY^Y~A

TŽYÁĀ''ābæZAVVŸA-Zāb-A*ŽYæ@ ä WYMAÿAV-WY~*ā-AX'Va ä -Aææ*ŽYAX@MYæ*A&Y%āYAVæYA*ŽY&A%āMA*ŽYÁA|YV~Ī

4B0FLA BKABA	3MBKFKD 2R J ?B0 LC (I>F J P	(I>F J P))FP J FPPBA 7BQQIIBA >KĀ 6BPLISBA	2BT (I>F J P	(ILPFKD 2R J ?B0 LC (I>F J P
MÝXÝ ä WYMA€ÉDADĚĎĚ	ĐĐ€ĪĚ	ĐFĚ	ĐĪĠ	ĐĐFFG
MÝXÝ ä WYMA€ÉDADĚĎĚ	ĐĐFFG	ĐĚĚ	ĐHĚ	ĐĐGĚG
MÝXÝ ä WYMA€ÉDADĚĎĎ	ĐĐGĚG	Đ€Ě	Đ€G	ĐĐGĚĚ
ØVAXŽA€ÉDADĚĎ€	ĐĐGĚĚ	GĚ	GĚ	ĐĐGĚĚ

TŽYÁV ä ä@æ*APĒŠĚŠĚS*Y'AVXX^@Y~AYàM&YæYæZAV-WY~*ā-AX'Va ä -Aæ-Aæā*A ä V*Y%V'A*āAPĒŠĚŠĚS*Y'Y'Ī-AYæVæXaV'AXàæYā%āæÉAĒbYāY'DA
PĒŠĚŠĚS*Y'Y'A~A @æVWŸA *āa Y~*ā V*Y A *ŽY A @ *ā V*Y A ā@*Xā ā Y A àY A V-WY~*ā-EAYV*Y A X'Va ä -A Y@Y A *āA V A æ@ ä WYMA àY A @æX Y A Væ*āY~DA
ææX'@YæZĪĀĒĒBA*ŽY A V*Y~AV*A b ŽaXŽAæY b AX'Va ä -AV^Y A Yā Y'DAĀĒBA*ŽY A æ@ ä WYMA àY A VæY A Y'Y'X*A àY A WVæā^@&*Xā Y~A āY A *ŽY A Xā ä &VæāY~A
*AVYā%āæV''JA Y Y'YæYæZAV-WY~*ā-AX'Va ä -DA ĀĒBA @æX Y A Væ*āY~AV~*āXāV*Y A bā*Ž A *ŽY A āV%V*āæ-AææA *ŽY A ā%ZV*āæA &^AX Y~A Y A ä A
ā@%~YāX*āæA*āAā%~YāX*āæDAĀĒBA@æX Y A Væ*āY~AV^Y ZV^YæZ A *ŽY A V X*~DA Xā X@ ä ~VæX Y~AVæY A Yā~YV~Y A &^AX Y~A bā*Ž A Y V X Ž A X'Va ä A VæY A
ĀGBAVæ|AæY b A Y Zā~V*āæAYæV X*Y Y A *āAVY Y A Y~AV-WY~*ā-EAYV*Y A X'Va ä -ĒA

Ń@^*ŽY'DA PĒŠĚŠĚS*Y'Y A YāY~AæāAWY'āYāY*ŽVAVæVXX^@V'ĀYāM@æV~Y^*Y Y A X'Va ä -Aæ-A^Yā@%Y YĒK*A Væ|AZāāYæA^Y&ā%æZAVV'YDA*āA~A
&^āVWVŸA*ŽV*ā*ŽY A V^Y A @æV~Y^*Y A X'Va ä -A*ŽV A bā^AWY A Yā Y'AVZVæ~*ā*ŽY A Ē.ā ä &Væ|AææA*ŽY A Y@*^YĒATŽY A Ē.ā ä &Væ|A YæZVZ Y~AVæA
ā@*~āY Y A āV'@V*āæA Xāæ~@*Væ*A *āA V~*~*A ææA V~*~*æZ A ā*~A VWā'ā'JA *āA Y~*ā V*Y A VæA VXX^@V'ĀYāM @æV~Y^*Y A X'Va ä -ĒA TŽā~A
V~*~*Y~*~*ā Yæ*āA~AVV~Y Y A āæA*ŽY A Ē.ā ä &Væ|Ā~A~Y**Y ā Yæ*A Y' & Y'ā YæX Y'DAææX'@YæZ A^Y X Yæ*A X'Va ä -A^*YæY~ĒATŽY A VæV'|~ā~AYāX@~Y~AāæA
~Y**Y ā Yæ*~A ä VY Y A āāY A *ŽY A V~*A~YāY^V A |YV~AV~A*ŽY~Y A X'Va ä -AV^Y A āāY|JA *āA WY~*A^Y&^Y~Yæ*A Y@*^Y A X'Va ä A X Ž V^V X*Y A~*aX~ĒA
K Y^*Y A^Yā Y b A W|JA *ŽY A āV'@V*āæA Xāæ~@*Væ*A VæY A PĒŠĚŠĚS*Y'Y A ä VæVZ Y ā Yæ'DA a* b V~A Y Y^*Y ā ææY A *ŽV A *ŽY A Ē.ā ä &Væ|A Xā@'Y A æā*A
Y~*ā V^Y A VæV X X^@V'ĀYāM@æV~Y^*Y A X'Va ä -ĒE

MÝ~&*Y A *ŽY~Y A @æX Y A Væ*āY~DA ä VæVZ Y ā Yæ*AWY'āYāY~A*ŽV A *ŽY A @ *ā V*Y A Y~*ā@*āæAāY A *ŽY~Y A ä V**Y A~A bā^Aæā*ŽVāY A V A ä V*Y A V A
VYāY~Y A Y'Y'X*AāæA PĒŠĚŠĚS*Y'Y'Ī~AVæVæXaV'AXàæYā%āæĚ

Environmental matters SA PĒŠĚŠĚS*Y'Y A ā~A~@WāY X*A*āAY Y Y V'DA~*V*YDA'āXV A VæY A YāYāZæA Vb~AVæY A^Y Z@'V*āæ~A^Y V*æZ A *āA*ŽY A
Yæā%āæ ä Yæ*ĒA TŽY~Y A 'Vb~A Z YæY^V''JA &^āāY Y A YāM Xāæ^ā'ā āY &ā''@*Væ*~A^Y YV~Y Y A ææāA *ŽY A Yæā%āæ ä Yæ*A VæY A^Yā@Y A
^Y~&āæ~āW Y A &V^*āY~A *āA @æY Y A VāY A^Y ā Y YāV*āæA āY A ŽV{V^Yā@~A bV~*Y A Yā~&ā~V A ~ā*Y~ĒA Q YæV*āY~A ä V|JA WY A ā ä &ā~Y Y A YāM
æāæXā ä &^AVæX YĒA Ē Ž VæZ Y~AææA VXX^@Y Y A āVWā'ā'āY~AYāM^Y ā Y YāV*āæA V X*āā'āY~A b Ž Y^Y A PĒŠĚŠĚS*Y'Y A~AāY Yæ*āY Y A V~A V A æV ā Y Y A &V^*
V^Y A~@ ä V^Y A Y Y AææA*ŽY A Yā''ābæZAVVŸ

ÄÈB ÈÒOL ÎÏÏÖA PËÏJA ÈÑÏÏKÑÏ ÎA ÈÏÏ ÎRAGÑÏ ÎA ÆÏÏÏA CÏÏÏÏÏCEN ÎÑÏA ÈÑà^*ŽÝ~ÝA &^àáÝX*~DA*ŽÝA Ý*Ýæ^A àÝA^Ý ä ÝÝaV^aæA*ŽV^A ä V|AWÝA
^Ýà@^ÝÝAa~Aæà^A |Ý^AâæàbæDA*ŽÝA^Ý ä ÝÝaV^aæA ä Ý^ŽàY~AVæYA& Væ~AV^ÝAæa^A |Ý^AÝÝáÝ^à&ÝÝDAVæÝÉa^AXà~*Ý~^a ä V^Ý~AXVææa^A
WÝAÝÝ^Ý^ ä æÝÝÉA TŽÝ^ÝÝà^ÝDA ~aZæaÝaXVæ^AXà~*~DAæa VYYa^aæA^aA*ŽÝA VXX^@ÝÝA aVWa a^aÝ~AÝa^A*ŽÝ~ÝA &^àáÝX*~DA V^ÝA^ÝV~àæVW^|A
&à~aW^ÝÉA TŽÝ^ÝA V^ÝAÝa@^AÝæa^aæ ä Ýæ^V^A^Ý ä ÝÝaV^aæA &^àáÝX*~AbŽÝ^ÝAVYYa^aæV^AXà~*~AÝa^AXà ä &Ý^aæAV^ÝAæa^AX@^Ýæ^*|A
Ý~^a ä VW^ÝA W@^A Xà@^YA WÝA ä V^Ý^aV^ÉA TŽÝ~ÝA &^àáÝX*~A V^ÝA V^A ÑV^ÝaÝ^ÝA Úà^a~DA Òà^Væa T@W@^V^DA PQÏA VæYA *ŽÝA Ýà^ ä Ý^A
~*ÝÝ^ ä VâæZa& Væ^AV^*A Òà^Ý^*DAÓ^aæa~ÉAK~A àÝA ØV^XŽA ÈÈDA ÈÈDA VXX^@ÝÝA aVWa a^aÝ~AÝa^A*ŽÝ~ÝA &^àáÝX*~A^a^V^ÝA ÁÈA ä a^aæAÝa^A
ŽÝA Xà~~A àÝA ~*@ÝaÝ~DA ææáÝ~*aZV^aææ~DA ææ^Ý^a ä A ä ÝV~@^Ý~DA ÝÝ~aZæA VæÝÉa^A^Ý ä ÝÝaV^aæA È^A a~A^ÝV~àæVW^|A &à~aW^ÝA *ŽV^A
VYYa^aæV^A aVWa a^aÝ~AV~~àXaV^ÝYA b^a^ŽAÝ@^@^ÝA^Ýa@^aÝ ä Ýæ^~A^ÝZV^AÝæZA~*@ÝaÝ~DAææáÝ~*aZV^aææ~DA ÝÝ~aZæAVæÝA^Ý ä ÝÝaV^aæAÝa^A
ŽÝ~ÝA&^àáÝX~AXà@^YAWÝAV~A ä @XŽAV~A ÁÈDA ä a^aæA^aA ÈA ä a^aæÉ

ÆÄÁ ÈÒOL ÎÏÏÖA PËÏJA ÈK ÎÑÏÏK ÎGÑÏA ÆÏÏÏA ÆÏÏÏA CÏÏÏÏÏ ÎÏA PËÏJAGA CÏÏÏÏÏ ÎA ÆÏÏÏA AÀK~A àÝA ØV^XŽA ÈÈDA ÈÈDA *ŽÝ^ÝA V^ÝA *Ž^ÝÝA~aZæaÝaXVæ^A
&^àáÝX*~A b^a^ŽA ÝÝÝæÝYA ~Xà&ÝA Z^ÝV^Ý^A *ŽVæA à^A Ýa@V^A^aA

Other contingencies SA b p æ Y Y M X Y A V æ A Y V ~ Y A V Z Y A Y ä Y æ * ~ A X ä ä Y æ Z a A V a a @ ~ A Y ä @ a & ä Y æ * D A B E Ä S Ä S * Y Y Ä Z V ~ A * Z Y A ä & * a æ A * a M Y æ Y b a * Z Y A Y V ~ Y A ä M a ä & @ X Z V ~ Y A Z Y A Y ä @ a & ä Y æ * A V * A * Z Y A Y æ Y A a ä Y A * Z Y A Y V ~ Y A * Y A ä Ä O A Y B E Ä S Ä S * Y Y Ä Y A Y ~ A æ ä * A Y \ Y A X a ~ Y A * Z Y A & @ X Z V ~ Y A ä & * a æ A W | A * Z Y A Y æ Y A ä Y A * Z Y A Y V ~ Y A * Y A ä D A B E Ä S Ä S * Y Y Ä Z O V V æ * Y Y ~ A V A Ä Y ~ a Y O V A ä V @ Y A ä Y A * Z Y A Y ä @ a & ä Y æ * A V ~ A Y Y * Y A ä æ Y Y A V * A * Z Y A Y V ~ Y A æ X Y & * a æ A Y Y * Y A Ä * a V æ Z A V & & a \ a ä V * Y | A Ä E G A ä a ' a æ A V * A Ø V X Z Ä E D A D E D E B E Ä O ä a V W a a ' | Ä Z V ~ A W Y Y æ A Y X ä a Y Y Y A V a M * Z Y ~ Y A Z O V V æ * Y Y ~ A V ~ A * Z Y A ä * Y æ a V A ' ä ~ ~ A æ a * A & a W V W Y É

T Z Y A L ä ä & V æ | ä ~ A L S D A & a ä Y X * A æ A P ~ X Y ä V D A K ä V æ ~ V ~ A ä @ V a Y ä Y ~ A Y a M Y æ V æ X æ Z A V æ Y A Y V * Y Y A Y X ä æ ä ä X A æ X Y æ * a Y ~ A V ~ ~ ä X a V * Y Y a b a * Z A * Z Y A V X ä @ a ~ a æ D A Y Y ä Y ä & ä Y æ * D A X a æ * a @ X * a æ D A V æ Y A ä & Y V * a æ A ä Y A * Z Y A V X a a ' | E Ä T Z Y ~ Y A æ X Y æ * a Y ~ A X ä æ ~ a * a ä V Y V a V æ X Y A ' @ ä & E ~ @ ä A & V | ä Y æ * ~ A b Z a X Z A V A Y A æ X * @ Y Y Y A æ A Y Y Y M Y Y A X Y Y a * ~ A V æ Y A ä * Z Y A æ ä æ X @ M Y æ * a V W a a ' a Y ~ A ä æ A * Z Y A L ä æ Y Y æ ~ Y Y A L ä æ ~ ä a Y V * Y Y A L V V æ X Y A S Z Y Y Ä O æ A Ø V A X Z Ä D E D D A * Z Y A L ä ä & V æ | A Y Y X Y ä Y Y A V A ' @ ä & E ~ @ ä A & V | ä Y æ * A ä Y A V & & a \ a ä V * Y | A Ä I D A ä a ' a æ A V ~ A & a X Y Y Y ~ A Y a ä A * Z Y A ~ V Y A ä Y A V A & a * a æ A ä Y A \ Y X * A Y Y A Y a * ~ A * a W Y Y V V æ Y A W | A * Z Y A L ä ä & V æ | A @ æ Y Y A * Z Y A S * V Y a Y A K a V æ ~ V ~ A S Y X | X æ Z A T V L A L ä Y Y a * A & a Z A V ä Ä T Z Y ~ Y A Y @ æ Y ~ A V A Y a * a A W Y A @ ~ Y Y A & a \ a V a ' | Ä Y a M * Z Y A V X ä @ a ~ a æ A ä Y A & a ä Y X * A Y Y V * Y Y A Y ä @ a & ä Y æ * D A Z a b Y ä Y A * Z Y | ä V | A V ~ ä A W Y A @ ~ Y Y A Y a M * Z Y A * A V æ æ Z A V æ Y A Y Y ä Y ä & ä Y æ * a ä Y a æ Y b Y ä & ä | Y Y ~ A Z a Y Y A Y a M * Z Y A & a ä Y X * A E Ä T Z Y A L ä ä & V æ | A a ~ A X a æ * æ Z Y æ * | A ' a V W Y A Y ä M X Y A V æ A Y & V | ä Y æ * A & Y æ V * a Y ~ A a Y A * Z Y A L ä ä & V æ | A V a ' ~ a * ä ä Y Y * A X Y * A V æ A Y ä & ä | ä Y æ * A Y ä @ a Y ä Y æ * ~ A æ A V æ | A Z a ä Y æ A & Y a ä Y Ä O æ A K & a ' Ä D E D D A * Z Y A L ä ä & V æ | A Y Y X Y ä Y Y A V A Ä E A ä a ' a æ A Z V V æ * a Y ä ä A Ø a ~ ~ a & a L ä @ æ | D A K a V æ ~ V ~ D A V æ Y A æ A Ø V | A D E D D A * Z Y A L ä ä & V æ | A Y Y X Y ä Y Y A V A Ä G E ä a ' a æ A Z V æ * a Y ä ä A * Z Y A S * V Y a Y a K a V æ ~ V ~ A R @ X a K X * a æ A L ä ~ a æ Z a N @ æ Y Ä L ä * Z a Z A V æ * ~ A & Y * V æ A * a A * Z Y A Y ä W @ ~ Y ä Y æ * A ä Y a @ V a Y | æ Z A & a ä Y X * A X ä * ~ Ä M Y Y M Y Y A a V W a a ' a Y ~ A b Y Y A Y X Z æ { Y Y a Y a M Y V X Z ä Y A * Z Y ~ Y A Z V æ * ~ A V æ Y A V Y A æ X * @ Y Y Y A æ A Y Y Y M Y Y A X Y Y a * ~ A V æ Y A ä * Z Y A æ æ X @ M Y æ * a V W a a ' a Y ~ A æ A * Z Y A L ä æ Y Y æ ~ Y Y A L ä æ ~ ä a Y V * Y Y A L V V æ X Y A S Z Y Y Ä N a M Y V X Z ä Y A * Z Y ~ Y A æ X Y æ * a Y ~ A V æ Y A Z V æ * ~ D A * Z Y A W V V æ X Y A ä Y A Y Y Y M Y Y A æ X ä ä Y a b a ' A W Y A Y X Z æ { Y Y a æ * ä a * Z Y A Z V æ ~ D A æ Y * A æ A * Z Y A V X X ä ä & V æ | æ Z A L ä æ Y Y æ ~ Y Y A L ä æ ~ ä a Y V * Y Y A S * V Y ä Y æ * ~ A ä Y A P & Y V * a æ ~ A ä æ A V A ~ | ~ Y ä V * X A W V ~ a ~ A ä Y A * Z Y A & Y a Y ~ A æ A b Z a X Z A * Z Y A L ä ä & V æ | A Y V æ ~ A * Z Y A Z V æ * Y Y A Y @ æ Y ~ A W | A X ä ä & | æ Z A b a * Z A Z Y A æ a Y ~ ~ ä Y æ * A V æ Y A Y ä & ä | ä Y æ * A Y ä @ a Y ä Y æ * ~ A ä Y A * Z Y A Z V æ * A & a Z A V ä ~ É

Insurance SA b p Ä S Ä S * Y Y Ä a V æ * V æ ~ A æ ~ @ ^ V æ X Y A ä M X Y A V æ A & a Y * | A Y V ä V Z Y A Y ä @ a & ä Y æ * D A W @ ~ æ Y ~ ~ A æ * Y M @ * a æ A V æ Y A Z Y æ Y A V a V W a a ' | A Y \ ä & ~ @ Y ~ Ä Z a b Y ä Y a D A æ ~ @ ^ V æ X Y A a ~ A V & ä X V W Y A æ | A V I * Y A X Y A V æ A Y Y X * a W Y Y ~ A V æ Y A Y * V æ Z Y ~ Ä B E Ä S Ä S * Y Y Ä a ~ A ~ Y É æ ~ @ ^ Y Y A ä M X Y A V æ A ä Z Y A Y \ ä ~ @ ^ Y ~ A æ X * @ Y æ Z A b a ä Y a ~ | A X ä ä & Y æ ~ V * a æ A ä b Z Y Y A & Y a a * Y Y A W | A V b B A V æ Y A V @ a a V W a a ' | E Ä O a V W a a ' a Y ~ A V A Y A Y X a Y Y Y A Y a M b a ä Y a ~ | A X ä ä & Y æ ~ V * a æ A V æ Y A & Y a ~ æ V A æ a @ ^ | A ä W a Z V a æ ~ Ä P * Z Y A X ä * ~ A Y ~ @ * a æ Z A Y a ä a ' ä ~ ~ Y ~ A @ æ Y Y A Y Y Y * @ * a W Y A ä M Y * V æ Z Y A V ä ä @ æ * ~ A ä M æ a * A ä * Z Y a b ~ Y X ä ä Y Y A W | A æ ~ @ ^ V æ X Y A V Y X Z V a Z Y Y A V Z V æ ~ * a æ X ä ä Y A @ & ä æ A ä X X @ M Y æ X Y É

B E Ä S Ä S * Y Y Ä ~ Y ~ A ~ @ ^ Y | A W ä æ Y ~ D A * @ ~ * ~ A V æ Y A Y * Y ~ A ä Y A X Y Y a * a ä & a ä a Y Y A b Z ä Y a M & V a a V A Y a V æ V æ X a V A V ~ ~ @ ^ V æ X Y A Y a M X Y A V æ A ä W a Z V * a æ ~ A ~ @ X Z A V ~ A b a ä Y a ~ | A X ä ä & Y æ ~ V * a æ Ä T Z Y A * a * V A V ä ä @ æ * a ä Y A V X * a Y a ~ @ ^ Y | A W ä æ Y ~ D A * @ ~ * ~ A V æ Y A Y * Y ~ A ä Y A X Y Y a * W Y æ Z A @ ~ Y Y A Y a Y æ V æ X a V A V ~ ~ @ ^ V æ X Y A & @ & ä ~ Y ~ A b V ~ A V & & a \ a ä V * Y | A Ä E I D A ä a ' a æ A V ~ A ä Y A Ø V X Z Ä E D A D E D E D A b Z a X Z A Y Y Y X ~ A B E Ä S Ä S * Y Y Ä ~ A ä V \ a ä ä A Y \ ä & ~ @ Y A @ æ Y Y A * Z Y ~ Y A Y a V æ X a V A Z O V V æ * Y Y ~ D A W @ * a æ a * a * a * V A Y \ ä & ~ @ Y A Y a M * Z Y A @ æ Y Y A | æ Z A ä W a Z V * a æ ~ Ä K A ~ Z æ a Y a X V æ * a & a * a æ A ä Y a \ a M * a ~ A V M V æ Z Y ä Y æ ~ A V æ Y A Y * Y ~ A ~ A ä Y A X Y Y a * A V Y A X a * V * Y a V a { Y Y A W | A * Z Y A L ä Y Y a * A N V X a a ' | A K Z A Y Y ä Y æ Ä T Z Y A Y ä V æ æ Z A * a @ * a V M V æ Z Y ä Y æ ~ A V æ Y A Y * Y ~ A ä Y A X Y Y a * V Y A X a * V * Y a V a { Y Y A W | A Y Y ~ a X Y Y A X V ~ Z Ä S Y ~ a X Y Y A X V ~ Z D A b Z a X Z A a ~ A Y Y X a Y Y Y A æ A a * Z Y A X @ M Y æ * a V æ Y A æ æ X @ M Y æ * a V ~ ~ Y ~ D A * a * V Y Y A Ä E A ä a ' a æ A V æ Y A Ä E G A ä a ' a æ A V a Ø V X Z Ä E D A D E D E D A V æ Y A M Y X Y ä W Y a E D A D E D D A Y ~ ä Y X * a Y | E Ä

Capital Commitments SA K A Ø V X Z Ä E D A D E D E D A B E Ä S Ä S * Y Y Ä ~ A X ä æ * V X * @ V A X ä ä a a * ä Y æ * ~ A * a V X ä @ a Y A & a & Y * | D A & V æ * A V æ Y A Y ä @ a & ä Y æ * a * V Y Y A Ä D E D E E W a ' a æ æ

Contractual Purchase Commitments ~ A B E Ä S Ä S * Y Y Ä a ~ A ä W a Z V * Y Y A * a ä ä V a Y a V | ä Y æ * ~ A @ æ Y Y A X ä æ * V X * @ V A & @ X Z V ~ Y A X ä ä a a * ä Y æ ~ D A æ X * @ Y æ Z A @ æ X ä æ Y a * a æ V A & @ X Z V ~ Y A ä W a Z V * a æ ~ Ä Q V | ä Y æ * ~ A Y a M X ä æ * V X * ~ A b a * Z A Y ä V æ æ æ Z A Y a ä ~ A æ A Y \ X Y ~ ~ A ä Y a ä æ Y A | Y V a V Y A ~ @ ä ä V a { Y Y A W Y ä b A A æ æ ä a ' a æ ~ B I

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T Z Y A ä V a a * | A ä Y A B E Ä S Ä S * Y Y Ä ~ A @ æ X ä æ Y a * a æ V A & @ X Z V ~ Y A ä W a Z V * a æ ~ A Y * V * Y ~ A * a A * Z Y A ~ @ & & | A ä Y A æ Y @ ~ * a V A Z V ~ Y ~ D A V æ Y A X Y A V æ A Y æ Y Z | A V æ Y A @ a ' | A ~ Y a ä X Y ~ A b a * Z A * Y a ä ~ A V æ Z æ Z A Y a ä Ä E Ä ä ä æ Z ~ A ä Ä E Ä | Y V ~ Ä B æ X ä æ Y a * a æ V A & @ X Z V ~ Y A ä W a Z V * a æ ~ A V ~ ä a æ X * @ Y Y A X ä ä Y A V æ Y A ~ Y V ä a & @ X Z V ~ Y A X ä ä a a * ä Y æ * A Y V * Y Y A * a M V A X a ä Y a ~ @ & & | A V Z Y Y ä Y æ * a b a * Z A O V * Y b V | A N æ Y Z | A Ä L ä ä Y A L ä ä & V æ | A Ø Ø L A Ä O V * Y b V | B A @ æ Y Y A b Z a X Z A O V * Y b V | A a ~ A ä W a Z V * Y Y A * a ä ~ @ & & | A V A ä æ æ ä @ ä A ä ä @ ä Y A ä Y A * Z Y A Y \ Y X * Y Y A * V Z Y * Y Y A V æ æ V A & a Y @ X * a æ A ä Y A * Z Y Z Y * M Y X ä ä Y a | A X ä ä Y A & V æ * D A V æ Y A B E Ä S Ä S * Y Y Ä a ~ A ä W a Z V * Y Y A * a ä & @ X Z V ~ Y A * Z Y A X ä ä Y a M a ä A O V * Y b V | A V * A Z Y A X ä æ * V X * a & a X Y E K ~ A ä Y Ø V X Z Ä E D A D E D E D A B E Ä S Ä S * Y Y Ä b Y Y A * a * Y a ä æ V * Y a Z Y A V Z Y Y ä Y æ * D a a * a V | A W Y A ä W a Z V * Y Y A * a ä & V | A æ A Y \ X Y ~ ~ A ä Y A I E Ä ä a ' a æ æ

T a * V A & V | ä Y æ * ~ A Y V * a æ Z A * a ä @ æ X ä æ Y a * a æ V A & @ X Z V ~ Y A ä W a Z V * a æ ~ A b Y Y A Ä D I G A ä a ' a æ A V æ Y A Ä D E I A ä a ' a æ A Y a M * Z Y A * Z Y Y A ä ä æ Z ~ A Y æ Y Y A Ø V X Z Ä E D A D E D E D A V æ Y A D E D D A Y ~ ä Y X * a Y | E

ŁŁĲ (L J J L K 7 Q L @ H . P P R B A > K A 6 B M R 0 @ E > P B A

PæAPX*àWY^HÐGDADÉDÉDA*ŽYÁ L àV^YA àY^Mæ^YX*à^~AV@Žà^q{Y^YA V A~ŽV^YA^Y&@^XŽV~Y^A&^àZ^V à A*ŽV^AV''àb^Y^YA^A^M*ŽY^A^Y&@^XŽV~Y^A àY^A @&^àA ÁÉÉÉÀ à a''ààæA àY^A a''~A à@*~*VæYæZA Xà à ä àæA ~*àXÁA Y^à ä A^*a à Y^A *à^*a à Y^A ææA *ŽY^A à&Y^æA à V^àY^*A à^M &^a^aV^Y^J A æY^Z^à^V^Y^YA *^V^æ~VX^*àæ~ÉA PæA ÓVæ@V^J A ÐFÐA ÐÉÐÐA *ŽY^A L àV^YA àY^A Mæ^YX*à^~A V@*Žà^q{Y^YA VæA VY^Y^*àæV^A ÁGÉÉÀ à a''ààæA @æY^YA *ŽY^A ~ŽV^YA^Y&@^XŽV~Y^A&^àZ^V à ÉA

PæA Ó@^J A ÐGDADÉDÉDDA Y^à'' à b^æZA *ŽY^A Xà à & Y^*àæA àY^A *ŽY^A & Y^A à@~^J A V@*Žà^q{Y^YA ÁÍÉÉÀ à a''ààæA ~ŽV^YA^Y&@^XŽV~Y^A &^àZ^V à ~DA *ŽY^A L àV^YA àY^A Mæ^YX*à^~AV@Žà^q{Y^YA V AæY^b A~ŽV^YA^Y&@^XŽV~Y^A&^àZ^V à A*ŽV^AV''àb~A Y^A^M*ŽY^A^Y&@^XŽV~Y^A àY^A @&^àA ÁGÉÉÉÀ à a''ààæA àY^A a''~A à@*~*VæYæZAXà à ä àæA ~*àXÁA Y^à ä A^*a à Y^A *à^*a à Y^A ææA *ŽY^A à&Y^æA à V^àY^*A à^M &^a^aV^Y^Y^J A æY^Z^à^V^Y^YA *^V^æ~VX^*àæ~A V^*A *ŽY^A Y^a~X^Y^*àæA àY^A à VæVZ Y^à Y^æ^ÉATŽY^A Ł à ä & Væ^J A~A~ŽV^YA^Y&@^XŽV~Y^A&^àZ^V à A Y^à Y^~Aæà^*àW^àZV^Y^A a''^a V X à @^a Y^A V æ^J A~&Y^X^a^X A @^a à W Y^A àY^A ~ŽV^Y~É

ÞÉA ŠÉA Š^Y^Y^A^Y&@^XŽV~Y^A ÐÉÍÁ à a''ààæA VæYA GÉÉÉÀ à a''ààæA ~ŽV^Y~A àY^A Xà à ä àæA ~*àXÁA Y^à^M V&^à^a à a V^Y^J A ÁÍGA à a''ààæA VæYA ÁÉÐÉÀ à a''ààæA @æY^YA *ŽY^A ~Y^A&^àZ^V à ~AY@^æZA *ŽY^A *ŽY^YA à àæ~Ž~A Y^æY^Y^A ØV^XŽA ÉÐA ÐÉÐÉAVæY^A ÐÉÐÐA Y^~&Y^X^*a^Y^J É

.QB J ŁĲ 1 & 2 & , * 1 * 2827) . 7 (977.32 & 2) & 2 & 0 = 7.7 3+ +.2 & 2 (. & 0 (32) . 8.32 & 2) 6 * 79087 3+ 34 * 6 & 8.327

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M@^æZA *ŽY^A *ŽY^YA à àæ~Ž~A Y^æY^YA ØV^XŽA ÉÐA ÐÉÐÉDA *ŽY^A Ł à ä & Væ^J A æà^Y^YA Y^V^a^V V^Y^A *^Y^æY~A ææA *ŽY^A Xà à ä Y^X^a V^A Y^æ^a^æ à Y^æ^A Y^a^M V^A^Y&^à^V V^Y^A~Y^Z à Y^æ~ÉA N^a^M *ŽY^A Óà^*ŽAK à Y^a^X V æA N^V^E S à^Y^YA~Y^Z à Y^æ^DA~Y^à@Y^æ^a V^A^Y^~@*~A b^Y^YA à b^Y^M ææA *ŽY^A Y^a~*A à@V^*Y^M Y@Y^A ææA & V^A^* *àA *ŽY^A^J &^a^X V^A~Y^V~àæV^A à æææZA ŽY^Y V b æY~A V æYA^'à b^Y^M V^a^V V Z Y^A~Y^'ææZA &^a^X Y^~ÉA Ł @~*à à Y^A Y^Y à V æYA V æYA~Y^'ææZA &^a^X Y^~A à &^a^a Y^Y A V~A *ŽY^A à@V^*Y^M &^a^Z^Y^~Y^Y ÉA Ó à &^a^a Y^YA à V^a^Y^*A &^a^X Y^~A~Žà@Y A W Y^A à à^Y^A Y^@^J A^Y^Y^Y X^*Y^Y A ææA à@^M~Y^X à æYA à@V^*Y^M^Y^~@*~A V~A Y^I^Y^æY^Y^A Y^V Y^A^*à Y^Y^V J Y^YA &^a^X æZ A^Y^V^a^V^*à@V^*Y^M^ÉATŽY^A à &^a^a æZA Xà à ä Y^X^a V^A Y^æ^a^æ à Y^æ^A Y^YA^*à à@^M^Y^Y^X^a~àæA^*àA^Y^~*V^A^W V~*A Y^@^æ V X Y^A ÁÉAV^A Ø à æA U V^Y^J A Ú à^A~A æA Ø V æ@V^J A V æY A W V~*^Y^@^æ V X Y^A ÁÍAV^A O V^J A Ú à^A~A æA Ø V^X ŽÉATŽY^A Ø à ææA Ø a''^A~Y^Z à Y^æ^A W Y^æY^Y^a Y^Y^A Y^A à A^*a^æZA~&^a^A &^a^X Y^~A V æYA æA à V^a^V^æZA^V b A à V^Y^a V^A X à~*~A à æA V A~Y^à@Y^æ^a V^A W V~a~A^*àA *ŽY^A Y^a@^*ŽA à@V^*Y^M ÐÉÐÉA N^a^M *ŽY^A~Y^X à æYA à@V^*Y^M ÐA b^Y^A Y^I & Y^X^*A *ŽY^A Ø à ææA Ø a''^A~Y^Z à Y^æ^I~A V^a^Y^V Z Y^A~Y^'ææZA &^a^X Y^A^*àA X à æ^æ@Y^A^*àA ææX^Y^V~Y^A~Y^a@Y^æ^a V^J ÉA T ŽY^A ÞÉA ŠÉA Š^Y^Y^A N^a^M &^a^Y^A~Y^Z à Y^æ^A W Y^æY^Y^A Y^A à à Žà ŽY^A à à @^Y^A V æYA^'à b^Y^M^A V b A à V^Y^a V^A X à~*~A à æA V A~Y^a@Y^æ^a V^A W V~a~A^*àA *ŽY^A Y^a@^*ŽA à@V^*Y^M ÐÉÐÉA & V^A^*V^J A à Y^I~Y^A W J A^'à b^Y^M V^a^Y^V Z Y^A~Y^'ææZA &^a^X Y^~ÉA K~A V A^Y^~@*^*à Y^A à &^a^a æZA Y^Y^à V æYA ææA N^a^M &^a^Y^DA *ŽY^A Ł à ä & Væ^J A^Y^~*V^*Y^A W V~*A Y^@^æ V X Y^A ÁÐA V^A ÞŠŠÖA ææA Ø V æ@V^J ÉA N^a^M *ŽY^A~Y^X à æYA à@V^*Y^M ÐA b^Y^A Y^I & Y^X^*A^Y^~@*~A V^*A ÞŠŠNA^*àA à &^a^a Y^Y^@Y^A^*àA ææX^Y^V~Y^YA^Y^V^a^V^*àæA à Y^A Žà ŽY^A à V^a^Y^*A &^a^X Y^~A ææA *ŽY^A~Y^Z à Y^æ^I~A V^a^Y^V Z Y^A~Y^'ææZA &^a^X Y^A Xà à & V^Y^YA^*àA *ŽY^A Y^a~*A à@V^*Y^M ÐÉÐÉA T ŽY^A T @W^V^YA~Y^Z à Y^æ^A^Y^~@*~A W Y^æY^Y^A Y^A à à X à æ^æ@Y^YA~*^a^æZA Y^Y^à V æY A V æY A Žà ŽY^A &^a^X æZ A à æA V A~Y^a@Y^æ^a V^A W V~a~A^*àA *ŽY^A Y^a@^*ŽA à@V^*Y^M ÐÉÐÉA Ó æA *ŽY^A~Y^X à æYA à@V^*Y^M ÐA b^Y^A Y^I & Y^X^*A^'à b^Y^M &^a^X æZA Xà à ææZA à Y^A Y^a V^Y^A Y^a@^*ŽA à@V^*Y^M ÐÉÐÉA Y^a Y^~A V æY A X @~*à à Y^M ææ Y^æ^a^J A^Y^W V æX ææZA^*àA à V X^A~Y^Z à Y^æ^A & Y^I^a^à V æX^Y^A ææA^Y^V^*àæA^*àA *ŽY^A Y^a~*A à@V^*Y^M ÐÉÐÉA

TŽY^A Ł à ä & Væ^J A X à æ^æ@Y^YA^*àA V Y^a V æX^Y^A a''~A L Y^~*A Y^à^M K''^I A~*^A V^*Y^Z J A ææA *ŽY^A Y^a~*A à@V^*Y^M^ÉA Ł à æ~*^A @X^*àæA à Y^A L a Z a S a^Y^M ÐA ææA P~X^Y^à^V ÐA K^a^V æ~V~A X à æ^æ@Y^YA Y@^æZA *ŽY^A à@V^*Y^M^ÉATŽA~A æY^b A à ææA à a''^A a~A Y^I & Y^X^Y^YA^*àA ŽV^a Y^A W a@^A ÉA à a''ààæA^*àæ~A & Y^M^A J Y^V^M à Y^A~*Y^Y^'à V a ææZ A X V & V W a^a^J A V æYA b a''^A X à à W æYA^*b à a''~*V^Y^ÉA Y^É ŽY^E V^A N K N^~A b a''^Z A Y a Y^Y^Y^æ^a V^*Y^YA~*Y^Y^'à V a ææZ A V æYA Y^ææA~ŽæZA *Y^X Žæà^à Z J ÐA ææX^@Y^æZA Y^æY^Y^~A X V~*ææZA V æYA^a''^ææZA Y^à@& à Y^æ^A V æYA V A & V ææY^YA V Y^a V æX^Y^YA Žà ŽY^E~*^Y^æZ^*~*Y^Y^'A ÁK C E Š Š B A Y^ææA~ŽæZA^æY^ÉA T ŽA~A &^a^a Y^X^*A a~A à æA^*V X áA^*àA W Y^A X à à & Y^Y^Y^A ææA ÐÉÐÉA Ó æA V Y^Y^a^*àæA X à æ~*^A @X^*àæA à Y^A Y^a Y^X^*A^Y^Y^@X^Y^A ÁM S B A Z^V^Y^YA & Y^'Y^*A Y^V X a^a^J A V^*A *ŽY^A Ł à ä & Væ^J A~A Ó Y^Y^V X A à^Y^A à & Y^V^*àæ~A X à æ^æ@Y^~DA V~A b^Y^A V~A *ŽY^A X à æ~*^A @X^*àæA à æA V A ÐÉÉÉÀ *Žà@~VæYA^*àæA æææZ^V ææA à^Y^æ^Y^YA ÁÓOP B A Y^X^*a^X V^A~*Y^Y^A^ææYA VæYA V A ÉÐGA *Žà@~VæYA^*àæA Z V^a V ææ{Y^ÉOV^aV^@ à Y^J A ææY^DA W a^*ŽA V^A L a Z a S a^Y^M Š^Y^Y^ÉATŽY^~Y^A &^a^a Y^X^*A~A V^YA^*àæEW@Y^Z Y^*A V æYA à æA^*V X áA Y^a^M æE^a à Y^A X à à & Y^*a^æÉA Ł V &^a^V^A Y^I & Y^æY^a^@Y^~A Y^a~*^A V^*Y^Z X a &^a^a Y^X^*A~A b^Y^A ÁG Í Ð A à a''ààæA Y@^æZA *ŽY^A *ŽY^YA à àæ~Ž~A Y^æY^Y^A Ø V^X ŽA ÉÐA ÐÉÐÉÉA

N^X^@V^*àæ~A ææA *ŽY^A à V^a^Y^A à@V^*Y^M Ð A à ä V ^ V æ Ž ^ a Y^~Y^Y^

*ŽY~YA~à@XY~AVYAÿæà@ZZA*àA~@&&àA*ŽYAXà@æ*|A~AY\&YXYAXæ~@ä&*ææ*Žà@ZZA*ŽYAYæ~*AZVYAàYAÐÐÐÐA bŽaXZAæX'@YY~AYY ä VæYA
YAæV*@AVAZV~AYàMA@MAÞŠŠNA~YZ ä Yæ*A&Y^V*ææ~É

6*79087 3+ 34*6&8.327

ÞÉÁŠÉÁŠ'YÝ|A~AY~@*~AææA*ŽYA*Ž'YÝA ä äæ*Ž~AYæYÝAØV^XŽAÉÐÐÐÐÐA Xà ä &V^Y^YA*àA*ŽYA~V ä YA&Y^YAæAÐÐÐÐA YÝX'ææYÝAÿæMA*ŽYA ÖàA*ŽA
K ä Y^YAæVæANV'ESà''YÝDA ØææA Øa''A VæYA ÞÉÁŠÉÁŠ'YÝAN@^à&YA~YZ ä Yæ*~DA&^ä V^YA |AV~AVAAY~@*A ä YA' ä b Y^YA~V Y~A&^XæZÉATŽYA L ä ä &Væ |A~A
T@W@V^AQ^AY@X*~A~YZ ä Yæ*Aà@*Y^YA' ä YYA*ŽYA&^ä MA |YV^YA&Y^YAAY@YA' ä ŽaZZY^YA~V Y~A&^XæZAVæYAææX^AV~YAYY ä VæYE

- ~ **2L00E & JB0F>K +I>Q^6LIIBA ^+I>Q^6LIIBA** MAÑV'ESà''YÝAY~@*~AYYX'ææY^YA&^ä V^YA |AY@YA' ä ä b Y^YA~V Y~A&^X^YAVX^ä~A ä Væ |A
X@~*ä ä Y^YAæYA ä Væ@YVX*@ææZææY@~*^YA~É
- ~ **1FKF 1FIIL** ØææA Øa''AY~@*~AYYX'ææY^YA&^ä V^YA |AY@YA' ä ä b Y^YA~V Y~A&^X^YAVX^ä~A ä ä~AXæ~@ ä ææZææY@~*^YA~É
- ~ **977*** MAÞŠŠNA'Y~@*~AYYX'ææY^YA&^ä V^YA |AY@YA' ä ä b Y^YA~V Y~A ä ä @ ä YAVæYA&^X^YAVæYAŽaZZY^YAæVbA ä V^YAæVAVæYAÿæYÝZ|AXä~*~É
- ~ **8R?RI>0** MA T@W@V^AY~@*~A ä ä &^AäY^YA &^ä V^YA |AY@YA' ä ä ŽaZZY^YA~V Y~A&^X^YA' ä ä A*ŽYA~YVY|A ŽaZZA'YäY~A ä YA Y^YA'ææZAVX^äa' |DA
&V^YA V''|A ä Y~Y^AW |AXææææ@Y^YAŽaZZA'YäY~A ä YA ä ä &^A~É

2BQ P>IBPA>V PBD JBKQ AY^YA*ŽYA*Ž'YÝA ä äæ*Ž~AYæYÝAØV^XŽAÉÐÐÐÐÐA VæYAÐÐÐÐAV^YA~Y^YA' ä ŽAæA*ŽYAY' ä b ææZA^VW YÝ

°) LIH>OP FK JHIFLKP, BU@IRAFKD FKQØBPBD JBKQ P>IBP''	8E0BB 1LKQEP *KABA 1>0@E flL		* (E>KDB
	ŁfiŁŁ	ŁfiŁŁ	
ÑV'ESà''YÝ	Ł ž"fi ÅA	ÐDÎGFA	ÄÈBÄ
ØææA Øa''	žžŁ A	I È ÍA	ÄÐBÄ
ÞŠŠN	#Ł# A	ÈÐÐGÉA	ÄÈBÄ
T@W@V^	žfiž A	ÈÈÍA	HÈÄ
AAAAA T^A V^A V^Y~AY^A ä A^Y&A^VW^YA~YZ ä Yæ*~	Ž Ž! ! A	GÐÐÐA	ÄÈBÄ
P*ŽY^	Ž A	ÐA	ÈÈÈÄ
ÖY^A~V Y~	Ž ž"fi ÅA	GÐÐÉFA	ÄÈBÄ

ØVæVZÝ ä Yæ*~A VæV' |A~A ä YA' *ŽYA MB0@BKQ>DB @E>KDB FK KBQ P>IBPA' ä MA ÞÉÁŠÉÁŠ'YÝ|A~AY&A^VW^YA W@~ææY~A~YZ ä Yæ*~A Y^YA' *ŽYA*Ž'YÝA
ä äæ*Ž~AYæYÝAØV^XŽAÉÐÐÐÐÐA ä YA'~@~A*ŽYA*Ž'YÝA ä äæ*Ž~AYæYÝAØV^XŽAÉÐÐÐÐÐA

: LIR JB	7QBBI 40LAR@QP ^>''				3QEBO ^''	2BQ (E>KDB
	40F@B	1FU	+< ^''			
ÑV'ESà''YÝ	ÈGA Ä	ÄÐFBÄ	ÄÈBÄ	A~ A Ä	ÄÈBÄ	ÄÈBÄ
ØææA Øa''	ÐÍA Ä	ÄGDBÄ	A~ A Ä	A~ A Ä	A~ A Ä	ÄÐBÄ
ÞŠŠN	ÄÐÈBÄ	ÄÍBÄ	ÄÈBÄ	ÄFBÄ	ÈA Ä	ÄÈBÄ
T@W@V^	ÐA Ä	HÈA Ä	ÈA Ä	A~ A Ä	A~ A Ä	HÈA Ä

AY^YA N\X'@YY~Aææ*Y^~YZ ä Yæ*A~V Y~É
AY^YA N^AYæZæAX@^Y^æX|A^AVæ~V^ææAY^YX*~É
AY^YA Q^YA ä V^YA |A~V Y~A ä YA'AVbA ä V^YA V~AVæYAXäYA ä VææZAW|E&AY@X*~É

ÖY^A~V Y~A Y^YA' *ŽYA*Ž'YÝA ä äæ*Ž~AYæYÝAØV^XŽAÉÐÐÐÐÐA Xà ä &V^Y^YA*àA*ŽYA~V ä YA&Y^YAæAÐÐÐÐA b Y^YA ÄFDF I ÈA ä ä'ææAVæYA ÄGÐÉFA
ä ä'ææDA'Y~&YX^äY' |É

- ~ N^YA*ŽYAÑV'ESà''YÝAY~YZ ä Yæ*~DA*ŽYAYX^YV~YAææA~V Y~A&^ä V^YA |AY~@*Y^YA' ä ä ä b Y^YA V^YA VZ Y^YA' V^YA {Y^YA&^X^Y~AÄÈGHA&Y^YA*ææBA
VX^ä~A ä ä~A&^AY@X*~DA&V^YA V''|A ä Y~Y^AW |AææX^YV~Y^YA~Ža& ä Yæ*~AÄÈÈÄ*Ža@~VæYA*ææ~BAVX^ä~A ä ä~A&^AY@X*~É
- ~ N^YA*ŽYA ØææA Øa''A~YZ ä Yæ*~DA*ŽYAYX^YV~YAææA~V Y~A&^ä V^YA |AY~@*Y^YA' ä ä ä b Y^YA V^YA VZ Y^YA' V^YA {Y^YA&^X^Y~AÄÈGÍA&Y^YA*ææBA
VX^ä~A~AV^YA&^AY@X*~DA&V^YA V''|A ä Y~Y^AW |AææX^YV~Y^YA~Ža& ä Yæ*~AÄÈGÐA*Ža@~VæYA*ææ~BAVX^ä~A~AV^YA&^AY@X*~É
- ~ N^YA*ŽYA ÞŠŠNA~YZ ä Yæ*~DA*ŽYAYX^YV~YAææA~V Y~A&^ä V^YA |AY~@*Y^YA' ä ä ä b Y^YA V^YA VZ Y^YA' V^YA {Y^YA&^X^Y~AÄÈÈÈA&Y^YA*ææBA
VX^ä~A ä ä~A&^AY@X*~AVæYAYX^YV~Y^YA~Ža& ä Yæ*~AÄÐÐI A*Ža@~VæYA*ææ~BAVX^ä~A ä ä~A&^AY@X*~É
- ~ N^YA*ŽYA T@W@V^A~YZ ä Yæ*~DA*ŽYAYX^YV~YAææA~V Y~A&^ä V^YA |AY~@*Y^YA' ä ä ä ŽaZZY^YA V^YA VZ Y^YA' V^YA {Y^YA&^X^Y~AÄÈÈÈÈA&Y^YA*ææBA
VæYAææX^YV~Y^YA~Ža& ä Yæ*~AÄÈA*Ža@~VæYA*ææ~BÈ

7BIIFKD, DBKB0>I >KA >A J FKFPQ0>QFSB BUMBKPBP

ŠÝ''æZDA ZÝæÝ^V^A VæYA VY ä ææ~*^V^aáYA Ý\&Ýæ~Ý~A bÝ^YAÁÍÍA ä a''ææA ææA *ŽÝA*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDAĐĚĐĚA Xà ä &V^ÝYA*äA ÁÈÈ IA ä a''ææAææA*ŽÝA*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDAĐĚĐĚA TŽÝAXŽVæZÝAææA&Ý^æàYAäáÝ^M&Ý^æàYAÝ\&Ýæ~Ý~AbV~A&^æ à V^æ |AY^æãÝæAW|A&^æà^AVæYA äV^æVW^ÝAWV~ÝYææXÝæ^ãÝAXä~*~É

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M@^æZæA *ŽÝA*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDA ĐĚĐĚA *ŽÝA Ł à ä &Væ |A ^ÝXàZææ{ÝYA ^Ý~*^X*^ææZæA VæYA ä *ŽÝ^A XŽV^ZÝ~A àÝA ÁÈA ä a''ææA Xà ä &V^ÝYA*äAXŽV^ZÝ~AàÝAÁÈ IA ä a''ææA^ÝXàZææ{ÝYAÝ@^ææZæA*ŽÝA*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDAĐĚĐĚA TŽÝAXŽV^ZÝ~A^ÝXàZææ{ÝYAææA*ŽÝA X@^Ýæ^AVæYA*ŽÝA&^æàYA |ÝV^M&Ý^æàYA&Ý^VææA*äA*ŽÝA&VææÝYA Yæ~&ä~a^ææAàÝAXÝ^VææAV~Ý~A^ÝV^ÝYA*äAVA Xà ä &ææÝæ^aáYA*ŽÝA Ł à ä &Væ |A Ý^V^E^a''ÝYAW@~ææÝ~ÉAŠÝYAÖa''ÝAĐĚA*äA*ŽÝAŁ àæÝÝæ~ÝÝAŁ àæ~à^YV^ÝYAÑææVæXàV^AŠ^V^Ý ä Ýæ~AÝ^æAY@^*ŽÝ^AYÝ^Va''~É

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TŽÝA Ł à ä &Væ |AVYá@~*~Aa*~A äáÝ^V^ææZAXàæÝæZ@^V^ææAææA^Ý~&ææ~ÝA*äAXŽVæZÝ~AææA ä V^áÝ^AXàæYá^ææ~DAZ'áWV^AäãÝ^XV&VXa^|DA@æÝVa^A^VÝYA &^VX^aXY~DAVæYAXŽVæZÝ~AææAX@~*~ä ä Ý^AYÝ ä VæYÉATŽÝ~ÝAä&Ý^V^ææZAXàæÝæZ@^V^ææAVYá@~*~ä Ýæ~AXVæAææX^@ÝYææÝÝ^ææa''Ý |AVæYA^Ý ä &^AV^æ |A aY^ææZAXÝ^VææA àÝAa''~AÝVXa^a''áÝ~AV~AbÝ''AV~A^ÝE~*V^ææZæA&^aY@X^ææAV^AXÝ^VææA àÝAa''~AÝVXa^a''áÝ~ÉA TŽÝA Ł à ä &Væ |A b^A Xàæ^ææ@ÝA*äAVYá@~*~Aa*~A ä&Ý^V^ææZAXàæÝæZ@^V^ææAææA^ÝÝ^M^àáÝæ~@^ÝAa''~Aà^ÝÝ^AWàäáAVæYA&^aY@X^ææAÝ^æ^æ^AV^ÝAWV^VæXÝYÉ

ÓY^ÝA P&Ý^V^ææ~

TŽÝAÝ^æ''àbææZæA&Ý^V^ææ~AbÝ^V^ææa''aV'' |AaY^ÝYææAĐĚĐĚAVæY^M^Ý ä VææÝYAaY^ÝAV~AàÝAØV^XŽA€ÉDAĐĚĐĚA TŽÝ~ÝAÝVXa^a''áÝ~AVæYA*ŽÝ^M^Ý~&ÝX^aáYA XV^M^|ææZæAáV^@Ý~AV~AàÝAØV^XŽA€ÉDAĐĚĐĚAææX^@ÝÝÝÍ

- ~ L V~*ÁÝ@^æVXÝAKAV^AOVææ^ÝAŁ a'' |A Ú à^á~DAÁGA ä a''ææ
- ~ ÒàæÝAŠ^V^M^T@W@^V^M^P&Ý^V^ææ~DAÁGA ä a''ææ
- ~ Òà^VææAT@W@^V^M^P&Ý^V^ææ~DAÁHĚA ä a''ææ
- ~ ÚŽÝÝ^ææZæAØVXŽææÝAQ^aY@X^~AXà@& ææZæA&^aY@X^ææAÝVXa^a'' |AV^ACE@ŽŽÝ~AŠ&^ææZ~DATÝ\V~DAa ä ä V^Ý^æV'

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PŠŠN	°†Ž~ A	ĐHFA	ĂĚĚĚBĂ
T@W@'V^	ŁŁŁ A	IIA	ĐĚĚAĂ
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- 'ábY^MAV^YVZY^YV á{Y^YA&^X^Y~DææX'@YæZ A ä a \AAV&&^á \a ä V^Y' |AÆEÄ ä á' àæB
- 'ábY^MA*ŽY^MAVæYÁææE&^á Y^V~Y^V~AAV&&^á \a ä V^Y' |AÆEÄ ä á' àæB
- *ŽY~Y^XŽVæZY~AbY^YA&V^aV'' |AáY~Y^AW|İ
- ææX^YV~Y^YA~Ž& ä Yæ*~AAV&&^á \a ä V^Y' |AÆEÄ ä á' àæB
- 'ábY^MAVbA ä V^Y^V^Xá~*~AAV&&^á \a ä V^Y' |AÆEÄ ä á' àæB
- 'ábY^MA*ŽY^MA^Xá~*~D&^á V^á' |AáV^VW^Y^Xá ä &Yæ~V*àæAAV&&^á \a ä V^Y' |AÄGA ä á' àæBÉ

O^á@~A ä V^ZææY^á ä ŽY^Z^Y^YA ä æ*Ž~AÏæY^YAÐV^XŽA€EÐEÐEAXá ä &V^Y^YA*á^ŽY^V ä Y^YA&^Y^YAÐEÐDAbV~A&^á V^á' |AV~AV^Y~@*^A ä Y^MAV^YVZY^YV á{Y^YA&^X^YA&Y^MA ä æ

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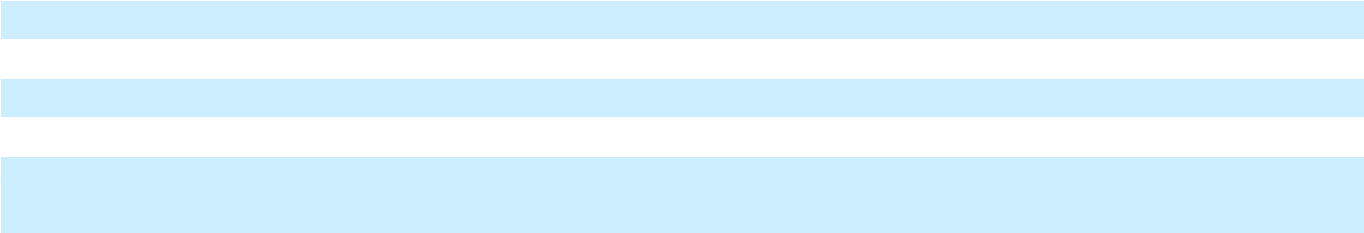
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ÖÝ*AXV~ŽA&^aãaYÝYA W | A à&Ý^V*æZAVX^aãa^Y~A bV~AÂÉIÈA ä a''aæAÝà^A*ŽÝA*Ž^ÝÝA ä äæ*Ž~AÝæYÝYA ØV^XŽA €ÈDA ĐÈĐÈA Xà ä &V^ÝYA*äAæÝ^A XV~ŽA &^aãaYÝYA W | A à&Ý^V*æZAVX^aãa^Y~A àÝA Á I ÈA ä a''aæA æA*ŽÝA~V à ÝA &Ý^aàYA ææA ĐÈĐÈEA TŽÝA &Ý^aàYA äãÝ^A &Ý^aàYA YÝX^ÝV~ÝA ææA XV~ŽA Ý^a ä A à&Ý^V*ææ~AY^a ä ä A*ŽÝA&^aãa^Y V^A&Ý^aàYA bV~A&^a ä V^a | AY@ÝA*äA'ä bÝ^AæÝ^AYV^æææZ~AVæYAXŽVæZÝ~AææAææXà ä ÝA*V\Ý~A&V | VW^ÝAVæYAÝÝÝ^Ý^ÝYA *V\Ý~DA&V^aV'' | AäÝ~Ý^AW | AXŽVæZÝ~AææA b à^aææZAXV&a^V^EÄ ŽVæZÝ~AææA b à^aææZAXV&a^V^AXVæAäV^ | A~aZæaÝaXVæ* | AYÝ&ÝæYæZaäæAVX^a^~A~@XŽA V~A*ŽÝA^a ä ææZaàÝææãÝæ*a^ | A&^aY@X^aäæAVæYA&@^XŽV~Ý~DA b ŽaXŽa~AVÝÝX*ÝYAW | A*ŽÝA^ÝæZ^aÝAà@^AW@~ææÝ~~AX | X^Ý~AV~AbÝ^AV~Aà@^AXV&aãaÝA ^VbA ä V^Ý^aV^~A&a~a^aæDAX@~*ä ä Ý^A&V | ä Ýæ*~AàÝAVXXà@æ*~A^ÝXÝ^aãVW ÝAVæYA&V | ä Ýæ*~A^aãaÝæYà^~AææA*ŽÝA^ÝZ@^V^AXà@^~ÝAàÝAW@~ææÝ~~É

K~A~ŽabæAWÝ à bAà@^AXV~ŽAXàæãÝ^~aàæAX | X^ÝAÝ^a^A*ŽÝAÝ^a^*Aä@V^aÝ^AàÝAĐÈĐÈEAÝÝX^ÝV~ÝYAW | AGAYV | ~AV~AXà ä &V^ÝYA*äA*ŽÝAÝ^a@^ŽAà@V^aÝ^AàÝA ĐÈĐÈE



XŽVæZÝXV@~Ý-ÉÁÓÝAVA ä V*ÝaV'AVYäÝ^~ÝAXŽVæZÝAbV~A*äàXX@^Dà@^AVWà'a*|A*äAÝ@æYÄÝ@*^ÝAä&Ý^V*æZAVæYAXV&a^V^Ýä@äÝ ä Ýæ*-AXà@YAWÝA æÝZV*äÝ'|Aaä&VX*ÝYÉATŽÝAç€ÉÈÄ ä a'äæA ÞŠŠÖA Ł^ÝYä^AKZ^ÝÝ ä Ýæ^AXäæ^Væ~AXÝ^VææA ÞŠŠÖA~&ÝXäÝXÄÝæVæXäV^AXääÝæVæ*~ÉATŽÝ^ÝA V^ÝA X@^Ýæ^'|A æäAV ä@æ*-A ä@*~*VæYæZA @æYÝ^A *ŽÝA ÝVXä'a*|ÉATŽÝA ÞŠŠÖA Ł^ÝYä^AKZ^ÝÝ ä Ýæ^A^Ýä@äÝ~A ÞŠŠÖA *äA ä Vææ^VææA VA æÝ^A YÝW^A *àA ÝV^ææZ~AWÝÝä^ÝAæ^Ý^Ý~*DA*V\Ý~DA ÝÝ&^ÝXäV^äæA VæYAV ä ä^a{V^äæAÄNLÓTMKBA^V^äA äÝA Ý~~A*ŽVæA€ÉĞĪĪÉAÝä^A*ŽÝA^ä'äæZA*bÝ^äÝA ä äæ*Ž~A ÝæYæZA Ô@æÝA €ÉDAĐĒĐĒEA TŽÝA Ł ä ä &Væ|A ŽV~A YÝ*Ý^ä æÝYA *ŽV^A a^ä V|A æä^AWÝA VWÝA *äAXä ä &|A b^Ž^Ž~AXääÝæVæ^AV^A Ô@æÝA €ÉDAĐĒĐĒEA WV~ÝYA äæA *ŽÝAX@^Ýæ^'|A Ýä^ÝXV~ÝYA NLÓTMKA Ýä^A *ŽÝA *bÝ^äÝE ä äæ*Ž^&Ý^äÝA ÝæYæZA Ô@æÝA €ÉDAĐĒĐĒEA TŽ~AXà@YA &V^aV''|A ä^A Ý@''|A ä^a^A ÞŠŠÖA~AVWà'a*|A*äAWä^äbA@æYÝ^A*ŽÝAÞŠŠÖAŁ^ÝYä^AKZ^ÝÝ ä Ýæ^EAKæ|AV ä ÝæY ä Ýæ^A^Ab VäÝ^A ä V|A ÝVYA*äAVYÝa^äæV^A ÝæYÝ^A^ä^ÝX*äæ~DA

&^aY@X*ãæÉ TŽÝ^Ž^Ý~Žà`YAŸà^ VYã@~* ä Ýæ*~Aa~A~Ý^A V^A ÈGA &Ý^XÝæ^A VæYA b`^A WÝ^A V~Ý~ÝYA àæA^ŽÝ^A WV~a~A àŸ^A V^A^à`æZA VăÝ^VZÝ^A àŸ^A^*b^A
&^ÝXÝÝæ^A|ÝV^~ÉAQ^aY@X*ãæAYV^VAăÝ^Ÿ^aÝYAW|AVæ^Ý\^*Ý^æV^AV@Y^a^~Žab~^*ŽV^A^ŠŠN|^~^a`æZAVăÝ^VZÝ^A^AĐĚĚĚĚĚĚĚ^AÝ^@^æÝY^a^*ŽÝ^A

TŽŸA ŁKKAV'~àA^Yá@p^Y~A*ŽŸA PĚŠĚANQKI*àAYŸáY'à&AVæYAa à &Y'ä Yæ*A ÖV*àæV'A K ä WáYæ*A Kp^A R@V'á* JA Š*VæYV^Y~A ĀÖKKRŠBA Ÿa^A X^a*Y^aVA &à'@*Væ*~DA b ŽšXŽšAæX'@YŸDAV'ä àæZAà*ŽŸA~DA&V^*aX@V^*YA ä V**^AĀQØBAEAXæ~à~ææZAàYAQØĚĚAVæYAQØĚĚDA'YVYDAXV^WææA ä àæà \aYŸDAææ^*àŽŸæA Yà \aYŸDA~@Y^*AYa \aYŸAĀŠPpBAVæYAà {àæYĚ

ÓæAPX*àWY^ADĚĚGDA*ŽŸA PĚŠĚANQKI*àbY^YŸA*ŽŸA ÖKKRŠAŸa^A {àæYAY^A ä A IG&V^*~A&Y^AWa'á àæAĀ&&WBA*àA I ĚA&&WĚA PæA ŌāāY ä WY^AHDAĚĚĚ I DA *ŽŸA PĚŠĚANQKIAYŸ~æZæV^YŸA ä à~*AV^YV~AææA b ŽšXŽšA b ŸAa&Y^V^*YAV~AV**Væ ä Yæ*A b a ŽA*ŽŸADĚĚGA~*VæYV^YĚAŌæAVA~Y&V^V^*Y^A^@ ææZDA àæAŌ@æYAFDA ĚĚĚĚ I DA*ŽŸA PĚŠĚANQKIAYŸ~æZæV^YŸA ä*ŽŸA V^YV~AææA b ŽšXŽšA b ŸAa&Y^V^*YAV~A* ä V^ZæV^AæææV**Væ ä Yæ*c^b a ŽA*ŽŸADĚĚGA {àæY^A~*VæYV^YĚA PæA MŸXŸ ä WY^AHDAĚĚĚ I DA*ŽŸA PĚŠĚANQKI&@W'á~ŽŸYAVAYæV^A^@Y^AYZV^AYæZha à &Y'ä Yæ*V^aàæAàŸA*ŽŸADĚĚGA {àæY^A~*VæYV^YĚA LYXV@~Y^æàA~*V^*YA ^YZ@V^*a^|Aà^A&Y^ ä a**ææZAVX^*aæ~A^AW^ææZ^*ŽŸAà {àæY^AæææV**Væ ä Yæ*AV^YV~Aææ*àAV**Væ ä Yæ*A ŽVāY^A|Y^*a^AWY^A&^a&à~YŸAà^AYŸáY'ä&YŸAY^A PĚŠĚA Š^YŸ^AVX^a^aY~DA*ŽŸA à&Y^V^*aæV^AVæYAŸæVæXaV^Aa à &VX^*a^a^*ŽŸAà {àæY^A ÖKKRŠAXVææa^AWY^A^YV~àæVW|JAŸ~*a^ ä V^YŸAV^*Žā~A^*a^ ä YĚA PæA MŸXŸ ä WY^A ĚĚDAĚĚĚDA*ŽŸA PĚŠĚANQKI&@W'á~ŽŸYAVAŸæV^A^@Y^A&@^~@Væ*A^*a^a^*~A~*V^*a^a^|JA^Y^a^@p^YŸA^YāY^b a ŸA ÖKKRŠA*ŽV^*A^Y^Væ~A*ŽŸA à {àæY^A ÖKKRŠA V^A I ĚA &&WĚA ŌæA ŌVæ@V^|A ĚĚĚĚDA ŌYbA Ūa^āDA V^æZA b a ŽA~YāY^V^A~*V^*Y~A VæYA æææZāāY^æ ä Yæ*V^A à^ZVææ{V^*a^æ~A Ÿa^YŸA &Y^*a^aæ~A Ÿa^A@Y^aXaV^A^YāY^b a àŸA*ŽŸA VX^*aàæA b a ŽA*ŽŸA PæA*YŸA Š^V^Y~A Ł à@^*A àŸAK&&YV~A Ÿa^A*ŽŸA MĚĚĚA Ł Ě^X@p^ĚA ŠŸaY^V^A à*ŽŸA~*V^*Y~A VæYA ææY@~*A|A^*VYŸA Z^a^@&~A ææ*Y^āY^æYŸA ææA~@&&à^*A àŸA*ŽŸA PĚŠĚANQKI~AVX^*aàæĚA TŽŸA XV~Y^AY ä Vææ~A ææA VWŸ|VæXŸA WŸŸa^Y^A*ŽŸA Xa@^*A @æ^*A MŸXŸ ä WY^A ĚĚDAĚĚĚDA V~A*ŽŸA PĚŠĚANQKIāā @æ^*V^a^|JA^Y^Xaæ~aYŸ^~A*ŽŸAà {àæY^A ÖKKRŠĚA LYXV@~Y^A*ŽŸA PĚŠĚANQKI ŽV~A|Y^*A^*a^Xa à &Y^*Y^A^*~A ^Y^Xaæ~aYŸ^V^*aæAVæYA&^a&à~Y~A^*a^Yā~Y^Aà^AY^*Vææ*ŽŸADĚĚĚA {àæY^A ÖKKRŠDAVæ|Aa à &VX^*~AV^Y^Aæa^*Y^~*a^ ä VW^YAV^*Žā~A^*a^ ä YĚ

PæAMŸXŸ ä WY^A ĚĚDAĚĚĚDA*ŽŸA PĚŠĚANQKI&@W'á~ŽŸYAVAŸæV^A^@Y^A&@^~@Væ*A^*a^a^*~A~*V^*a^a^|JA^Y^a^@p^YŸA^YāY^b a ŸA ÖKKRŠA*ŽV^*A^Y^Væ~A*ŽŸA Ÿ^A~*ææZA QØĚĚA~*VæYV^Y~A b a Žā@^*A^Yā~aæĚĚA ŌæA YV^|A ĚĚĚĚDA~YāY^V^A~*V^*Y~A VæYA æææZāāY^æ ä Yæ*V^A à^ZVææ{V^*a^æ~A Ÿa^YŸA &Y^*a^aæ~A Ÿa^A@Y^aXaV^A^YāY^b a ŸA*ŽŸA VX^*aàæA b a ŽA*ŽŸA PæA*YŸA Š^V^Y~A Ł à@^*A àŸAK&&YV~A Ÿa^A*ŽŸA MĚĚĚA Ł Ě^X@p^ĚA ŠŸaY^V^A à*ŽŸA~*V^*Y~A VæYA ææA~@&&à^*A àŸA*ŽŸA PĚŠĚANQKI~AVX^*aàæĚA TŽŸA XV~Y^AY ä Vææ~A ææA VWŸ|VæXŸA WŸŸa^Y^A*ŽŸA Xa@^*A @æ^*A ŌV^XŽA ĚĚDAĚĚĚDA V~A*ŽŸA PĚŠĚANQKI āā @æ^*V^a^|JA^Y^Xaæ~aYŸ^~A*ŽŸA QØĚĚA ÖKKRŠĚA PæA ŌVæ@V^|AHDAĚĚĚDA*ŽŸA PĚŠĚANQKI&^a&à~YŸA*āā b Ÿ^A*ŽŸA Vææ@V^A QØĚĚA ÖKKRŠAŸa^A ä *ŽŸA X@^*Y^æ^A ĚĚA @ZĚ ä

TŽYÁ PĚŠĚÁ MÝ&V^* ä Ýæ*Ä àÝÄ Ł à ä Ý^XÝÄ ĀMPŁ BA a~Ä ä VæVZæZÄ VA &^àXÝ~--Ä ææA bŽäXŽÄ PĚŠĚÁ Xä ä &VæY~Ä ä V|A ^Ýä@Ý~*Ä VæYĚÄÄ ä&&ä~ÝÄ *Ý ä &ä^V^|A &^àY@X^Ä Ý\X^@~äæ~Ä Ý^ä ä A *ŽÝÄ ŠÝX^äæA ÐĚÐÄ *V^äÝ~Ä VæYÄ ä@ä*V~ĚÄ PĚÄ ŠĚÄ Š^ÝÝ^Ä ä&&ä~Ý~Ä Ý\X^@~äæA ^Ýä@Ý~*Ä Ý^Ä ä &ä^ÝÝÄ &^àY@X^*~Ä ŽV^AV^ÝÄ ŽÝÄ~V ä ÝAV~DAÄÄ~@W~*ä@*Ý~ÄÝ^ÄÄÄ^äY@X^*~Ä Væ@VX^*^ÄÝÝÄW|A PĚŠĚÁ Š^ÝÝ^Ä

Ø@ *ä & ÝÄ ÝZV^AXŽV^ÝæZÝ~Ä*ä*ŽÝÄ ŠÝX^äæA ÐĚÐÄVX^äæA Xäæ*æ@ÝÄWÝÝ^ä^ÝÄ ŽÝÄ PĚŠĚÄ ä@^*Ä äÝÄæ*Ý^æV^äæV^ÄT^VÝÝÄÄŁ ŐTBÄVæYÄ*ŽÝÄ PĚŠĚÄ ä@^*Ä äÝÄK&&ÝV^~ÄÝ^Ä*ŽÝÄ NÝÝÝ^V^Ä Ł ä^X@ä^ÄÄ Ł KŇŁ BÄÄ ŽÝÄ V^*Ý^Ä bŽäXŽÄ ŽV~ÄXäæ~ä~*Ýæ*|A^ÝäÝX^ÝÝÄXäæ~*ä@*äæV^AVæYÄ~*V^*ä|AXŽV^ÝæZÝ~Ä*ä*ŽÝÄ ŠÝX^äæA ÐĚÐÄVX^äæÄ

ŠæXYÄ ä~Ä ä ä & Ý ä Ýæ*V^äæA æA ØV^XŽÄ ÐĚĚ ÍDA *ŽÝÄ ŠÝX^äæA ÐĚÐÄ VX^äæA ŽV~Ä ~@&ä^ÝÝÄ *ŽÝÄ PĚŠĚÄ ~*ÝÝ^Ä æY@~*Ä |~Ä VæYÄ PĚÄ ŠĚÄ Š^ÝÝ^Ä~Ä æäÝ~* ä Ýæ*~ÄæAVYÄ VæXYÄ~*ÝÝ^Ä ä Ý@X^äæAXV&VWä ä^Ý~DA^ÝXŽæä äZ|DAVæYÄ~ää^~DA~*ÝæZ^ÝææZ PĚŠĚÄ V^äæV^AVæYÄ ÝXäæä ä äXÄ~ÝX@^ä^|ĚÄ TŽÝÄ Ł ä ä &Væ|AXäæ*æ@Ý~Ä*äAVX^ääÝ |ÄÝÝÝæYÄ ŽÝÄ ŠÝX^äæA ÐĚÐÄVX^äæÄ

ŐæÄ NÝW^@V^|A ÐĚĚ ÍDA *ŽÝÄ N@^ä&ÝVæÄ Ł ä ä ä ä~--äæA ÄŇŁ BA ä ä & Ý ä Ýæ*ÝÝÄ VÄ ÝÝ^ææ*äÝÄ ~VÝÝZ@V^ÝÄ äæA Z^äWV^Ä ~*ÝÝ^Ä ä &ä^~ÄæA *ŽÝÄ Ýä^ ä A äÝÄ TSR~Ä ŽV^Ä ä &ä~ÝÄ ÐG&Ý^XÝæ*Ä V^äÝ~Ä äæA~*ÝÝ^Ä ä &ä^*~Ä ŽV^Ä Ý\XÝÝÄ ŽÝÄ TSRÄ ä ä ä^DAÝÝÝ^ääÝÄ ä@ZŽÄ Ő@æYÄ ÐĚÐÄ ŐæÄ MÝXÝ ä WÝÄ ÐĚÐÄ *ŽÝÄ ÄÄæ*ä V^ÝÝAVÄ ä@^*ŽÄ ÝäÝ bÄ äÝÄ ŽÝÄ~VÝÝZ@V^ÝĚ

Kæ*äY@ ä &æZÄY@äÝ~ÄÄ KMBÄVæYÄXä äæ*Ý^äVä^æZÄY@äÝ~ÄÄ Ł UMA ä^AVæ*ä~@W~äY |ÄY@äÝ~BAV&&^|ÄæAVÝÝä*äæA*ä*ŽÝÄ ŠÝX^äæA ÐĚÐÄ V^äÝ~DA ä@ä*V~DA TSR~Ä VæYÄ*ŽÝÄ ÄŇŁ!~Ä~VÝÝZ@V^ÝÄ VæYÄ KMĚŁ UMA ä^ÝÝ^Ä~Ä ä V|AXäæ*æ@ÝÄWÝ |äæYÄ *ŽÝÄ ŠÝX^äæA ÐĚÐÄVX^äæA VæYÄ*ŽÝÄ ÄŇŁ!~Ä~VÝÝZ@V^ÝÄ PĚÄ ŠĚÄ Š^ÝÝ^Ä Xäæ*æ@Ý~Ä*ä^VX^ääÝ^|Ä ÝÝÝæYÄ VæYÄ ä Væ*VæA *ŽÝÄ HĚÄ PĚŠĚÄ KMĚŁ UMA ä^ÝÝ^Ä~Ä VæYÄ ĚFÄ N PÄ KMĚŁ UMA ä^ÝÝ^Ä~Ä Xä äÝ^æZÄ PĚÄ ŠĚÄ Š^ÝÝ^Ä &^àY@X^*~ÄæA ä ä @*ä & ÝÄ &^äXÝÝæZ~ÄWÝÝä^ÝÄ*ŽÝÄ MPŁ DA PĚŠĚÄ Őæ*Ý^æV^ÄT^VÝÝÄ Ł ä ä ä ä~--äæA ÄŐTŁ BÄÄ Ł ŐTDA Ł KŇŁ DA *ŽÝÄ ÄÄAVæYÄ N@^ä&ÝVæÄ Xä ä@^~DA VæYÄ *ŽÝÄ Ü ä^YÄT^VÝÝÄ P^ZVææ{V^äæÄ ŐT PĚĚ

ŐæÄ ŐVæ@V^|A ÐĚÐÄ DA Ł ÝäÝ VæYĚ Ł äÝ~Ä VæYÄ *ŽÝÄ PŠÜÄ Ýä ÝYÄ æÝ bÄ KMĚŁ UMA &Ý^äæ~Ä äæA PĚŠĚÄ ä ä &ä^~Ä äÝÄ *æA ä ä^Ä &^äY@X^*~Ä Ýä ä Ä Ýä ŽŽ^Ä Xä äæ*äÝ~ĚÄ ŐæA ØV^XŽÄ ÐĚÐÄ ŽÝÄ ŐTŁ Ä ä ä^ÝÝÄ *ä^Xäæ*æ@ÝÄ *ŽÝÄ æäÝ~*äZV^äæ~ĚÄ MPŁ!~Ä&^Ý^ä ä æV^|Ä KMĚŁ UMA ÝÝ^ÝÄ äæV^äæ~Ä V^ÝÄ Ý\ÝX^ÝÝÄ W|ÄK@Z@~*Ä ÐĚÐÄ VæYÄ *ŽÝÄ ŐTŁ ÄÝæV^Ä &ŽV~ÝÄ ŽÝV^æZÄæA *ŽÝÄ Ä ä@^*ŽÄ ä@V^ÝÄ ä äÝÄ ÐĚÐÄ

ŐæÄ NÝW^@V^|A ÐĚÐÄ DA QÄÝ~äÝÝæ*Ä Ł äÝÝæAVææä@æXÝÝÄ VÝÝä*äæV^ÄæXÄÝV~Ý~Ä*äæä^ ä V^Ä V^äÝ~Ä äÝÄ@&Ä*äÄ I ĚÄ &Ý^XÝæ*äæAXÝ^Ä VæA &^äY@X^*~Ä Ýä ä Ä S@~--äVDÄæX^@YæZÄ &ZÄ äæDÄXÝ^Ä VæA~*ÝÝ^Ä &^äY@X^*~Ä VæYÄ ÝÝ^Ä V^Ä ä |~DAÝÝÝ^ääÝÄ K&^Ä ĚDA ÐĚÐÄ

KÝÝä*äæV^Ä V^äÝ~Ä äÝÄ I ĚGÄ äÄDGÄ &Ý^XÝæ*Ä Xäæ*æ@ÝÄ äAV&&^|Ä äAXÝ^Ä VæA PĚŠĚÄ ä ä &ä^~Ä Ýä ä Ä Ł ŽæVDAæX^@YæZÄ XÝ^Ä VæA VbÄ ä V^Ý^Ä V^Ä~Ä~ÝÝÄæA ~*ÝÝ^Ä &^äY@X^*~ÄæDA~Ý ä äÝÝææ~ŽÝÝAVæYÄææ~ŽÝÝÄ~*ÝÝ^Ä &^äY@X^*~Ä VæYÄ Ýä bæ~*ÝÝV ä~*ÝÝ^Äæ*Ýæ~ääÝÄ &^äY@X^*~Ä &@^~@Væ*ä^ŠÝX^äæA ĚĚÄ äÝÄ

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TŽYÁĀ' à bæZĀ~AVA~@ ä ä V^|AäYÁ*ŽYÁ&^XÝYæZ~AäYÁPĒÁŠĒÁŠ*ÝÝ'A*ŽV^A bÝ^YÁ&ÝæYæZĀà^AXàæ*Ý ä & V^ÝYAV~AäYÁØV^XŽAĒĒDAĒĒĒDA@æYÝ^A
ÝÝÝ^V^AVæYA~*V^ÝAÝæā^àæ ä Ýæ^V^A Vb~DAVæYA bŽaXŽA PĒÁ ŠĒÁ Š*ÝÝ'A^ÝV~àæVW^|AWY^ÝāÝ~A ä V|A^Ý~@*AææA ä àæÝ^V^|A~VæX^aææ~A àÝA V^A ÝV~*A
ĀĒA ä a''ææAĀ*ŽYÁ*Ž^Ý~Žà Y^XŽà~ÝæAW|A PĒÁ ŠĒÁ Š*ÝÝ'A V~A&Ý^A ä a**YAW|AÓ*Ý ä AĒĒĒAäYÁ SYZ@ V^aææA ŠĒÖA&^a ä @ ŽV^ÝYA@æYÝ^A*ŽYÁ ŠYX@^a^aÝ~A
N\XŽVæZÝAKX^A àYÁĒ íĒFDV~AV ä ÝæYÝYBĒAÓæY^a^ ä V^aææAVWā@*A~&ÝXaY^AXA~a^Ý~A bŽY^YÁ PĒÁ ŠĒÁ Š*ÝÝ'A a~A à^A ŽV~AWÝÝæA ÝæZVZÝYAææA~aZæāY^XVæ^A
X^ÝVæA@&Aä^A^Ý ä ÝY^V^aææAVX^aāa^aÝ~Aa~AV~āA~@ ä ä V^a{ÝYAWY^à bĒAN\XÝ&^AV~AYÝ~X^aWÝYAŽY^ÝææDAa^Aææa^A&a~aW^ÝA^aVXX@^V^Ý^|A&^ÝY^aX^A
*ŽYÁ@*a ä V^ÝAā@*Xä ä ÝAāYÁ*ŽY~ÝA ä V**Ý^Ē

CERCLA Remediation Sites

Ł Vā ä -A @æYÝ^A*ŽYÁ Ł ä ä &^ÝŽÝæ~āāY^ANæā^aæ ä Ýæ^V^A SÝ~&àæ~ÝDA Ł ä ä &Ýæ~V^aææÝ ~Ý

, BKBS> ; LOHP

K*PÉÁŠÉÁŠ*YÝI~AÝà^àÝ^A OÝæÝãVA Úà^à~DA òVWà^a^ |AÝà^A Ýæã^àæ à Ýæ^V^A^Ý à ÝYàV^àæDA æX^@YæZÀ *ŽÝAX^à~@^ÝA àÝA *Ž^ÝÝA ŽV{V^Ýa@~A bV~*ÝA
a ä & à @æY à Ýæ^~A VæYA VVXa^a^ |Eb^ÝYA Xà^ÝX^aãÝA VX^àæDA ŽV~A WÝÝæA V^àXV^ÝYA WÝ^bÝÝæA PÉÁ ŠÉÁ Š^ÝÝA VæYA *ŽYA X@^Ýæ^A &^à&Ý^A |A à bæÝA
&@^~@Væ^*à^VæAVZ^ÝÝ à Ýæ^AVæYAVA&Ý^ à a^Aa~@YÝAW |A *ŽÝA P^VŽAMÝ&V^* à Ýæ^A à ÝA Næã^àæ à Ýæ^V^AR@V^a^ |A à P^MNRBÉA CÉVæZÀ Xà à & Ý^ÝA *ŽYA
æãÝ~*àZV^àæA àæVA à V à^a^ |A à ÝA *ŽÝA^Ý à VæææZAV^ÝV~Aa^Ýæ^aÝa^ÝAæA *ŽYA&Ý^ a^a^DA PÉÁ ŠÉÁ Š^ÝÝA ŽVYAÝÝ^Ý^ à æÝYA *ŽYA à à~^AÝÝÝX^aãÝA à ÝVæ~A^a^
VYY^Ý~A *ŽYA^Ý à VæææZÀ a à V^X^ÝA à V^ÝV^A bV~A *à^ à VæVZÝA *Žà~ÝA à V^ÝV^A~A æVA VA &^Ýãà@~ |A V&&^àãÝA àæE~a^ÝA à à^ÝX^aãÝA KX^àæA
ØVæVZÝ à Ýæ^Pæ^AÀL KØP BÉA PÉÁ ŠÉÁ Š^ÝÝA VbV^ÝÝAVA Xàæ^VX^A^A^ÝA à & Ý^ à Ýæ^V^àæA à ÝA ŽYÀL KØP A&^àÝX^AY@æZÀ *ŽYA à @^A^Žà@V^ÝA
àÝA DĒĒ Í É Á Ł à æ~*^@X^aãæDA bV~*ÝA~*VWà^a^ |V^àæA VæYA &^VX^Ý à Ýæ^DA V^æZÀ b^ŽAX^à~@^ÝA à ÝA *ŽYA Ł KØP DA bÝ^ÝA~@W~*Væ^a^V^ |A Xà à & Ý^ÝA æA *ŽYA
Ýa@^Žà@V^ÝA à ÝA DĒĒ É Á PÉÁ ŠÉÁ Š^ÝÝA ŽV~A VæAVX^@ÝYA à VWa^a^ |A à ÝA V&&^a à V^Ý |A Ē Í Á à a^a^æAV~A à ÝA ØV^XZÀ ÉĒDA DĒĒ É Á à^A^Ý~*à V^ÝA
~ŽV^ÝA à ÝA *ŽYA^Ý à VæææZAXà~*~A à ÝA^Ý à ÝYàV^àæAV^A *ŽYA~a^ÝĒ

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ÓæAÑÝW^@V^ |A DĒĒ ÉĒDA PÉÁ ŠÉÁ Š^ÝÝA &@^XŽV~ÝYA *ŽÝA^Ý à VæææZAGĒA&Ý^XÝæ^Aæ^Ý^Ý~*AæA PŠSEQPŠŁ PAÓæY@~*^Ý~DAV^à^ à Ý^A à æ^AãÝæ^*A^ÝA *ŽV^A
a~A^ à XV^ÝYA æA Qa^*~W@^ZDA Ł V^àÝ^æVA WÝ^bÝÝæA ~@W~a^ÝaV^Ý~A à ÝA PÉÁ ŠÉÁ Š^ÝÝA VæYA QPŠŁ PDA æà bA àæà bæAV~A PŠSE P QŌDA ŌŌŁ ÉA Q^a^A *à
Ýà^ à V^àæA à ÝA *ŽYA à àæ^A à Ýæ^*@^ÝDA P QŌ~A VVXa^a^Ý~A bÝ^ÝA &^Ýãà@~ |A à bæÝYA VæYA à & Ý^V^ÝYA ~à Ý^ |A W |A PÉÁ ŠÉÁ Š^ÝÝA DA bŽàXZÀ V~@ à ÝYA
^Ý~&àæ~aWà^a^ |A ÝA^A *ŽYA Ý^a~^æZÀ Ýæã^àæ à Ýæ^V^A XàæY^a^aæ~ÉA PÉÁ ŠÉÁ Š^ÝÝA Xàæ^æ@Ý~A *à^ à àæ^a^A *ŽYA a à V^X~A à ÝA *ŽYA^Ý à ÝYV^A & VæA
a à & Ý^ à Ýæ^ÝYAæA DĒĒ ÉĒH^a^VYY^Ý~~A Z^à@æY bV^Ý^A a à V^X~A^Ý^à à A^A^XZ^à^àÝ^Ž |ÝæYAV^A Š Ú Ø P AFÉANāV^@V^aæ~AXàæ^æ@ÝAÝ^A^A *ŽYA Š Ú Ø P~DA
àæà bæAV~A *ŽYA Ō à *ŽÝ^æA L à @æYV^ |A Ō^à@&DA VæYA a^A~A^a^Ý |A ŽV^AX^à^ÝX^aãÝA à ÝV~@^Ý~Ab^a^AWÝ^A^Ý^a^@^ÝÝDAW@^A^A~Aæ^a^A&~~aW ÝAV^A *Žà~A^*à ÝA
*àAYÝæÝAVA~Xà&ÝA^A^Ý~*a à V^YAXà~*~AÝ^A^bŽV^A à V |AWÝ^A^Ý^a^@^ÝÝAW |A *ŽYA Ł V^àÝ^æVAMÝ&V^* à Ýæ^A à ÝA Tā\àXŠ@W~*VæXY~A Ł àæ^*^ĒAK~A~@XZDA
*ŽÝ^ÝA ŽV~AWÝÝæAæà à V^ÝV^AXZVæZÝAæA *ŽYA~*V^@~A à ÝA *ŽYA &^à^ÝX^AY@æZÀ *ŽYA *ŽÝ^ÝA à àæ^Ž~A^ÝæYÝA ØV^XZÀ ÉĒDA DĒĒ ÉĒAK~A à ÝA ØV^XZÀ ÉĒDA
DĒĒ ÉĒDA V&&^a à V^Ý |A ĀDĒ Í DĒĒ ÉĒA ŽV~A WÝÝæA VXX^@ÝYA Ý^A^ àæZàæZÀ Ýæã^àæ à Ýæ^V^A ~*^Ý~DA æãÝ~*àZV^àæ~A VæYA^Ý à ÝY |A à àæ^a^æZÉA
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United States Steel Corporation

Non-Employee Director Compensation Policy

Adopted as of December 14, 2021, updated as of December 15, 2022

The Corporate Governance & Sustainability Committee (the “*Committee*”) of the Board of Directors (“*Board*”) of United States Steel Corporation, a Delaware corporation (the “*Corporation*”), has adopted this Non-Employee Director Compensation Policy (the “*Policy*”) (a)

(ii) deferred stock units (“**DSUs**”) of the Corporation. The portion not payable in the form of RSUs or DSUs shall be payable in cash.

Directors must make the election in writing in advance of the calendar year to which the election relates (or, when a Director joins the Board, within 30 days of joining the Board), by completing the election form (and for DSUs, the beneficiary designation form) in the form provided by the Corporation.

When an election is made with respect to a calendar year, it becomes irrevocable for that calendar year as of 11:59 pm on December 31st of the prior calendar year (or, for Directors first joining the Board, as of the date of the election) and may not be changed.

Effect of No Election: In the case of a Director who does not submit a valid election form on or before the relevant election date, such Director’s annual retainer shall be payable (i) 45% in cash and (ii) 55% in the form of RSUs.

Cash Retainer (if any): The portion of a Director’s annual retainer payable in cash (if any) shall be paid quarterly, in equal installments and in arrears, and any such quarterly payment shall be pro-rated for any partial quarter of service.

RSUs (if any): Upon the date of the annual meeting of the Corporation’s stockholders at which directors are elected to serve on the Board (the “**Annual Meeting**”), each Director who remains a member of the Board following the conclusion of such Annual Meeting and who has elected to receive all or a portion of his/her annual retainer in the form of RSUs shall be granted a number of RSUs, determined by the quotient of the dollar value of the portion of his/her annual retainer payable in the form of RSUs, divided by the Fair Market Value as of the grant date (but rounded up to the nearest whole RSU), pursuant to the terms of the Plan and the Corporation’s standard form of RSU award agreement for Directors, which RSUs shall be eligible to vest in full on the earlier of (i) the first anniversary of the grant date and (ii) the date of the next

Corporation's common stock at least equal to the Minimum Share Ownership Requirement, in accordance with the following:

*Minimum Share
Ownership
Requirement:*

The "***Minimum Share Ownership Requirement***" equals the number of shares of the Corporation's common stock determined by dividing (i) five (5) times the maximum cash annual retainer for service as a Board member (that is, 45% of the annual retainer for service as a Board member, without regard to any applicable additional Board chair or committee chair annual retainer) by (ii) the Fair Market Value as of the Determination Date.

in the Fair Market Value of the shares. A Director seeking a waiver from the Minimum Share Ownership Requirement on account of one or more of these exceptions must file a notice with the Corporation's Secretary to be presented to the Committee, advising the Committee of the circumstances and describing the extent of the waiver requested. It is expected that requests for such waivers will rarely be sought or granted.

General

**United States Steel Corporation 2016 Omnibus Incentive Compensation Plan
Performance Share Award Grant Agreement**

United States Steel Corporation, a Delaware corporation (herein called the "Corporation"), grants to the employee of the employing company identified below (the "Participant") a Performance Share Award representing the right to receive a specified number of shares of the common stock of the Corporation ("Shares") set forth below, which right, if payable, shall be paid in Shares:

Name of Participant:

the Achieved Performance Share Award shall vest immediately upon the termination, (ii) if the Participant's employment is terminated by reason of death, due to the Participant becoming Disabled, or following attainment of Normal Retirement Age, then the Achieved Performance Share Award shall not be forfeited upon such Termination; rather, the Achieved Performance Share Award shall vest immediately upon such Termination; and (iii) if the Participant's employment is terminated following attainment of Early Retirement Age, then a prorated portion of the Achieved Performance Share Award will vest, based upon the number of complete months worked during the original Performance Period in relation to the number of whole months in the original Performance Period and the remainder shall be forfeited. The Corporation's actual performance for the abbreviated Performance Period shall be calculated as follows: completed measurement periods shall be measured against the established Performance Goals and the performance criteria shall be deemed satisfied only to the extent the actual performance was achieved; and incomplete measurement periods shall be deemed achieved at the established target Performance Goal.

5. Vesting: To vest in this Performance Share Award, the Participant must continue as an active employee of an Employing Company during the Performance Period and through the date on which the Committee certifies whether the Performance Goal relating to the Performance Period has been achieved, subject to the following:

- (a) In the event of a Termination of the Participant's employment due to death or becoming Disabled, the Performance Share Award will become vested in accordance with the following Schedule:

Termination	Vested Parentage
During First Year of Performance Period	

12. Taxes/Section 409A: The Participant acknowledges that, regardless of any action taken by the Corporation or the Employing Company, the ultimate liability for any or all income tax, social security, payroll tax, payment on account or other tax-related withholding or liability in connection with any aspect of the Performance Share Award, including the grant, vesting, or settlement of the Performance Share Award or the subsequent sale of Shares

participating in the Plan, the Participant shall be deemed irrevocably to have agreed not to pursue such claim and agreed to execute any and all documents necessary to request dismissal or withdrawal of such claim;

- (k) it is the Participant's sole responsibility to investigate and comply with any applicable exchange control laws in connection with the issuance and delivery of Shares pursuant to the vesting of the Performance Share Award;
- (l) the Corporation and the Employing Company are not providing any tax, legal or financial advice, nor are the Corporation or the Employing Company making any recommendations regarding the Participant's participation in the Plan or the Participant's acquisition or sale of the Shares underlying the Performance Share Award;
- (m) the Participant is hereby advised to consult with his or her own personal tax, legal and financial advisors regarding his or her participation in the Plan before taking any action related to the Plan;
- (n) unless otherwise provided in the Plan or by the Corporation in its discretion, the Performance Share Award and the benefits evidenced by this Agreement do not create any entitlement to have the Performance Share Award or any such benefits transferred to, or assumed by, another company nor to be exchanged, cashed out or substituted for, in connection with any corporate transaction affecting the Shares of the Corporation; and
- (o) the following provisions apply only if the Participant is providing services outside the United States:
 - (i) the Performance Share Award and Shares underlying the Performance Share Award are not part of normal or expected compensation for any purpose; and
 - (ii) the Participant acknowledges and agrees that neither the Corporation nor the Employing Company shall be liable for any foreign exchange rate fluctuation between the local currency and the United States Dollar that may affect the value of the Performance Share Award or 80% of any amounts due to the Participant pursuant to the settlement of the Performance Share Award or the subsequent sale of any Shares acquired upon settlement.

14. Data Privacy:

(a) The Participant hereby explicitly, unambiguously and voluntarily consents to the collection, use, disclosure and transfer, in electronic or other form, of his or her personal data as described in this Agreement and any other Performance Share Award materials ("Data") by and among, as applicable, any Employing Company and the Corporation for the exclusive purpose of implementing, administering, and managing his or her participation in the Plan.

(b) The Participant understands that any Employing Company and the Corporation may collect, maintain, process and disclose certain personal information about him or her, including, but not limited to, his or her name, home address and telephone number, date of birth, social insurance number or other identification number, salary, nationality, job title, any Shares or directorships held in the Corporation, details of all equity awards or any other entitlement to Shares awarded, canceled, exercised, vested, unvested or outstanding in his or her favor, for the exclusive purpose of implementing, administering, and managing the Plan.

(c) The Participant acknowledges that Data will be transferred to any broker as designated by the Corporation and/or one or more stock plan service provider(s) selected by the Corporation, which may assist the Corporation with the implementation, administration and management of the Plan. The Participant understands that the recipients of the Data may be located in the United States or elsewhere, and that the recipient's country (e.g., the United States) may have different, including less stringent, data privacy laws and protections than his or her country. The Participant understands that if he or she resides outside the United States, he or she may request a list with the names and addresses of any potential recipients of the Data by contacting his or her local human resources representative. The Participant authorizes the Corporation and any other possible recipients that may assist the Corporation (presently or in the future) with implementing, administering and managing the Plan to receive, possess, use, retain and transfer the Data, in electronic or other form, for the sole purposes of implementing, administering and managing his or her participation in the Plan, including any requisite transfer of such Data as may be required to a broker or other third party with whom the Participant m

EXHIBIT A

Performance Goals for the Performance Period

			Threshold	Target	Maximum
Performance Goal	Return on Capital Employed (ROCE)				
Payment Levels	% of Target Amount	0%	50%	100%	200%

Payout Calculation.

- (a) The Corporation's performance shall be measured over the Performance Period and the payout determined as follows: (i) performance shall be measured each calendar year in the three-year Performance Period with each year representing 20% of the total Award, and (ii) performance shall be measured over the full three-year Performance Period with the full three-year period representing 40% of the total Award. All payouts shall be made following the end of the Performance Period in accordance with Section 2 of the Agreement.
- (b) Interpolation will be used to determine actual awards for performance that correlates to an award between threshold and target or target and maximum award levels.
- (c) In calculating the dollar value to be awarded, the Corporation's annual ROCE for each year of the Performance Period shall be rounded to the nearest decimal place consistent with the number of decimal places approved by the Committee at the time it set the relevant target, rounding up in the case of 5 or more and rounding down in the case of 4 or less. The related payout rate also shall be calculated to the nearest hundredth place using the same rounding procedure. Additionally, the dollar value awarded shall be rounded to the nearest whole dollar.

Return on Capital Employed. Return on Capital Employed (ROCE) shall mean the Corporation's income or loss from consolidated worldwide operations (including minority interests), divided by consolidated worldwide capital employed (including minority interests) expressed as a percentage.

Income or loss from consolidated worldwide operations (including minority interests) shall mean income or loss from operations as reported in the Corporation's consolidated statement of operations for each calendar year of the Performance Period.

Capital employed shall be calculated by using the average of the opening balance at the commencement of each calendar year of the Performance Period, and the balances at the end of each quarter during each calendar year of the Performance Period, of the sum of net fixed assets, inventories, accounts receivable, and equity method investments, less accounts payable.

For purposes of calculating ROCE for the full.7 (r)2.1 (ity)2 (s)-2 (ets(o)- (y)-3.n- Tw 0.3Td [(Far)23 Td ()Tjm)3.:R.1 (it-f)2.1 (OC6-3.7 (in)-3.7 (ter)2.-)2 (ets(o)- (y)-3.

EXHIBIT B

Confidentiality and Proprietary Rights Agreement

This Confidentiality and Proprietary Rights Agreement (“**Agreement**”) is attached as Exhibit B to, and incorporated as a part of, the United States Steel Corporation Performance Share Award Grant Agreement (“**Grant Agreement**”) and is applicable to the Participant named in the Grant Agreement to the extent provided in Section 11 of the Grant Agreement. For purposes of this Agreement, United States Steel Corporation and its subsidiaries or affiliates are described as the “**Employer**” or “**Company**”, the Participant named in the Grant Agreement is described as the “**Employee**”, and the Employer and the Employee are collectively referred to herein as the “**Parties**”.

1.

Protection

Successors and Assigns.

(a) The Employer may assign this Agreement to any subsidiary or corporate affiliate, or to any successor or assign (whether direct or indirect, by purchase, merger, consolidation, or otherwise) to all or substantially all the business or assets of the Employer. This Agreement shall inure to the benefit of the Employer and permitted successors and assigns.

(b) No Assignment by the Employee. The Employee may not assign this Agreement or any part hereof. Any purported assignment by the Employee shall be null and void from the initial date of purported assignment.

9. **Governing Law.** This Agreement, for all purposes, shall be construed in accordance with the laws of Pennsylvania without regard to conflicts-of-law principles.

10. **Entire Agreement.** Unless specifically provided herein, this Agreement contains all the understandings and representations between the Employee and the Employer pertaining to the subject matter hereof and supersedes all prior and contemporaneous (en)-3.7 (t co)-3.8 (n)-3.7 (tain)-3.8 (s)-2

EXHIBIT C

Non-Solicitation and Non-Competition Agreement

This Non-Solicitation and Non-Competition Agreement (“**Agreement**”) is attached as Exhibit C to, and incorporated as a part of, the United States Steel Corporation Performance Share Award Grant Agreement (“**Grant Agreement**”) and is applicable to the Participant named in the Grant Agreement to the extent provided in Section 11 of the Grant Agreement. For purposes of this Agreement, United States Steel Corporation and its subsidiaries or affiliates are described as the “**Employer**” or “**Company**”, the Participant named in the Grant Agreement is described as the “**Employee**”, “**me**” or “**I**”, and the Employer and the Employee are collectively referred to herein as the “**Parties**”.

1. Definitions.

- (a) “Competing Products” means products or services sold by the Company, or any prospective product or service the Company took steps to develop for which I had any responsibility during the 24 months preceding the termination of my employment.
- (b) “Restricted Territory” means the geographic territory (i) within sixty miles of the area in which I worked or (ii) over which I had responsibility or (iii) that the nature and scope of my duties could have affected, during the 24 months preceding the termination of my employment, whichever is greatest. Restricted territory may be national or global depending on the nature of my duties and the knowledge acquired in the performance of those duties.

2. Non-Competition. During my employment and for 12 months after termination of my employment for any reason, I will not directly or indirectly, on behalf of myself or in conjunction with any other person or entity:

- (a) own any business (other than less than 5% ownership in a publicly traded company) that sells Competing Products in the Restricted Territory; or
- (b) work in the Restricted Territory for any person or entity that sells Competing Products, in any ro8 r78 (9 (ha (C)-2.2 (o)-3.7 (m)3)-5.8 (JTJ6-4 or5 4.511 -1.1

United States Steel Corporation 2016 Omnibus Incentive Compensation Plan
Employing Company
on Date Hereof:

(The company)
as employing t

Target Number of Shares
Subject to Award:

SHARES

Maximum Number of Shares
Subject to Award:

(Two times the

Performance Period:

January 1, 202

Performance Goals:

See Exhibit A

Date of Grant:

GRANT DATE

By accepting this Award in any manner and within the time period prescribed by the Corporation, the Participant agrees that (1) this Performance Share Award is granted under and governed by the terms and conditions of the Corporation's 2016 Omnibus Incentive Compensation Plan, as amended from time to time (the "Plan"), and the provisions of this Performance Share Award Grant Agreement, including the Terms and Conditions contained herein, the Performance Goals set forth in Exhibit A attached hereto, and the special provisions for the Participant's country of residence, if any, attached hereto as Exhibit B (collectively, the "Agreement"), (2) he or she has reviewed the Plan and the Agreement in their entirety, and (3) he or she has had an opportunity to obtain the advice of counsel prior to accepting this Award and fully understands all provisions of the Plan and the Agreement.

United States Steel Corporation

By: _____
Authorized Officer

Terms and Conditions

1. **Grant of Performance Share Award:** The Performance Period for purposes of determining whether the Performance Goals have been met shall be the three-year Performance Period specified herein. The Performance Goals for purposes of determining whether, and the extent to which, the Performance Share Award is earned and payable are set forth in Exhibit A to this Agreement. Subject to the provisions of this Agreement, the Perform

EXHIBIT A

EXHIBIT B

**Additional Terms and Conditions of the
United States Steel Corporation 2016 Omnibus Incentive Compensation Plan
Performance Share Award Grant Agreement**

TERMS AND CONDITIONS

This Exhibit B includes additional terms and conditions that govern the Performance Share Award granted to the Participant under the Plan if he or she works or resides in one of the countries listed below. If the Participant is a citizen or resident of a country other than that in which the Participant is currently working or transfers employment to another country after the Performance Share Award is granted, the Corporation shall, in its discretion, determine to what extent the terms and conditions contained herein shall be applicable to the Participant. Certain capitalized terms used but not defined in this Exhibit B have the meanings set forth in the Plan and/or the Agreement.

NOTIFICATIONS

This Exhibit B also includes information regarding exchange controls and certain other issues of which the Participant should be aware with respect to participation in the Plan. The information is based on the laws in effect in the applicable countries as of January 2023. Such laws are often complex and change frequently. As a result, the Corporation strongly recommends that the Participant not rely on the information in this Exhibit B as the only source of information relating to the consequences of his or her participation in the Plan because the information may be out of date at the time that the Participant vests in the Performance Share Award or sells Shares acquired under the Plan.

In addition, the information contained in this Exhibit B is not intended to constitute an offer of securities under the Securities Act of 1933 or the Securities Exchange Act of 1934, and it is not intended to be used in connection with any offer of securities. This information is provided for informational purposes only and is not intended to be used in connection with any offer of securities. This information is provided for informational purposes only and is not intended to be used in connection with any offer of securities.

Tax Withholding. The Participant acknowledges that, regardless of any action taken by the Corporation, the ultimate liability for all tax-related items is and remains the responsibility of the Participant and may exceed the amount actually withheld by the Corporation.

Prohibition Against Insider Dealing. The Participant should be aware of the UK's insider dealing rules under the Criminal Justice Act 1993, which may affect transactions under the Plan such as the acquisition or sale of Shares acquired under the Plan, if the Participant has inside information regarding the Corporation. If the Participant is uncertain whether the insider dealing rules apply, the Corporation recommends that the Participant consults with a legal advisor. The Corporation cannot be held liable if the Participant violates the UK's insider dealing rules. The Participant is responsible for ensuring his or her compliance with these rules.

UNITED KINGDOM, EUROPEAN UNION AND EUROPEAN ECONOMIC AREA

For Participants who reside in the United Kingdom, European Union or the European Economic Area, the following provisions replace the Data Privacy provisions in Section 13 of the Agreement.

- (a) **Data Collected and Purposes of Collection.** The Participant understands that the Corporation will collect and use the Participant's personal data for the purposes set out in the Data Privacy Policy.

**United States Steel Corporation 2016 Omnibus Incentive Compensation Plan
Restricted Stock Unit Grant Agreement**

of any portion of the RSUs, and
have no effect. During the res

United States Steel Corporation, a Delaware corporation (herein called the "Corporation"), grants to the employee of the employing company identified below (the "Participant") the number of Restricted Stock Units ("RSUs") set forth below, each of which is a bookkeeping entry representing the equivalent in value

To avoid negative accounting treatment, the Corporation may withhold or account for Tax-Related Items by considering applicable minimum statutory withholding amounts or other applicable withholding rates. If the Corporation withholds at a rate other than the minimum statutory rate, such as the maximum withholding rate, then the refund of any over-withheld amount shall be paid in cash and the Participant will have no entitlement to the Common Stock equivalent. If the Tax-Related Items are satisfied by withholding in Shares issuable upon vesting of the RSUs, for tax purposes, the Participant is deemed to have been issued the full number of Shares subject to the RSUs, notwithstanding that a number of the Shares are held back solely for the purpose of paying the Tax-Related Items. Finally, the Participant shall pay to the Corporation or the Employing Company, any amount of Tax--tot '7.7 (ea)-7.2 (rn)-3.8 (tcip)-3.8 Particip4 To

(c)

22. Imposition of Other Requirements: The Corporation reserves the right to impose other requirements on the Participant's participation in the Plan, on the RSUs and on any Shares acquired under the Plan, to the extent the Corporation determines it is necessary or advisable in order to comply with local law, and to require the Participant to sign any additional agreements or undertakings that may be necessary to accomplish the foregoing.

23. Headings: Headings of paragraphs and sections used in this Agreement are for convenience only and are not part of this Agreement, and must not be used in construing it.

24. Waiver: The Participant acknowledges that a waiver by the Corporation of breach of any provision of this Agreement shall not operate or be construed as a waiver of any other provision of this Agreement, or of any subsequent breach by the Participant.

25. No Advice Regarding Grant: The Corporation is not providing any tax, legal or financial advice, nor is the Corporation making any recommendations or assessments regarding the Participant's participation in the Plan, or his or her acquisition or sale of the underlying Shares. The Participant is hereby advised to consult with his or her own personal tax, legal and financial advisors regarding his or her participation in the Plan before taking any action related to the Plan.

26. Definitions: In addition to the capitalized terms defined i

EXHIBIT A

Confidentiality and Proprietary Rights Agreement

This Confidentiality and Proprietary Rights Agreement (“**Agreement**”) is attached as Exhibit A to, and incorporated as a part of, the United States Steel Corporation Restricted Stock Unit Grant Agreement (“**RSU Agreement**”) and is applicable to the Participant named in the RSU Agreement to the extent provided in Section 11 of the RSU Agreement. For purposes of this Agreement, United States Steel Corporation and its subsidiaries or affiliates are described as the “**Employer**” or “**Company**”, the Participant named in the RSU Agreement is described as the “**Employee**”, and the Employer and the Employee are collectively referred to herein as the “**Parties**”.

1. Protection of Confidential Information.

(a) **Confidential Information.** The Employee understands and acknowledges that during the course of employment by the Employer, the Employee will have access to and learn about non-public, confidential, secret, and proprietary documents, materials, data, and other information, in tangible and intangible form, of and relating to the Employer and its businesses and existing and prospective customers, suppliers, investors, and other associated third parties (“**Confidential Information**”).

For purposes of this Agreement, Confidential Information is broadly defined in the Company policy on Protection of Confidential Information and includes, but is not limited to, all information not generally known to the public, in spoken, printed, electronic or any other form or medium, relating directly or indirectly to: business processes, practices, methods, policies, plans, publications, documents, research, operations, services, strategies, techniques, agreements, contracts, transactions, negotiations, know-how, trade secrets, computer programs, applications, databases, manuals, records, articles, supplier information, vendor information, financial information, legal information, marketing information, pricing information, credit information, design information, payroll information, staffing information, personnel information, developments, internal controls, sales information, algorithms, product plans, designs, inventions, unpublished patent applications, original works of authorship, discoveries, experimental processes and results, specifications, manufacturing information of the Employer or its businesses or any existing or prospective customer, supplier, investor, or other associated third party, or of any other person or entity that has entrusted information to the Employer in confidence.

Confidential Information shall not include information that is generally available to and known by the public, provided that such disclosure to the public is through no direct

Successors and Assigns.

(a) The Employer may assign this Agreement to any subsidiary or corporate affiliate, or to any successor or assign (whether direct or indirect, by purchase, merger, consolidation, or otherwise) to all or substantially all the business or assets of the Employer. This Agreement shall inure to the benefit of the Employer and permitted successors and assigns.

(b) No Assignment by the Employee. The Employee may not assign this Agreement or any part hereof. Any purported assignment by the Employee shall be null and void from the initial date of purported assignment.

9. **Governing Law.** This Agreement, for all purposes, shall be construed in accordance with the laws of Pennsylvania without regard to conflicts-of-law principles.

10. **Entire Agreement.** Unless specifically provided herein, this Agreement contains all the understandings and representations between the Employee and the Employer pertaining to the subject matter hereof and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter.

11. **Modification and Waiver.** No provision of this Agreement may be amended or modified unless such amendment or modification is agreed to in writing and signed by the Employee and by a duly authorized officer of the Employer (other than the Employee). No waiver by either of the Parties of any breach by the other party hereto of any condition or provision of this Agreement to be performed by the other party hereto shall be deemed a waiver of any similar or dissimilar provision or condition at the same or any prior or subsequent time, nor shall the failure of or delay by either of the Parties in exercising any right, power, or privilege hereunder operate as a waiver thereof to preclude any other or further exercise thereof or the exercise of any other such right, power, or privilege.

12. **Severability.** If any portion of this Agreement shall be held unenforceable, the parties agree that a court of competent jurisdiction may modify the agreement (by adding or removing language) or sever unenforcea

EXHIBIT B

Non-Solicitation and Non-Competition Agreement

This Non-Solicitation and Non-Competition Agreement (“**Agreement**”) is attached as Exhibit B to, and incorporated as a part of, the United States Steel Corporation Restricted Stock Unit Grant Agreement (“**RSU Agreement**”) and is applicable to the Participant named in the RSU Agreement to the extent provided in Section 11 of the RSU Agreement. For purposes of this Agreement, United States Steel Corporation and its subsidiaries or affiliates are described as the “**Employer**” or “**Company**”, the Participant named in the RSU Agreement is described as the “**Employee**”, “**me**” or “**I**”, and the Employer and the Employee are collectively referred to herein as the “**Parties**”.

1. Definitions.

- (a) “Competing Products” means products or services sold by the Company, or any prospective product or service the Company took steps to develop for which I had access to Confidential Information during the term of my employment with the Company.

EXHIBIT C

**Additional Terms and Conditions of the
United States Steel Corporation 2016 Omnibus Incentive Compensation Plan
Restricted Stock Unit Grant Agreement**

TERMS AND CONDITIONS

This Exhibit C includes additional terms and conditions that govern the RSUs granted to the Participant under the Plan if he or she works or resides in one of the countries listed below. If the Participant is a citizen or resident of a country other than that in which the Participant is currently working or transfers employment to another country after the RSUs are granted, the Corporation shall, in its discretion, determine to what extent the terms and conditions contained herein shall be applicable to the Participant. Certain capitalized terms used but not defined in this Exhibit C have the meanings set forth in the Plan and/or the Agreement.

NOTIFICATIONS

This Exhibit C also includes information regarding exchange controls and certain other issues of which the Participant should be aware with respect to participation in the Plan. The information is based on the laws in effect in the applicable countries as of January 2023. Such laws are often complex and change frequently. As a result, the

Tax Withholding. The Participant acknowledges that, regardless of any action taken by the Corporation, the ultimate liability for all tax-related items is and remains the responsibility of the Participant and may exceed the amount actually withheld by the Corporation.

Prohibition Against Insider Dealing. The Participant should be aware of the UK's insider dealing rules under the Criminal Justice Act 1993, which may affect transactions under the Plan such as the acquisition or sale of Shares acquired under the Plan, if the Participant has inside information regarding the Corporation. If the Participant is uncertain whether the insider dealing rules apply, the Corporation recommends that the Participant consults with a legal advisor. The Corporation cannot be held liable if the Participant violates the UK's insider dealing rules. The Participant is responsible for ensuring his or her compliance with these rules.

UNITED KINGDOM, EUROPEAN UNION AND EUROPEAN ECONOMIC AREA

For Participants who reside in the United Kingdom, European Union or the European Economic Area, the following provisions replace the Da.2 (ep)-B1b96 Tm psanep



**United States Steel Corporation 2016 Omnibus Incentive Compensation Plan
Restricted Stock Unit Grant Agreement**

United States Steel Corporation, a Delaware corporation (herein called the "Corporation"), grants to the employee of the employing company identified below (the "Participant") the number of Restricted Stock Units ("RSUs") set forth below, each of which is a bookkeeping entry representing the equivalent

invalid or in breach of employment laws in the jurisdiction where the Participant is employed or the terms of the Participant's employment agreement, if any, the Participant's right to vest in the RSUs, if any, will terminate effective as of the date that the Participant is no longer actively employed by an Employing Company and will not be extended by any notice period (i.e., active employment would not include any contractual notice period or any period of "garden leave" or similar period mandated under employment laws in the jurisdiction where the Participant is employed or the terms of the Participant's employment agreement, if any); the Committee shall have the exclusive discretion to determine when the Participant is no longer active e ch (in)3-7.3(y)-3.7 (an)-3.et.7 (willig m)-4

the maximum withholding rate, then the refund of any over-withheld amount shall be paid in cash and the Participant will have no entitlement to the Common Stock equivalent. If the Tax-

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22. Imposition of Other Requirements: The Corporation reserves the right to impose other requirements on the Participant's participation in the Plan, on the RSUs and on any Shares acquired under the Plan, to the extent the Corporation determines it is necessary or advisable in order to comply with local law, and to require the Participant to sign any additional agreements or undertakings that may be necessary to accomplish the foregoing.

23. Headings: Headings of paragraphs and sections used in this Agreement are for convenience only and are not part of this Agreement, and must not be used in construing it.

24. Waiver: The Participant acknowledges that a waiver by the Corporation of breach of any provision of this Agreement shall not operate or be construed as a waiver of any other provision of this Agreement, or of any subsequent breach by the Participant.

25. No Advice Regarding Grant: The Corporation is not providing any tax, legal or financial advice, nor is the Corporation making any recommendations or assessments regarding the Participant's participation in the Plan, or his or her acquisition or sale of the underlying Shares. The Participant is hereby advised to consult with his or her own personal tax, legal and financial advisors regarding his or her participation in the Plan before taking any action related to the Plan.

26. Definitions: In addition to the capitalized terms defined in the Plan, the following terms as used herein shall have the following meanings when used with initial capital letters:

- (a) "Termination" shall mean the applicable employee's termination of employment. For purposes of this Agreement, (i) for U.S. taxpayers, Termination and words of similar effect shall be construed consistent with a "separation from service" under Section 409A of the Code to the extent required by Section 409A of the Code, and (ii) for non-U.S. taxpayers, Termination and words of similar effect shall mean that the Participant is no longer actively employed by an Employing Company, without regard to any notice period (i.e., active employment would not include any contractual notice period or any period of "garden leave" or similar period mandated under employment laws in the jurisdiction where the Participant is employed or the terms of the Participant's employment agreement, if any).

EXHIBIT A

2. **Protection of Proprietary Rights.**

(a) **Work Product.** The Employee acknowledges and agrees that all writings, works of authorship, technology, inventions, discoveries, ideas and other work product of any nature whatsoever, that are created, prepared, produced, authored, edited, amended, conceived, or reduced to practice by the Employee, individually or jointly with others, during the period of the Employee's employment by the Employer, and relating in any way to the business or contemplated business, research, or development of the Employer and all printed, physical, and electronic copies, all improvements, rights, and claims related to the foregoing, and other tangible embodiments thereof (collectively, "**Work Product**"), as well as any and all rights in and to copyrights, trade secrets, trademarks (and related goodwill), patents, and other intellectual property rights therein arising in any jurisdiction throughout the world and all related rights of priority under international conventions with respect thereto, including all pending and future applications and registrations therefor, and continuations, divisions, continuations-in-part, reissues, extensions, and renewals thereof (collectively, "**Intellectual Property Rights**"), shall be the sole and exclusive property of the Employer. The Employee further acknowledges that the Employee has been provided a copy of the U. S. Steel Patent Rules and the Employee agrees to be bound by and adhere to the U. S. Steel Patent Rules.

(b) **Work Made for Hire; Assignment.** The Employee acknowledges that, by reason of being employed by the Employer at the relevant times, to the extent permitted by law, all of the Work Product consisting of copyrightable subject matter is "work made for hire" as defined in the Copyright Act of 1976 (17 U.S.C. § 101), and such copyrights are therefore owned by the Employer. To the extent that the foregoing does not apply, the Employee hereby irrevocably assigns to the Employer, for no additional consideration, the Employee's entire right, title and interest in and to all Work Product and Intellectual Property Rights therein, including the right to sue, counterclaim, and recover for all past, present, and future infringement, misappropriation, or dilution thereof, and all rights corresponding thereto throughout the world.

(c) **Further Assurances; Power of Attorney.** During and after the Employee's employment, the Employee agrees to reasonably cooperate with the Employer to (i) apply for, obtain, perfect, and transfer to the Employer the Work Product and Intellectual Property Rights in the Work Product in any jurisdiction in the world; and (ii) maintain, protect, and enforce the same, including, without limitation, executing and delivering to the Employer any and all applications, oaths, declarations, affidavits, waivers, assignments, and other documents and instruments as shall be requested by the Employer. The Employee hereby irrevocably grants the Employer power of attorney to execute and deliver any such documents on the Employee's behalf in the Employee's name and to do all other lawfully permitted acts to transfer the Work Product to the Employer and further the transfer, issuance, prosecution, and maintenance of all Intellectual Property Rights therein, to the full extent permitted by law, if the Employee does not promptly cooperate with the Employer's request (without limiting the rights the Employer shall have in such circumstances by operation of law). The power of attorney is coupled with an interest and shall not be impacted by the Employee's subsequent incapacity.

(d) **Moral Rights.** To the extent any copyrights are assigned under this Agreement, the Employee hereby irrevocably waives, to the extent permitted by applicable law, any and all claims the Employee may now or hereafter have in any jurisdiction to all rights of paternity, integrity, disclosure, and withdrawal and any other rights that may be known as "moral rights" with respect to all Work Product and all Intellectual Property Rights therein.

(e) **No License.** The Employee understands that this Agreement does not, and shall not be construed to, grant the Employee any license or right of any nature with respect to any Work Product or Intellectual Property Rights or any Confidential Information, materials, software, or other tools made available to the Employee by the Employer.

3. **Security.** The Employee agrees to comply with all Employer security and access policies and procedures, including but not limited to the Code of Ethical Business Conduct, the policy on Use and Protection of Assets, Systems, and Intellectual Property, the policy on Protection of Confidential Information, and the Acceptable Use of Computing Resources procedure.

4. **CERTIFICATION.** BY ACCEPTING THIS AGREEMENT, EMPLOYEE CERTIFIES THAT EMPLOYEE: (A) HAS NOT AND WILL NOT USE OR DISCLOSE TO THE COMPANY ANY CONFIDENTIAL INFORMATION AND/OR TRADE SECRETS BELONGING TO OTHERS, INCLUDING ANY PRIOR EMPLOYERS; (B) WILL NOT USE ANY PRIOR INVENTIONS MADE BY EMPLOYEE AND WHICH THE COMPANY IS NOT LEGALLY ENTITLED TO LEARN OF OR USE; AND (C) IS NOT SUBJECT TO ANY PRIOR AGREEMENTS THAT WOULD PREVENT EMPLOYEE FROM FULLY PERFORMING HIS OR HER DUTIES FOR THE COMPANY.

5. **Acknowledgment.** Nothing in this Agreement shall alter the at-will status of the employment relationship between the Employer and the Employee, pursuant to which either the Employer or the Employee may terminate the employment relationship at any time, with or without cause, and with or without notice.

6. **Remedies.** The Employee acknowledges that the Employer's Confidential Information and the Employer's ability to reserve it for the exclusive knowledge and use of the Employer is of great competitive importance and commercial value to the Employer, and that improper use or disclosure of the Confidential Information by the Employee will cause irreparable harm to the Employer, for which remedies at law will not be adequate. In the event of a breach or threatened breach by the Employee of any of the provisions of this Agreement, the Employee hereby consents and agrees that the Employer shall be entitled to seek, in addition to other available remedies, a temporary or permanent injunction or other equitable relief again

Successors and Assigns.

(a) The Employer may assign this Agreement to any subsidiary or corporate affiliate, or to any successor or assign (whether direct or indirect, by purchase, merger, consolidation, or otherwise) to all or substantially all the business or assets of the Employer. This Agreement shall inure to the benefit of the Employer and permitted successors and assigns.

(b)

EXHIBIT B

Non-Solicitation and Non-Competition Agreement

This Non-Solicitation and Non-Competition Agreement (“**Agreement**”) is attached as Exhibit B to, and incorporated as a part of, the United States Steel Corporation Restricted Stock Unit Grant Agreement (“**RSU Agreement**”) and is applicable to the Participant named in the RSU Agreement to the extent provided in Section 11 of the RSU Agreement. For purposes of this Agreement, United States Steel Corporation and its subsidiaries or affiliates are described as the “**Employer**” or “**Company**”, the Participant named in the RSU Agreement is described as the “**Employee**”, “**me**” or “**I**”, and the Employer and the Employee are collectively referred to herein as the “**Parties**”.

1. Definitions.

- (a) “Competing Products” means products or services sold by the Company, or any prospective product or service the Company took steps to develop for which I had any responsibility during the 24 months preceding the termination of my employment.
- (b) “Restricted Territory” means the geographic territory (i) within sixty miles of the area in which I worked or (ii) over which I had responsibility or (iii) that the nature and scope of my duties could have affected, during the 24 months preceding the termination of my employment, whichever is greatest. Restricted territory may be national or global depending on the nature of my duties and the knowledge acquired in the performance of those duties.

2. Non-Competition. During my employment and for 12 months after termination of my employment for any reason, I will not directly or indirectly, on behalf of myself or in conjunction with any other person or entity:

- (a) own any business (other than less than 5% ownership in a publicly traded company) that sells Competing Products in the Restricted Territory; or
- (b) work in the Restricted Territory for any person or entity that sells Competing Products, in any role.

3. Non-Solicitation Of Customers & Employees. During my employment and for 12 months after termination of my employment, I will not directly or indirectly, on behalf of myself or in conjunction with any other person or entity:

- (a) solicit business from any customer or prospective customer of the Company with whom I had contact during the last 24 months of my employment, for purposes of offering goods or services similar to or competitive with those offered by the Company; or
- (b) solicit any employee or independent contractor of the Company, who worked for the Company during the 6 months preceding termination of my employment, to work for me or my new employer.

For purposes of this section, solicit means:

- (a) Any comments, conduct or activity that would influence a customer’s decision to do business with the Company, regardless of who initiates contact; and/or
- (b) Any comments, conduct or activity that would influence an employee’s decision to resign his employment with the Company or accept employment with my new company, regardless of who initiates contact.

9.

EXHIBIT C

Additional Terms and Conditions of the United States Steel Corporation 2016 Omnibus Incentive Compensation Plan Restricted Stock Unit Grant Agreement

TERMS AND CONDITIONS

This Exhibit C includes additional terms and conditions that govern the RSUs granted to the Participant under the Plan if he or she works or resides in one of the countries listed below. If the Participant is a citizen or resident of a country other than that in which the Participant is currently working or transfers employment to another country after the RSUs are granted, the Corporation shall, in its discretion, determine to what extent the terms and conditions contained herein shall be applicable to the Participant. Certain capitalized terms used but not defined in this Exhibit C have the meanings set forth in the Plan and/or the Agreement.

NOTIFICATIONS

This Exhibit C also includes information regarding exchange controls and certain other issues of which the Participant should be aware with respect to participation in the Plan. The information is based on the laws in effect in the applicable countries as of January 2023. Such laws are often complex and change frequently. As a result, the Corporation strongly recommends that the Participant

(2) Cash Conversion Cycle. The Cash Con

Performance will be assessed by the Committee and approved by the full Board of Directors. The Individual Performance assessment will impact the Participant's calculated award as set forth under the Incentive Award Calculation Formula, however, the assessment of Individual Performance does not preclude the Committee from exercising discretion and/or determining that no award should be paid to a Participant for a Performance Period.

5. Incentive Award Formula.

- (5) exclude all amounts related to workforce reductions and other restructuring charges;
- (6) exclude amounts not allocated to segments;
- (7) exclude all amounts related to changes in accounting standards and changes in law that affect reported results;
- (8) exclude significant amounts related to decisions made for the long-term benefit of the enterprise that will unfavorably impact short-term financial results (all amounts related to this adjustment must be specifically approved by the Committee);
- (9) provided, however, none of the above adjustments shall be made to the extent the events or occurrences relating to the adjustments are recognized and/or contemplated in the Corporation's Annual Operating Plan and the incentive goal targets approved by the **Committee** for the relevant Performance Period;
the
- (10) provided, further, no adjustment pursuant to any adjustment category above shall be made

- (3) provided, further, all adjustment between segments will be determined by the Vice President & Controller and will be reported to the Committee at the time final performance results are approved; and
- (4) provided, further, the adjustments between segments shall not limit the Committee's authority to exercise negative discretion in calculating any related award.

7. **Payout Mechanics.**

(A) **Payout Determination.**

- (1) **Evaluation.** The Committee shall determine the extent to which the Incentive Award Goals for the Performance Period were satisfied following the end of the relevant Performance Period and if satisfied, determine the amount of the Incentive Award payable to each Participant.
- (2) **Calculation.**
 - (a) **Rounding Performance Calculations.** The calculation of actual performance for each performance measure in the Incentive Award Formula, as well as each component payout percentage in the Incentive Award Formula, shall be rounded to the nearest decimal place consistent with the number of decimal places approved by the Committee at the time it set the relevant target, rounding up in the case of 5 or more and rounding down in the case of 4 or less.
 - (b) **Interpolation.** Interpolation will be used to determine an Incentive Award for performance that correlates to performance between the pre-determined Segment EBITDA, Total EBITDA and CCC Performance Goals. The interpolated payout percentages for Segment EBITDA, Total EBITDA and CCC shall be rounded independently to the nearest whole percentage point, rounding up in the case of 5 or more and rounding down in the case of 4 or less.
 - (c) **Maximum Award.** No one Participant may receive more than \$20 million in Incentive Awards for any one calendar year, as provided in the Omnibus Plan.

(B) **Form of Payout.**

- (1) **Cash and/or Common Stock.** The Committee may determine to pay the awards in the form of cash or common stock, or any combination thereof, which determination may be made on a non-uniform basis among Participants.
- (2) **Common Stock Awards.** The determination to pay awards in the form of common stock shall be a determination to satisfy the award through shares available under the Omnibus Plan and treat such payment as an Other Stock-Based Award.
- (3) **Award Unit Determination Procedure.** If the Committee determines to pay all or a portion of an award in the form of common stock, the value of such award, or portion thereof, under this Plan shall be converted into a number of shares of common stock by dividing (i) the value of such award, or portion thereof, by (ii) the Common Stock Unit Value.

The Common Stock Unit Value shall be equal to the Fair Market Value (as defined in Section 2.01(r) of the Omnibus Plan) of a share of common stock on the date of award (Date of Award). The Date of Award shall be established prospectively by the Committee

at the time it determines the award, with the goal of setting the date close in proximity to the related payroll processing date for awards under the Omnibus Plan. Unless otherwise established by the Committee, the Date of Award shall be the day prior to the date the Corporation files its report on Form 10-K with the Securities and Exchange Commission for the period ending on the last date of the relevant Performance Period.

- (4) **Netting of Common Stock Shares.** To the extent permitted under the Omnibus Plan and unless otherwise determined by the Committee or an election with respect to a different medium of payment is offered to and elected by a Participant in accordance with procedures approved by the Company, the shares of common stock delivered in connection with any common stock award under this Plan shall be net of any tax withholding obligation.

- 8. **Timing of Payments.** Unless otherwise determined by the Committee in its discretion, payment of Annual Incentive Compensation, if any, under this Plan with respect to any Performance Period will be paid following the Committee's determination of such Incentive Award and following the date the Corporation files its report on Form 10-K with the Securities and Exchange Commission for the period ending on the last date of relevant Performance Period; provided, however, the payment of any such award shall be paid on or before March 15 of the year following the end of the relevant calendar year Performance Period.

- 9. **Termination of Employment.** The following provisions apply in the case of a Participant's termination of employment during the Performance Period:
 - (A) **Retirement, Death, or Disability.** Following a Participant's Retirement, Death or Disability, a prorated value of such Participant's Award may be awarded by the Committee based upon the base salary earned during the Performance Period; provided that (i) such Award is calculated and delivered following the relevant Performance Period, (ii) the performance goals are achieved, (iii) unless otherwise determined by the Committee, the Participant is employed for at least six (6) months during the Performance Period, and (iv) the Committee retains its negative discretion with respect to such awards.
 - (1) Retirement. Retirement shall mean, for all purposes under the Plan, the appreW*noe appreW*noe appreW*noe

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€ Ó Ò Ò S Ó Ó A Û Û C E Þ A S Ò S Ò S Ò Ò A C E S S Û S Ó A S Ò S Ò S Ñ S C E Ñ Ò A Û Ó T S Û Û S Ó A S Û A C E Ñ Ò Ò Ó A Û Û C E Þ A S Ò S Ò S Ò Ò A C E S S Û S Û A S Ò S Ó A Ò S Ñ S C E Ñ Ò A Û Ó T S Û Û S Ó A Û S A Ó A Ó Ó Ò Ò S Ó Ó A Û S Ó Ó A S Û A Û Ó T Ò Ò Ò S S A Ò S A T Û S Ò Ó A Û Ò Ñ S S Ò Ó A Ñ Ò Ò Ò Ò S Ó A Û Þ Ó A Û Ó Ò Ò Ò Ò X A S Ó A Ò S Ñ S C E Ñ Ò A Û Ó T S Û Û S Ó A Ñ S Ó A Û Þ Ó A T Ò T Ñ Ò S S A S Ó A Ò S Ñ S C E Ñ Ò A Û Ñ Ñ Ò R Ó S Û A S Û A Ò W Ó S Ñ Ò A T Û T S Ò Ó A Ó S A Ñ C E S Ò S Ó S Ó A V Ó Þ A Ó Ó S Ó Ò X A Ñ C E C Ó T Ò Ó A Ñ C E S S Û S Ó A T Û C E T Ò Ó È

F Ñ Ñ Ò Ò Ó A Û Þ Ó A Ó Ó Ó C E Ò Ò Ò S Ó Ó A S Ó A Û Þ Ó A Û Ó Ò Ò Ò Ò S Ò Ò A Ó Ó C E Ñ S Û Û Ó A C E S S Û S Û A Ñ S Ó A T Û S C E Ó Ó Ò Ò A Ñ S Ó A T Û Ó Ó S Ó Ó A S Û Þ Ó A Û Ó T S Û Û A S Û A C E S S C E Ò Ò S Ò S A Ñ Ó S Û A Û Þ Ó A Ó Ó Ó C E Ò Ò Ò S Ó Ó A S Ó A Û Þ Ó A Ó Ó C E Ñ S Û Û Ó A C E S S Û S Û A Ñ S Ó A T Û S C E Ó Ó Ò Ò A Ñ Û A S Ó A Û Þ Ó A Ó S Ó A S Ó A Û Þ Ó A T Ó S Ó A C E S Ò Ò Ó A O X A Û Þ Ò A Û Ó T S Û Û A Ò Ñ Ò Ó A S S A Û Û C E Þ A Ò Ñ Ñ Ò Ò S S È A Ñ S Ó

€ Ó C E Ñ S Ò Ó A Ó S A Û Þ Ó A Û Ó T S Û Û A Ñ S X A C E Þ Ñ S Ó Ó A Ó S A Û Þ Ó A Û Ó Ó Ò Ò Ò S Ò Ò A Ó S Ò S Ò Ò A C E S S Û S Û A S Ò S Ó A Ò S S Ñ S C E Ñ Ò A Û Ó T S Û Û S Ó A Û Þ Ó A S C E C Ò Ò Ó A Ó Ò Ò S Ó A Û Þ Ó A Û Ó Ò Ò Ò S Ò Ò A R S Ò Ò A Û C E Ó S Ò A Ó Ó C E Ñ Ò A P Ò Ñ Ò Ò A Ò Ò Ó A Û Ó Ó Ò Ò Ò S Ò Ò A Ó S Ò S Ò A Ó Ó C E Ñ Ò A P Ò Ñ Ò Ò A Ó S A Û Þ Ó A C E Ñ Ò Ó A S Ó A Ñ S A Ñ S S Ò Ò A Û Ó T S Û Û A Û Þ Ó A Ø Ñ Ò A R Ñ Ò Ò Ò Ò X A Ñ Ò Ó C E Ò Ó Ó A S Û A Ó A Û Ó Ñ Ò S S Ò Ó X A Ò P Ó X A Û S A R Ñ Ò Ò Ò Ò X A Ñ Ò Ó C E Ò A Û Þ Ó A Û Ó Ó A S Ó A Ñ S A Ñ S C E S Ó A

ssi r zi no rti y th t

h v r vi w this qu rt rly r port on orm o nit t t s t l orpor tion

s on my knowl g this r port o s not ont in ny untru st t m nt o m t ri l t or omit to st t m t ri l t n ss ry to m k th st t m nts m in light o th ir umst n s un r whi h su h st t m nts w r m not misl ing with r sp t to th p rio ov r y this r port

s on my knowl g th in n i l st t m nts n oth r in n i l in orm tion in lu in this r port irly pr s nt in ll m t ri l r sp ts th in n i l on ition r sults o op r tions n sh lows o th r gistr nt s o n or th p rio s pr s nt in this r port

h r gistr nt's oth r rti ying o i r n r r sponsi l or st lishing n m int ining is losur ontrols n pro ur s s in in x h ng t ul s n n int rn l ontrol ov r in n i l r porting s in in x h ng t ul s n or th r gistr nt n h v

sign su h is losur ontrols n pro ur s or us su h is losur ontrols n pro ur s to sign un r our sup rvision to nsur th t m t ri l in orm tion r l ting to th r gistr nt in lu ing its onsolit su si i ri s is m known to us y oth rs within thos ntiti s p rti ul rly uring th p rio in whi h this r port is ing pr p r

sign su h int rn l ontrol ov r in n i l r porting or us su h int rn l ontrol ov r in n i l r porting to sign un r our sup rvision to provi r son l ssur n r g r ing th r li ility o in n i l r porting n th pr p r tion o in n i l st t m nts or xt m l purpos s in or n with g n r lly pt ounting prin ipl s

v lu t th tiv n ss o th r gistr nt's is losur ontrols n pro ur s n pr s nt in this r port our on lusions out th tiv n ss o th is losur ontrols n pro ur s s o th n o th p rio ov r y this r port s on su h v lu tion n

is los in this r port ny h ng in th r gistr nt's int rn l ontrol ov r in n i l r porting th t o urr uring th r gistr nt's most r nt is l qu rt r th r gistr nt's ourth is l qu rt r in th s o n nnu l r port th t h s m t ri lly t or is r son ly lik ly to m t ri lly t th r gistr nt's int rn l ontrol ov r in n i l r porting n

h r gistr nt's oth r rti ying o i r n h v is los s on our most r nt v lu tion o int rn l ontrol ov r in n i l r porting to th r gistr nt's u itors n th u it ommitt o th r gistr nt's o r o ir tors or p rsons p r orming th quiv l nt un tions

ll signi i nt i i n i s n m t ri l w kn ss s in th sign or op r tion o int rn l ontrol ov r in n i l r porting whi h r r son ly lik ly to v rs ly t th r gistr nt's ility to r or pro ss summ riz n r port in n i l in orm tion n

ny r u wh th r or not m t ri l th t involv s m n g m nt or oth r mploy s who h v signi i nt rol in th r gistr nt's int rn l ontrol ov r in n i l r porting

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United States Steel Corporation