

POŤNMAŠTKNŠ
ŠNĽ PSŤTŇŠAKŌMANŮĽĚKŌONĽ PŤŤŠŠŤPŤ
ŮV~ŽæZ*àæDMMÉĽÉADĚGF Í
+ 4 7 2 fffi 6

ÅØV^âAPæÝB

RPKSTNSŮÛASNQPSTAQPŠŠPKŌTATPAŠNĽTŮPŌĀĚ€APSAĚGĀYBAPŇATCENAŠNĽPSŤTŇŠANŮĽĚKŌONĽTAPŇĀĚÎ€F

A

Ñà^*ŽÝAR@V^Ý^|AQÝàYANæYÝAØV^XŽĀĚDĀĚĚDĀ

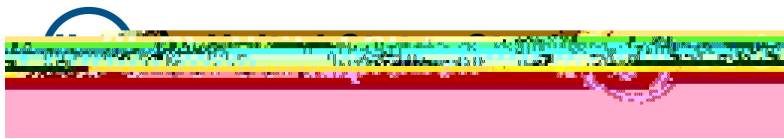
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TSKŌŠŮTŮPŌASNQPSTAQPŠŠPKŌTATPAŠNĽTŮPŌĀĚ€APSAĚGĀYBAPŇATCENAŠNĽPSŤTŇŠANŮĽĚKŌONĽTAPŇĀĚÎ€F

A

Ñà^*ŽÝA^Væ~*àæ&ÝàYĀĀà AAAAAAAAAAAAAAAAAAAAA*AAAAAAAAAAAAAAAAAAAA

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: MHSDC 8S@SDR 8SDDK (NQONQ@SHNM

ĀN\ VX^æV ä ÝĀĀĀÝZā~*Væ^AV~Ā-&ÝXĀĀÝYĀæĀ*~AXŽV^Ý^B

)DK@V@QD

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ĀŠ^V^ÝĀà^Ā*ŽÝĀĀ@^~YĀX*àæĀĀÝĀæXĀ^&à^V^àæB

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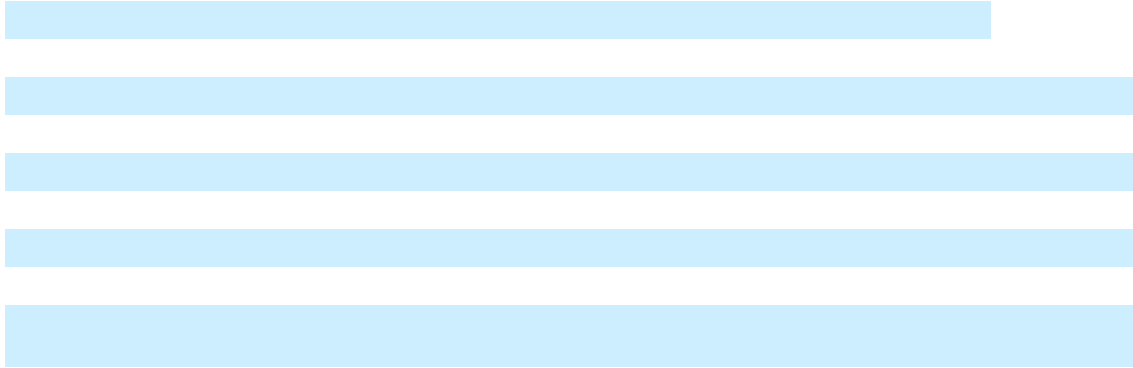
QKSTAOÁ [AÑÓÖKÖŁÓKÒÁÓŃPSØKTÓPŌ

Ó*Ý ä AĚĚ	ÑæVæXaV'AŠ*V*Ý ä Ýæ*-ĭ	
	Ł àæYÝæ~ÝYΛ Ł àæ-à'áYV*ÝYAŠ*V*Ý ä Ýæ*ÀáŸP&Ý^V*àæ-ĀĀPæV@Yá*ÝYB	È
	Ł àæYÝæ~ÝYΛ Ł àæ-à'áYV*ÝYAŠ*V*Ý ä Ýæ*ÀáŸAŁ à ä &^ÝŽÝæ-āŸÁÓæXà ä ÝÁÁÒà~~BAĀPæV@Yá*ÝYB	Đ
	Ł àæYÝæ~ÝYΛ Ł àæ-à'áYV*ÝYALV`VæXÝAŠŽÝÝ*ĀĀPæV@Yá*ÝYB	€
	Ł àæYÝæ~ÝYΛ Ł àæ-à'áYV*ÝYAŠ*V*Ý ä Ýæ*ÀáŸALV-ŽĀŃ`àb-ĀĀPæV@Yá*ÝYB	F
	Ōà*Ý-À*àΛ Ł àæYÝæ~ÝYΛ Ł àæ-à'áYV*ÝYAŃæVæXaV'AŠ*V*Ý ä Ýæ*-ĀĀPæV@Yá*ÝYB	G
Ó*Ý ä AĚĚ	ØVæVZÝ ä Ýæ*~AMa-X@~--àæAVæYKæV'|~a-ÀáŸAŃæVæXaV'AŁ àæYá*àæAVæYASÝ~@*~ÀáŸP&Ý^V*àæ~	ĐĐ
Ó*Ý ä AĚĚ	R@Væ*V*ãŸAVæYAR@V'á*V*ãŸAMa-X'á-@^Ý-ÁVWà@*AØV^áŸ*ASa-â	€€
Ó*Ý ä AFĚ	Ł àæ*á'~AVæYAQ^àXÝY@^Ý~	€€

QKSTAOÁ [A P T C E N S Á Ó Ń P S Ø K T Ó P Ō

Ó*Ý ä AĚĚ	ŌÝZV'AQ^àXÝÝæZ~	€€
Ó*Ý ä AĚĚ	Sá~áĀŃVX'á^~	€Í
Ó*Ý ä AĚ	Q@^XŽV~Ý-ÀáŸANá@a*|AŠÝX@a*áŸ~AW|AÓ~~@Ý^AVæYAK'Ÿá áV*ÝYAQ@^XŽV~Ý^~	€Í
Ó*Ý ä AĚ	MÝYV@*~A@&àæAŠÝæa'ÀŠÝX@a*áŸ~	€Í
Ó*Ý ä AFĚ	ØæÝAŠVÝÝ*|AMa-X'á-@^Ý	€Í
Ó*Ý ä AGĚ	P*ŽÝ^AQæŸá^ á V*àæ	€Í
Ó*Ý ä AHĚ	N\ŽáWá^~	

: 3.9*) 89&9*8 89**1 (47547&9.43
(43)*38*) (43841.)&9*) 89&9*2*39 4+ (4257*- *38.;* .3(42*
°:M@TCHSDC



: 3.9*) 89&9*8 89**1 (47547&9.43
(43) * 38*) (43841.)&9*) 89&9*2 * 39 4+ (&8 - +14 < 8
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9GQDD 2NMSG R * MCDC 2@QBG †fl
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°) NKK@QR HM L HKKHNM R~

.MBQD@RD °CDBQD@RD~HM B@RG_ B@RG DPTHU@KDM SR @MC QDRSQHBSDC B@RG

4 ODQ@SHMF @BSHUHSHDR%

ÖÝ*AYV^ææZ~	##‡	ÂA	ÎÈA
KYâ@~* ä Ýæ*~A* à^AYXàæXa`YA* àAæY*AXV~ŽA&^aãaYÝYAW | Aâ&Ý^V*æZAVX*ãã*äÝ~Ī			
MÝ&^ÝXaV*ãæDAYÝ& Ý*ãæAVæYAV ä à^*ã{V*ãæ	fl\$#	A	È Í Á
OVæAàæAYâ@a* | AæãÝ~*ÝÝA^AVæ~VX*ãæ~	[	A	ÂÈÈÈBA
SÝ~*^@X*^æZAVæYAà*ŽÝ^AXŽV^ZY~AĪŌà*ÝAĎĚB	fl"	A	HA
Òà~~AàæAYÝW*AY\ *æZ@a~Ž ä Ýæ*	[	A	ĐGGA
QÝæ~ãæ~AVæYAà*ŽÝ^A&à~*^Ý*^Ý ä Ýæ*AWÝæYĪã*~	°!fi~	A	ÂĐGBA
MÝÝ^AYV^ææZ~DAæY*ĪãYAYã~*W@aæ~A^ÝXYããÝÝ	fl‡fl	A	€A
ŌÝ*AZVæAàæA~VÝAàĪAV~~Ý*~	°‡~	A	] A
Nâ@a* | AæãÝ~*ÝAYV^ææZ~DAæY*ĪãYAYã~*W@aæ~A^ÝXYããÝÝ	°†!~	A	ÂÈFBA
‡.ŽVæZÝ~AæĪ			
‡ @^Ýæ*^AYXÝããVWÝ~	°†žž~	A	ÂF I BA
ŌæãÝæ*à^ãÝ~	°Ž!""	A	ÂÈ Í €BA
‡ @^Ýæ*AVXXã@a*~A&V | VWÝAVæYAVXX^@ÝYAY\&Ýæ~Ý~	†!fi#†~		

TžYñā'apžZÄ~AV~XŽY@ YāYāYXäæXä'äæZÄ*Y ä ~*ÄKäæ~ä'äYV*YŽYÄæZ~AWYä^YÄæ*Y^Y~*AVæYÄæXä ä Y^V\Y~Ī

9GQDD 2 NMSG
*MCDC 2 @QBG 1fl

°M L HKKHNM~

	ŁflŁŁ	ŁflŁfl
Ō*Y ä ~Äæà*AV''àXV^YÄ*à~YZ ä Yæ*~Ī		
SÝ~*^@X*^æZAVæYÄ*ŽY^XŽV^ZÝ~ÄÄŌà*YÄĎEB	~ °fl''	ÄA ÄHBA
P*ŽY^XŽV^ZÝ~DAæY*	°Ž''	A ÄFĎBA
OVæ~ÄæAV~~Y*~Ä~ä'YAVæYÄ&^Yäa@a~' ÄŽY^YÄæäY~* ä Yæ*~	[A ÈÈÈA
Tä*V^YXäæXä'äæZÄ*Y ä ~	~ °Łfl''	ÄA HÈA

ži &BPTHKSHNM @MC)HRONRSHNM

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PæA ŌVæ@V^|A ÈGDA ĎĎĎEDA PĎEA ŠĎEA Š*Y^A &@^XŽV~YÄA *ŽYÄ Y^ ä VæææZÄ Yä@a*|A ææ*Y^Y~*A ææA LæZA SæäY^A Š*Y^A Yä^A V&^a\ä ä V^Y'|A
 ÄHDGA ä'ä'äæA ææA XV~ŽA æY^A ä YÄ ÄĎHA ä ä'äæA VæYÄ ÄHDÄ ä ä'äæA ææA XV~ŽA VæYÄ ^Y~*^X*YÄ XV~ŽA ^YX^äY^YDA ^Y~&YX*äY'|DA VæYÄ *ŽYÄ
 NEGULÄ ŽYÄ
 V~@ ä ä'äæA ä YÄ ä VWa'ä*Y~AWä'ä'a XÝäY^YDA Y~XŽYÖ % - ~A ÈHA ä ä'äæ

Y&YX*ä ä ~XŽ\ YäA ~ZÄS^XNMæYÄ Y^YÄ A R^YÄ ÄWV^@ä~ä' XŽÄ \ V~DA ~ YäÄäY~|ä'ä T äVWä' Yä ä YŠ YžYÄ V W V ^ Y^ AŠ ~V~ a

TXä@a~ Y~äZä~ ý w^IAŠYäYŠY^*ŽYÄ Yäv KVäIAS äæA ÈV^Y~AŠ Y^YÄ æÄæY Š T AYÄY

ÒàVWá'á'aÝ~AK~~@ ä Ýÿ		
KXXâ@æ*~t&V|VW'ÝAVæYAVXX^@ÝYA'áVWá'á'aÝ~	ÂA	ÐÐFA
QV|'^á'AVæYAWÝæÝÿa*~A&V|VW'Ý	A	ÐIA
KXX^@ÝYA^V\Ý~	A	ÎA
KXX^@ÝYAæ*Ý^Ý~*	A	€€A
Šžâ^E*Ý^äAYÝW*AVæYAX@^Ýæ*A ä V*@^a*aÝ~AäÿA' àæZE*Ý^äAYÝW*	A	ÐÎA
ÒàæZE*Ý^äAYÝW*	A	ÈÐÎÎA
MÝÿÝ^ÝYAæXà ä ÝA^V\A'áVWá'á'aÝ~	A	ÐHA
MÝÿÝ^ÝYA^ÝYA*~AVæYA^ŽÝ^A' àæZE*Ý^äA'áVWá'á'aÝ~	A	ÐÈÈA
Tâ^V^AÒàVWá'á'aÝ~AK~~@ ä Ýÿ	ÂA	ÐÐGGHA
ÑV^AäV'@ÝAäÿA&^Ýäa@~|AŽÝ^YAæäÝ~* ä Ýæ^AæALaZASaäÝ^AŠ^Ýÿ'	ÂA	IIËA
Q@^AXŽV~ÝA&aXÝDAæX'@YæZAV~~@ ä ÝYA'áVWá'á'aÝ~AVæYAæÝ^AäÿAXV~ŽAVXâ@a^Ýÿ	A	HIGA
MaÿÿÝ^ÝæXÝAæAV~~Ý*~AVXâ@a^ÝYAæYA'áVWá'á'aÝ~AV~~@ ä Ýÿ	ÂA	ÈDFFGA

! | 7DUDMTD

SÝäÝæ@ÝAä~AZÝæÝ^V*ÝYA&^ä V^ä | AÝ^ä ä AXäæ*^VX*~A*äA&^äY@XÝDA~Ž&AVæYAYÝ^äÝ^A~*ÝÝ^A&^äY@X*~DAVæYA*äA VA Ý~~Ý^AÝ\^Ýæ^DA^VbA
ä V*Ý^A V'~A~V^Ý~A~@XŽAV~Aä^äæAä^ÝA&Ý^Ý*~AVæYAXääÝAW|E&^äY@X*~AVæYA^ÝV^AY~*V*ÝA~V^Ý~ÉA OÝæÝ^V'' | DABÉAŠÉAŠ^ÝÝ~~A&Ý^Ý^ä^ä VæXÝA
àW^äZV^äæ~AV^ÝA~V*ä~ÝäÝYA VæYA^ÝäÝæ@ÝAä~A^ÝXäZæa{ ÝYA bŽÝæA*ä*ÝA^AVæ~ÝÝ^~A*äAä@^AX@~*ä ä Ý^AÝä^A&^äY@X*A~Ž&&ÝYAä^A~Ý^äXÝ~A
V^ÝA&^ääaYÝYÉA SÝäÝæ@Ý~AV^ÝA^ÝXä^ÝY^AæÝ^A äÝA Væ | A~V^Ý~AæXÝæ*äÝ~ÉA ŠŽ&&æZA VæYA ä ŽÝ^A*^AVæ~&ä^V^äæA Xä~*~AXŽV^ZÝYA*äA
X@~*ä ä Ý^A~AV^ÝA*^ÝV*ÝYA V~AÝ@ Ýä'' ä Ýæ*AVX^äa^äÝ~AVæYA V^ÝA^ÝXä^ÝY^AäæAWä Ž^AÝäÝæ@ÝA VæYA Xä~*ä ä ÝA~V^Ý~AV^A*ŽÝA*ä ä ÝA Xäæ*ä^Aä~A

TŽÝÁÿà''àbæZAVWÝA^ÝÿÝX~*~ŽÝAXà ä &æÝæ*~AàÿAæÝ*A&Ý^àYàXAWÝæÝÿA^ÄææXà ä ÝBAXà~*Áÿà^*ŽÝA*Ž^ÝÝA ä àæ*Ž~AÝæYÝYAØV^XŽA€ÉDA
 ÐÉÐÐAVæY#ÐÉÐÉĪ

.M L HKKHNM R~	5DMRHNM ' DMDEHSR		4SGDQ ' DMDEHSR	
	ŁfiŁŁ	ŁfiŁfi	ŁfiŁŁ	ŁfiŁfi
ŠÝ^āaXÝAXà~*	~	fiſi ÂA	ÈFA ~	Ł ÂA €A
Ùæ*Ý^Ý~*AXà~*		†\$ A	FĚA	fiŁ A ÈÐA
N\&ÝX*ÝYA^Ý*@^æAàæA&VæAV~~Ý*~		°#\$~ A	ÂÍÎBA	°ŁŁ~ A ÂÐĚBA
K ä à^*a{V*aàæAàÿA&^a^A~Ý^āaXÝAX^ÝYā*		[A] A	°"~ A	Â I BA
K ä à^*a{V*aàæAàÿAVX*@V^aV^æÝ*A'á~~AAZVæB		fi# A	€ÍA	°fi†~ A ÂHBA
ŎÝ*A&Ý^aàYàXAWÝæÝÿA^AXà~*AAææXà ä ÝBDAÝ\X'@YæZAWÝ'àb		°Łfi~ A	€A	°Ł#~ A ÂĚÍBA
Ø@*aÝä&à|Ý^A&Væ~		fi\$ A	ÈÎA	[A] A
ŠÝ**Ý ä Ýæ*DA*Ý^ ä ææV*aàæAVæYAX@^*Vā' ä Ýæ*A' à~~Ý~A^VB		fi A	] A	[]
ŎÝ*A&Ý^aàYàXAWÝæÝÿA^AXà~*AAææXà ä ÝB	~	°fi~ ÂA	ÐÐA ~	°Ł#~ ÂA ÂĚÍBA

K~AãÿAØV^XZÀÈDÀÐÈÐÐÀ*à*V^ÿ@*^ÿ^Xà ä &ÿæ~V*ãæAÿ\&ÿæ~ÿ^ÿV*ÿÿ^*àAæàæãÿ~*ÿÿA~*àXâEWV~ÿÿAXà ä &ÿæ~V*ãæAV^VæZÿ ä ÿæ*~A
bV~AÂÎÈÀ ä ä''ãæDAVæYA*ÿÿAbÿZÿ*ÿYA Vãÿ^VZÿA&ÿ^ãàYÀãÿ^AbZãXZÀ*Zã~Aÿ\&ÿæ~ÿAã~Aÿ\&ÿX*ÿÿA*àAWÿ^ÿXàZæã{ÿÿAã~AV&&^à\ã à V*ÿ^|A
ÐÐA ä àæ*Z~É

8SNBJ 4OSHNR

Ł à ä &ÿæ~V*ãæAÿ\&ÿæ~ÿ^ÿ^A~*àXâAà&*ãæ~Aã~A^ÿXà^ÿÿYAããÿ^*ZÿAãÿ~*ãæZA&ÿ^ãàYAWV~ÿÿAãæA*ZÿAÿVã^ãV^@ÿAãæA*ZÿAYV*ÿAãÿAZ^AVæ*DA
V~AXV^X@^V*ÿYAW|A PÉA ŠÉA Š*ÿÿ^A @~ãæZA *ZÿA L VXAÉŠXZãÿ~A ä àÿÿ^AVæYA*ZÿA V~@ ä &*ãæ~A'ã~*ÿÿAWÿ'à bÉAKbV^Y~AZÿæÿ^V''|Aãÿ~*A
^V^VW^|Aããÿ^AVã*Z^ÿÿE|ÿV^A~ÿ^ãàXÿA&ÿ^ãàYAVæYAŽVãÿAVA*ÿ^ ä Aãÿ^ÿæA|ÿV^~ÉAŠ*àXâAà&*ãæ~AV^ÿAZÿæÿ^V''|Aã~@ÿÿAV^*A*ZÿAVãÿ^VZÿA
ä V^ãÿ^A&^ãXÿAãÿA*ZÿA@æÿÿ^|ãæZA~*àXâAàæA*ZÿAYV*ÿAãÿA*ZÿAZ^Væ*ÉAP&ãæAÿ\ÿ^Xã~ÿAãÿA~*àXâAà&*ãæ~DA~ŽV^ÿ~AãÿA PÉA ŠÉA Š*ÿÿ^A~*àXâA
V^ÿAã~@ÿÿA ÿ^ä ä A *ÿV~@^|A ~*àXâA à^A ÿ^ä ä A V@*Zã^ã{ÿÿDA W@*A @æã~@ÿÿA Xà ä ä àæA ~*àXâÉA TŽÿ^ÿA ŽVãÿA WÿÿæA æãA ~*àXâA à&*ãæ~A
Z^AVæ*ÿÿA ~ãæXÿA ÐÈÈ IA à ãZÿ^A *ZVæA *ZÿA È I È ÐÈÈÉA &ÿ^ãà^A VæXYEWV~ÿÿA ~*àXâA à&*ãæ~A Z^AVæ*ÿÿAãæA MÿXÿ ä Wÿ^A ÐÈÐÉDA bZãXZÀ V^ÿA
ÿ@^*Zÿ^ÿÿY~X^ãWÿYAWÿ'à bÉ^ÿÿY~X^ãWÿ ÿ

fil | .MBNLD9@WDR

9@W OQNUHR#NM

Ňà^*ŽŸ*Ž^ŸŸ ä àæ*Ž~AŸæŸŸŸAØV^XŽA€ÈAÐÈÐA VæŸAÐÈÈA*ŽŸAŁ à ä &Væ|A^ŸXá^ŸŸŸA V^V\A&^àã:~iàæA àŸAÂÐFHA ä i' :àæA VæŸAÂÈA

.M L HXKHNR	.RRTDQ/ NQQNV DQ	.MSDQDRS 7 @SDR	2 @STQHSX	2 @QBG ffl LfiL	) DBD L ADQ ffl LfiLfi
ÐĚĚĪĀŠŸæāĀŌā*Ÿ~	ÞĒĀŠĒĀŠ*ŸŸ'	HÉHGĚ	ÐĚĚĪ	†žfi	€ĜĚĀ
ÐĚĎĪĀŠŸæāĀŠŸXĀŸŸĀŌā*Ÿ~	LāZĀSāāŸĀŠ*ŸŸ'	HÉHDĜ	ÐĚĎĪ	"Lfi	ĪÐĚĀ
ÐĚĎĪĀŠŸæāĀŌā*Ÿ~	ÞĒĀŠĒĀŠ*ŸŸ'	HÉÍĪĜ	ÐĚĎĪ	"Ž#	ĪĜĚĀ
ÐĚĎĤĀŠŸæāĀĻāæāŸĀWŸĀŌā*Ÿ~	ÞĒĀŠĒĀŠ*ŸŸ'	GĚĚĚĚ	ÐĚĎĤ	†žfi	€ĜĚĀ
NæāŸāæ ä Ÿæ*VĀSŸĀŸæ@ŸĀĻāæŸ~	ÞĒĀŠĒĀŠ*ŸŸ'	FĚĚĎĜĀĒĤĚĪĜĚ	ÐĚĎFĀĒĎĚĜĚ	!Ž"	HFIĀ
NæāŸāæ ä Ÿæ*VĀSŸĀŸæ@ŸĀĻāæŸ~	LāZĀSāāŸĀŠ*ŸŸ'	FĚĜĚĚĀĒFĚĪĜĚ	ÐĚFĪ	"žĻ	ĪĎĎĀ
ÑæVæXŸĀŸV~Ÿ~ĀVæŸĀVŸĀZŸĀWŸZVŸāæ~	ÞĒĀŠĒĀŠ*ŸŸ'	UVŸā@~	ÐĚĎĎĀĒĎĚĎĪ	"Ž	HĪĪĀ
ÑæVæXŸĀŸV~Ÿ~ĀVæŸĀVŸĀZŸĀWŸZVŸāæ~	LāZĀSāāŸĀŠ*ŸŸ'	UVŸā@~	ÐĚĎĎĀĒĎĚĚĚ	fl!	ĚĎĎĀ
NĪ&āĀĻĀŸŸĀŸKZĀŸŸ ä Ÿæ*	ÞĒĀŠĒĀŠ*ŸŸ'	UVŸVWŸ	ÐĚĚĚ	fl†!	ĚĜĤĀ
ĻĀŸŸĀŸNŸXāŸĀ|ĪKZĀŸŸ ä Ÿæ*	ÞĒĀŠĒĀŠ*ŸŸ'	UVŸVWŸ	ÐĚĎF	[	]Ā
LāZĀSāāŸĀŠ*ŸŸĪĻĻŌŸNŸXāŸĀ|	LāZĀSāāŸĀŠ*ŸŸ'	UVŸVWŸ	ÐĚĎĤ	[	]Ā
ÞŠŠŌĀĻĀŸŸĀŸKZĀŸŸ ä Ÿæ*	ÞĒĀŠĒĀŠ*ŸŸ'ĀŌā~ĀXŸ	UVŸVWŸ	ÐĚĎĤ	[	]Ā
ÞŠŠŌĀĻĀŸŸĀŸNŸXāŸĀ|	ÞĒĀŠĒĀŠ*ŸŸ'ĀŌā~ĀXŸ	UVŸVWŸ	ÐĚĎF	[	]Ā
Tā*VĀMŸW*				†,\$fi†	€ĪĪFA
ŌŸ~Ā@æV ā āĀŸĀ{ŸŸĀŸĀ~Xā@æĎĀ&ĀŸ ā ā@ ā ĎĀ VæŸĀŸŸW*Ā~@VæXŸĀXā~*				"Ž"	€Ā
ŌŸ~Ā~ŽāĀ*Ē*ŸĀ ā ĀŸŸWĎĀ ā æZĒ*ŸĀ ā ĀŸŸW*Ā Ÿ@ŸĀbāZæĀæĀŸĀ|ŸŸWĎĀVæŸĀ~ŽāĀ*Ē*ŸĀ ā Ā ā~@VæXŸĀXā~*				!fi	ĎĪĀ
ŌāæZĒ*ŸĀ ā ĀŸŸW*				†,\$fi"	€ĪĪĤĀ

†fiL\$ 8DMHŸQ 3NSDR

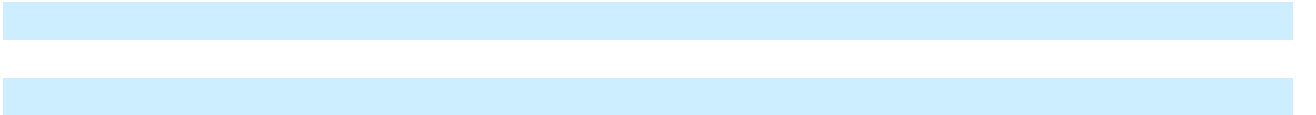
M@ŸæZĀ*ŽŸĀ*ŽĀŸŸĀ ā āæŽ~ĀŸæŸŸĀŸVĀXŽĀĚĎĀĎĚĎĎĀ ā&Ÿæā ā VĀāŸĀĀŸ&@ĀXŽV~Ÿ~ĀbŸŸĀ ā VŸŸĀ āŸĀV&&Āāā ā V*ŸĀ|ĀĀĎĀ ā āŸæĀ āŸĀ
VZZŸŸVZŸĀ&ĀæXā&VĀāæĀ*ŽŸĀĤĚĪĪĜĀĀŠŸæāĀŌā*Ÿ~ĀŸ@ŸĀĎĚĎĪĚĀKæĀā ā VŸŸĀVĀV ā ā@æĀāŸĀŸ&@ĀXŽV~ŸĀ&ĀŸ ā ā@ ā ĀbV~ĀæX@ĀŸŸĀ
ĀŸVŸŸĀĀ*ā*ŽŸĀŸŸ&V|ā ŸæĒ

†fiL! 8DMHŸQ (NMUDQSHĀKD 3NSDR

ŌæĀPX*āWŸĀĎĚĚĪĎĀÞĒĀŠĒĀŠ*ŸŸ'Āā~@ŸŸĀĀĚĜĚĀ ā āŸāæĀĀĜĚĚĚĀĀŠŸæāĀĻāæāŸĀWŸĀŌā*Ÿ~ĀŸ@ŸĀŌāāŸ ā WŸĀĒĎĚĎĎĀĎĚĎĎĀĎĚĎĎĀĎĚĎĎĀ
ĻāæāŸĀŸWŸĀŌā*Ÿ~ĚĀŌæŸĀŸ~*ĀāæĀ*ŽŸĀĎĚĎĎĀĎĚĎĎĀĎĚĎĎĀĻāæāŸĀŸWŸĀŌā*Ÿ~Āā~Ā&V|VWŸĀ~Ÿ ā āEVææ@V'|ĀāæĀŌV|ĀĚĀVæŸĀŌāāŸ ā WŸĀĒĀāŸĀ
ŸVXŽĀ|ŸŸĒĀTŽŸĀæāāVĀXāæāŸĀ~āæĀĀVŸĀŸĀ*ŽŸĀĎĚĎĎĀĎĚĎĎĀĻāæāŸĀŸWŸĀŌā*Ÿ~Āā~ĀĪFĚĪĚĀ~ŽŸŸĀ~ĀāŸĀÞĒĀŠĒĀŠ*ŸŸ'ĀXā ā ā āæĀ
~*āXāĀ&ŸĀĀĚĎĚĚĚĒĀ&æXā&VĀV ā ā@æĎĀŸ ā āāVŸæĀ*āĀVæææĀVĀXāæāŸĀ~āæĀ&ĀXŸĀāŸĀV&&Āā ā V*ŸĀ|ĀĀĚĚĚĜĚĚĚĚĀ~ŽŸŸĀāŸĀXā ā ā āæĀ
~*āXāĎĀ~@WŸĀXĀ*āĀVŸĀ@~* ā ŸæĀ&@Ā~@VæĀ*āĀ*ŽŸĀĎĚĎĎĀĎĚĎĎĀĻāæāŸĀŸWŸĀŌā*Ÿ~ĀæŸŸæ*@ĀŸĚĀĻV~ŸŸĀ āæĀ*ŽŸĀæāāVĀXāæāŸĀ~āæĀ
ĀŸŸĀ*ŽŸĀĎĚĎĎĀĎĚĎĎĀĻāæāŸĀŸWŸĀŌā*Ÿ~ĀVĀŸĀXāæāŸĀŸWŸĀæāāĎĎĚĪĚĎĎĪĜĀ~ŽŸŸĀ~ĀāŸĀÞĒĀŠĒĀŠ*ŸŸ'ĀXā ā ā āæĀ~*āXāĀVæŸĀbŸĀ

°M LHKHNMR~	5DMRHNM @MC 4SGDQ 'DMDHS .SDLR	+NQDHF (TQQDMBX .SDLR	:MQD@KHYDC °1NRR~, @HM NM)DQU@SHUDR	9NS@K
LV^æXYAV^AMÝXY ä WÝ^A€ÉDÄĐĚĚ	ÂA	ÂĐGBA ÂA	€IÈA ÂA	ÂÈGBA ÂA €€ÈA
P*ŽÝ^AXà ä &^ÝŽÝæ~aäÝÄ' à~~BAæXà ä ÝAWÝÏà^ÝA ^ÝX^V~aÏaXV*aäæ~		°Ł~	°Ł#~	fiž °fiž~
K ä a@æ*~^AYX^V~aÏaÝAY^a ä AKPL ÓA^VB		°fi~	[" !
ÕÝ^AX@^AYæ^E&Ý^aàÝAà*ŽÝ^AXà ä &^ÝŽÝæ~aäÝÄ' à~~BAæXà ä Ý		°f~	°Ł#~	ŁŁ °\$~
LV^æXYAV^AØV^XŽA€ÉDÄĐĚĚ	~	°Ł#~ ~	†Ž† ~	" ~ †ŁŁ

LV^æXYAV^AMÝXY ä WÝ^A€ÉDÄĐĚĚ	ÂA	ÂFGÍBA ÂA	FFÎA ÂA	Â€ÍBA ÂA ÂFIBA
P*ŽÝ^AXà ä &^ÝŽÝæ~aäÝÄ' à~~AWÝÏà^ÝAYX^V~aÏaXV*aäæ~	A	] A A	ÂFIBA A	Â€FBA A ÂÍÈBA



TŽYAVX*ãã*|AæA*ŽYAVXX^@YVAWV'VæXY~AæX@MYYAæA^Y'V*àæA*àA^Y~*^@X*^AæZAY@AæZA*ŽY^*Ž^Y^A ä àæ*Ž~A^YæY^YAØV^XŽA€ÈDADÈDDA
 b^Y^AV~A^ã~^ab~i

*.M L HKKHNM~	* L OKNXDD 7DK@SDC (NRSR	* WHS (NRSR	3NM^B@RG (G@QFDR	9NS@K
LV^VæXYAV^AM^YX^Y ä W^Y^A€ÈDADÈDÈ	ÂA	ÎÈA ÂA	ÈFÎA ÂA	] A ÂA DFÈA
KYY^a^àæV^AXŽ^V^Z^Y~		fl#	°fl~	[fl"
Ł V~Ž^A&V| ä Yæ*~È@*^a^V*^àæA^VB		°"~	°Łfl~	[°Ł#~
LV^VæXYAV^AØV^XŽ^A€ÈDADÈDD	~	ffilŁ	fil"	[~ ŁŁ\$

ÂVB ÂGA ä a^àæA^A&V| ä Yæ*~Ab^Y^A ä VY^A^A ä A^ŽY^A&Yæ~àæA^@æYA^A@~AV~Y~AæA*ŽY^AN ä & à | Y^A^S^Y^V^Y^A^Ł~^AX^A^@ ä æÈ

KXX^@Y^A^a^VW^a^a^Y~A^ã~^A^A^Y~*^@X*^@AæZA&^a^Z^AV ä ~AV^Y^AæX^@Y^Y^AæA*ŽY^A^ã~^àæZ^AVV^æXY^A~Ž^Y^A^a^æY~i

*.M L HKKHNM~	2@QBG ffl ŁfilŁ	)DBDLADQ ffl ŁfilŁ
KXX^a^æ*~A&V|VW^Y	~	ffl ÂA €FA
QV|^a^AVæYAW^YæY^a^~A&V|VW^Y		fl A ÐA
Nä&a^|Y^YAW^YæY^a^~		ffiffi A í íA
M^Y^Y^M^Y^A^X^Y^A^~AVæYA^a^ŽY^A^ææX@M^Y^æ^A^a^VW^a^a^Y~		\$! A ÈÈHA
Tà^V'	~	ŁŁ\$ ÂA DFÈA

Łfil (NMSHMFDMBHDR @MC (NL LHS L DMSR

PÈA ŠÈA Š^Y^Y^A a~A *ŽY^A ~@W^Y^X^A àYDA à^A &V^*JA *ãDA VA æ@ ä W^Y^A à^A &YæYæZA à^A *Ž^Y^V^YæY^YA ^YZV^A V^X^*àæ~DA Xàæ*ææZ^YæX^a^Y~A VæYA
 Xà ä ä a^ ä Yæ*~Aæãã^ãææZA VA ãV^a^Y^*|A ä Y^A ä V^*Y^A~DAæX^@YææZA^Vb~AVæYA^Y^Z@V^*àæ~A^Y^V^*ææZA^a^*ŽY^A^Yæã^a^æ ä Yæ^ÈAŁ Y^A^VæA à^A^*ŽY^Y^A

(2)

à&Ý^V*àæAàÿA*ŽÝAÿVXa'a*|ÉATŽÝ~ÝAæXÝæ'aäÝ~AXàæ~a~*AàÿAVYäVæXÝA @ ä &E~@ ä A&V| ä Ýæ*~AbŽaXŽAV^ÝAææX'@YÝYAææAYÝÝ^ÝYA X^ÝYa*~A
VæYA ä*ŽÝ^AæàæX@^Ýæ*A aVWba'a*Ý~AàæA*ŽÝAXàæYÝæ~ÝYA Xàæ~à'aYV*ÝYAWV^VæXÝA~ŽÝÝ*ÉAÓæAØV^XŽAÐĚÐÐA*ŽÝA Ł à ä &Væ|A^ÝXÝaäÝYA VA
'@ ä &E~@ ä A&V| ä Ýæ*AäÿAV&&^à'a ä V^Ý'|AÂÍÐA ä a' aàæAÿ^à ä A&^àXÝÝ~Aÿ^à ä A*ŽÝA~V^ÝAäÿA^V\AX^ÝYa*~A@æYÝ^A*ŽÝAŠ^V*ÝAäÿAK^âVæ~V~A
SÝX|X'ææZA TV\A Ł^ÝYa*A ÂSTŁBA &^àZ^V ä ÉA TŽÝ~ÝA Ý@æY~A V^ÝA *äA WÝA @~ÝYA &^a ä V^a'JA ÿà^A *ŽÝA VXâ@a~a'âæA àÿA &^aäÝX^A ^ÝV^ÝYA
Ýâ@a& ä Ýæ*DaŽâbÿaÝ^A*ŽÝ|A ä V|AV'~àAWÝA@~ÝYÿä^A*ŽÝA^VæææZAVæYAYÿäÝ'â& ä Ýæ*AàÿAæÝbAÝ ä &'à|ÝÝ~AŽ^ÝYAÿä^A*ŽÝA&^aäÝX^ÉATŽÝA
Ł à ä &Væ|A a~A Xàæ*ææZÝæ*|A aVW^ÝA Ýà^A XÝ^VææA ^Ý&V| ä Ýæ*A &ÝæV^aÝ~A aÿA *ŽÝA Ł à ä &Væ|A ÝVa'~A *ä ä ÝÝ^A XÝ^VææA Ý ä &'à ä Ýæ*A

4 UDQUHDV

Ñà^A*ŽŸA*Ž^ŸŸA ä àæ*Ž~AŸæYŸŸYAØV^XŽA€ÉDAĐĚĐDA*ŽŸAŁ.à ä &Væ|AŸŸ'ääŸ^ŸŸA^ŸXà^AŸŸa~*Aâ@V^*Ÿ^A&Ÿ^Ÿà^ ä VæXŸÉATŽŸAÑ^V^E^à^ŸŸA~ŸZ ä Ÿæ**~A
&Ÿ^Ÿà^ ä VæXŸA^ŸŸ^ŸX^ŸŸA*ŽŸAa ä &VX^*AäŸŸŸ\ŸŸA&^XŸXàæ*^VX*~A*ŽV^A^Ÿ~Ÿ^A~aZæaŸXVæ**|AŽ:ŽŸAŸŸà^AĐĚĐDA b ŽŸAŽAäŸŸ~Ÿ^*^ä b Ÿ^A~V^Ÿ~Aäâ@ ä Ÿ~ÉA
ŸæAVŸŸŸa^aäæDA*ŽŸAŁ.à ä &Væ|AXà ä ä ŸæXŸŸA Xàæ~*^@X^*aäæAàŸŸA&aZa^*àæAŸVXa^a^|AV^*A OV^|A Ÿ ä â~AY@ŸæZa*ŽŸA*Ž^ŸŸA ä àæ*Ž~AŸæYŸŸYAØV^XŽA€ÉDA
ĐĚĐĐÉA TŽŸA Øææa Øa^A~ŸZ ä Ÿæ^A Xàæ*ææ@Ÿ~A *àA ŸŸ'ääŸŸA ~aZæaŸXVæ*A Z^a~~A ä V^ZæA &Ÿ^Ÿà^ ä VæXŸÉA ŸæA *ŽŸA ƆÉA ŠÉA Š^ŸŸ^A N@^a&ŸA ~ŸZ ä Ÿæ*DA
~*^àæZA&Ÿ^Ÿà^ ä VæXŸA b V~A&^a ä V^a^|A*ŽŸA^Ÿ~@*A àŸŸŸVāa^VW^ŸA&^XæZa&V^aV^|A ä ŸŸ~Ÿ^AW|A@æŸVāa^VW^ŸA^VbA ä V^ŸŸV^AVæŸAŸæŸZ|AXà~*~ÉAŸæA

9GQDD 2 NMSGR * MCDC 2 @QBG ffl

°) NKK@QR HM L HKKHNM R DWBKTCHMF HMSDQRDF L DMS R@KDR	ŁfiŁŁ	ŁfiŁfi	(G@MFD
ŃV*ESà'YYAQ^àY@X*~AAŃV*ESà'YYB	Ł \$žž	ÂA	ĐĐIĐA €ĚA Ā
ØææAØa''A^VB	"fi#	A	FGĚA HĚA Ā
PĚAŠĚŠ*YŸ^AN@^a&YĀĀPŠŠNB	flŁžfi	A	IĪĪA ĞIA Ā
T@W@V^AQ^àY@X*~AĀT@W@V^B	łfi\$	A	ĚĚFA ĚĚĚA Ā
AAAAATa*V^A~V^Y~AĪ^à ä A^Y&à^*VW^YA~YZ ä Yæ*~	žŁłŁ	A	€DHGFA FĚA Ā
P*ŽY^	Ł	A	ĚĚA ĀĪĚBĀ
ŌY^A~V^Y~	žŁłž	ĀA	€DHHFA FĚA Ā

^VB^AØææAØa''A~YZ ä Yæ*AVYYŸYAVI^Y^MÔVæ@V^|AĚGDĀĚĚĚA b a'ŽA*ŽY^A&@^XŽV~Y^AĪ^A*ŽY^A^Y ä VæææZAYā@a' | Aææ^Y^Y~*AææALaZASaĪY^AŠ^Y^É

ØVæVZŸ ä Yæ*~A VæV^|~a~A äY^A*ŽY^AØQDBMS@FD BG@MFD HM MDS R@KDRĀ^A PĚAŠĚŠ*YŸ^~A^Y&à^*VW^YA W@~ææY~A~YZ ä Yæ*~AĪ^à^*ŽY^A*ŽY^YA ä äæ*Ž~A^YæYŸYAØV^XŽAĚĚDĀĚĚĚAĪY^~@~A*ŽY^A*ŽY^YA ä äæ*Ž~A^YæYŸYAØV^XŽAĚĚDĀĚĚĚAĪY^~A~Y^AĪ^A*ŽY^A^Y ä b aææZ^A*VW^YĪ

8SDDK 5QNCBTR °@

	; NKTLD	5QHBD	2HW	&BPTHRSNMM ; @QH@MBD	+ = ^A	4SGDQ ^B	3DS (G@MFD
ŃV*ESà'YY	ĀĚGBĀ	FĚA Ā	AJ A Ā	æĚV	AJ A Ā	ĚA Ā	ĐĪA Ā
ØææAØa''A^VB	ĀĪBĀ	FĚA Ā	AJ A Ā	ĐHA Ā	AJ A Ā	ĚA Ā	HĚA Ā
PŠŠN	ĀA Ā	ĞĪA Ā	AJ A Ā	æĚV	ĀĪBĀ	AJ A Ā	ĞIA Ā
T@W@V^	FĚA Ā	ĀHA Ā	ĀĚBĀ	æĚV	AJ A Ā	ĀĐBĀ	ĚĚĚA Ā

^VB^AN\X^@YŸ~Aææ^Y^~YZ ä Yæ^A~V^Y~Ě

^VB^ANĀ^Y^ZæAX@^YæX|A^AVæ~V^aææYŸYX^~Ě

^VB^AQ^a ä V^a | AĀĪ^A~V^Y~AĪ^A^V b a ä V^Y^a V^~AVæYAXāāY^A ä VāææZAW|E&^aY@X*~Ě

^VB^AØææAØa''A~YZ ä Yæ*AVYYŸYAVI^Y^MÔVæ@V^|AĚGDĀĚĚĚA b a'ŽA*ŽY^A&@^XŽV~Y^AĪ^A*ŽY^A^Y ä VæææZAYā@a' | Aææ^Y^Y~*AææALaZASaĪY^AŠ^Y^É

ŌY^A~V^Y~AĪ^à^*ŽY^A*ŽY^YA ä äæ*Ž~A^YæYŸYAØV^XŽAĚĚDĀĚĚĚA Xā ä &V^Y^YA*āA*ŽY^A~V^A^Y^a àYAææAĚĚĚĚA b Y^YAĀĞDĚFA ä a''aææAVæYAĀĚDHHFA ä a''aææDA^Y~&YX^aĪY^ĪĚ

c Nā^A*ŽY^AŃV*ESà'YYA~YZ ä Yæ*~A*ŽY^AææX^YV~Y^AææA~V^Y~A&^a ä V^a | A^Y~@^*Y^YAĪ^A ä AŽaZŽY^A VāY^VZ^YA^YV^a {Y^YA&^aX^Y~AĀĀFĪĚA&Y^A*āæBA V^X^a~A&^aY@X*~DA&V^aV^|AāYŸ~Y^AW|AYŸX^YV~Y^YA~Ža& ä Yæ*~AĀĚĪĜA*Ža@~VæYA*āæ~BAV^X^a~A ä a~*A&^aY@X*~Ě

c Nā^A*ŽY^AØææAØa''A~YZ ä Yæ*~A*ŽY^AææX^YV~Y^AææA~V^Y~A&^a ä V^a | A^Y~@^*Y^YAĪ^A ä AŽaZŽY^A^YV^a {Y^YA&^aX^Y~AĀĀFĚĜA&Y^A*āæBAV^X^a~A V^A &^aY@X*~A VæYA ææX^YV~Y^YA~Ža& ä Yæ*~AĀHĚA*Ža@~VæYA*āæ~BA V~A VA^Y~@^*A äY^A*ŽY^A V^a V^A &Y^a àYA äY^A*ŽY^A Ł ä ä &Væ|Ī~A Xāæ^A''ææZA ææ^Y^Y~*AææALaZASaĪY^AŠ^Y^Y^AææARĚĀĚĚĚĚ

c

ÓæMÝXÝ ä WÝAÐËËÍDAÞÉÁŠÉÁŠ*ÝÝ'AVææà@æXÝÝ*ŽV*Áa*Abà@'YAææYÝææ*Ý' |AaY'ÝAVA~Zæa'XVæ*Á&á'ææààYAÓV*ÁÓVáY~A Úàá~AY@YA*á ä VáÝ*AXàæYá'ææX'@YæZAXàæ*æ@ÝYA ŽaZÁ YáY~A àYA a ä &á'~ÉA TŽÝA Ł ä &Væ |AWÝZVæAaY'ææZÁ *ŽÝA a'ææAVæYA ~*ÝÝ' ä VáææZA ÝVXa'á'Y~AææA ØVXŽA ÐËÐËAVæYA'ŽÝAŽá*~*Á&Á ä á'Á'á'ææZÁÝVXá'á' |AææAÓ@æÝAÐËËË

ÓæAÐËËËDA bÝA*áááAVX*áæ~A*áAVYá@~*Áà@'AÝáà*Áæ*AW |AaY'ææZAXÝ*VææA&ÝV*áææ~A*áAWÝ*ÝVAVZæA&áY@X*áææAb*ŽAX@~*á ä ÝAÝÝ ä VæYAVæYA ÁÝ~&áæYA*á*ŽÝAá ä &VX*~ÁÝá ä A*ŽÝA Ł PUÓMËÉ Á &VæYÝ ä XÉA TŽÝA á &ÝV*áææ~A*ŽV*AbÝÝAææaV' |AaY'ÝYAææAÐËËËAVæYAÁÝ ä VæÝÝAaYÝAV~AáYA ØVXŽAÉÉDAÐËËÐAæX'@ÝÝÝ

- c L'V~*AÑ@^æVXÝAKAV*AOVææ*ÝAŁa* |A Úàá~
- c ÓàæÝAŠ*V^T@W@'V^P&Ý^V*áæ~
- c Óà^VææAT@W@'V^P&Ý^V*áæ~
- c Ú ŽÝÝ'ææZÁØVXŽæÝAQ'áY@X*~AXá@&ææZÁ&áY@X*áææAVXá'á' |AV*ACE@ZŽÝ~AŠ&ÁææZ~DATÝ\V~

K~ÁáYAØVXŽAÉÉDAÐËËÐA*ŽÝAXV^ |ææZááV'@ÝááYA*ŽÝAaYÝÝA\ÝÝAV~Ý~ÁÝ~ÁÝVXa'á'Y~Aææ*ÝYAVWááÝAbV~ĪAOVææ*ÝAŁa* |A Úàá~AL'V~*AÑ@^æVXÝA KDAĪHÉA ä á'áæáĪÓàæÝAŠ*V^T@W@'V^P&Ý^V*áæ~DAĪGA ä á'áæáĪÓà^VææAT@W@'V^P&Ý^V*áæ~DAĪHGA ä á'áæáAVæYA Ú ŽÝÝ'ææZÁØVXŽæÝAQ'áY@X*~A&áY@X*áææAVXá'á' |Dá ä ä V*ÝAVÉ

ÓæMÝXÝ ä WÝA ÐËËËA *ŽÝA Ł ä &Væ |A &Ý^ ä VæÝæ* |A aYÝYA *ŽÝA ~*ÝÝ' ä VáææZA á &ÝV*áææ~A V*Á a*~A ÓV*Á ÓVáY~A Úàá~A ÝVXa'á' |ÉA TŽÝA Xáá'YAææ~ŽææZÁ&áXÝ~~AXáæ*æ@Ý~A*áá&ÝV*ÝAVæYA*ŽÝAá'ææA ä VáææZÁ&áXÝ~~AV*Á ÓV*Á ÓVáY~A Úàá~A ÁÝ ä Vææ~AaYÝÝAÝA^AVææÝÝææ*ÝA&Ý^áYA äÝA*á ä ÝÉA TŽÝA XV^ |ææZááV'@ÝááYA*ŽÝAÁÝ ä VæææZA ÓV*Á ÓVáY~A Úàá~AææYÝææ*Ý' |AaY'ÝYAÝVXa'á'Y~A bV~AV&&á\á ä V*Ý' |AĪÉGGA ä á'áææAV~AáYA ØVXŽA ÉÉDA ÐËËËA ÓæA VYÝa'áææDA ææA ØVXŽA ÐËËËA *ŽÝA Ł ä &Væ |A &Ý^ ä VæÝæ* |A aYÝYA *ŽÝA Ýææ~ŽææZA ÝVXa'á'Y~A V*Á a*~A NV~*A Ł ŽáXVZáA TææA á &ÝV*áææ~DA bŽáXŽáZVÝAWÝÝæAÝÝÝAææAVæææÝÝææ*ÝAVV~a~AY@^ææAÐËËËÉ

* @QMhMFR °KNRR° ADENGD HMSQDRS @MC HMBN L D S@WDR W |A~ÝZ ä Ýæ*Áa~A~Ý'Á'á'ææA*ŽÝAá'á' bææZA*VWÝÝ

	9GQDD L NMSGR DMDCD 2 @QBG f fl		.
	Ł fl Ł Ł	Ł fl fl	(G@MFD
ÁMá'V^~AææA ä á'áææ~B			
ÑV*ESà'ÝÝ	~	ž fl Ł ÁA	ÈFHAA ÐGÈA Ä
ØææAØá'Á^VB		Ł "# A	ÈÉDA ÈÈÈA Ä
ÞŠŠN		Ł ! Ž A	ÈÈGA ÈGÈA Ä
T@W@V^		" A	ĀDĪBA ĒHHA Ä
Tà'V'ÁÝV^ææZ~ÁÝá ä ÁÝ&á^VWÝA~ÝZ ä Ýæ*~		fl fl Ł Ł A	ÈGFA ÐÐÈA Ä
P*ŽÝ^		" A	ÍA ĀÈĒA Ä
ŠÝZ ä Ýæ*ÁÝV^ææZ~AWÝÝá'ÁÝAææ*Ý^Ý~*ÁVæYAææXá ä ÝA'V\Ý~		fl fl Ł \$ A	ÈHDA ÐÈGA Ä
ÓÝ ä ~Aææ*AV''áXVÝYA*áA~ÝZ ä Ýæ*~Ī			
SÝ~*^@X*@^ææZAVæYAà*ŽÝ^XŽV^ZÝ~	A	ĀÈĪBAA	ĀHBA
P*ŽÝ^XŽV^ZÝ~DAæÝ*	A	ĀFBAA	ĀFDBA
OVæ~AàæAV~Ý^A~à'YAVæYA&ÁÝáá@~' |AŽÝYAææÁÝ~*á Ýæ*~	A	] A A	ÈÈÈA
Tà'V'ÁÝV^ææZ~AWÝÝá'ÁÝAææ*Ý^Ý~*ÁVæYAææXá ä ÝA'V\Ý~	~	fl fl fl # ÁA	FĐGA ÈÈEA Ä

ÁVB'AVææAØá'Á~ÝZ ä Ýæ*ÁVÝÝÝAVÝÝ^Ý^ÓVæ@V^ |AÉGDÐËËËA b á'Žá*ŽÝA&@^XŽV~ÝááÝ^*ŽÝAÝ ä VæææZÁÝá@á' |Aææ*ÝÝ~*ÁææALaZASáÝ^AŠ*ÝÝÉ

8DF L DMS QDRTKSR ENQ +K@S°7NKKDCž ž ž

	9GQDD L NMSGR DMDCD 2 @QBG f fl		.
	Ł fl Ł Ł	Ł fl fl	(G@MFD
NV^ææZ~AWÝÝá'ÁÝAææ*Ý^Ý~*ÁVæYA'V\Ý~ĀĀÁA ä á'áææ~B	ĀA	GÈEA ĀA	ÈFHAA ÐGÈA Ä
O^à~~A ä V^Zæ		ÐEA Ä	ÈGA Ä ĪA Ä
SVbA~*ÝÝ'Á&áY@X*áææĀ ä æ*B	A	ÐÐÈGA A	ÐDGĪEA ĀÈGBĪÄ
ŁV&Wá'á' |A@*á'á'V^ææ		HĪA Ä	HDA Ä HA Ä
Š*ÝÝ'Á~Žá& ä Ýæ*~ĀĀ ä æ*B	A	ÈDĪFĪA A	ÐÈÉDA ĀÈĪBĪÄ
KáÝ^VZÝ^ÁÝV'á'ÝYA~*ÝÝ'Á&ÁXÝA&Ý^A*áæ	ĀA	ÈDÈĪA ĀA	ĪĪA GFA Ä

*ŽY~YAXŽVæZY~AbY^YA&V^aV''|Aâÿ~Y^AW|İ

- c Y^YA^YV~Y^YA~Ž& ä Yæ*~AÄV&&^a\ a ä V^Y' |AÄÍGA ä a''aæB
- c Ž&ZŽY^A^VbA ä V^Y^aV^AXâ~*~AÄV&&^a\ a ä V^Y' |AÄÉHGA ä a''aæB
- c Ž&ZŽY^A^YæY^Z|AXâ~*~AÄV&&^a\ a ä V^Y' |AÄÍGA ä a''aæB
- c æX^YV~Y^YA&Y^V^æZAXâ~*~AÄV&&^a\ a ä V^Y' |AÄÉÍGA ä a''aæB
- c Ž&ZŽY^A^a^ŽY^AXâ~*~A&^Y^YA ä ä æVæ* |AäV^aVW^Y^AXâ ä &Yæ~V^æAÄV&&^a\ a ä V^Y' |AÄÉ€GA ä a''aæBÉ

O^a~A ä V^ZæAÿ^A^ŽY^a^ŽY^YA ä ä æ*Ž~AÿæY^YAØV^XŽA€ÉDÄDÉDÄXâ ä &V^Y^YA^a^ŽY^A~V ä Y^A&Y^a^YAæAÐÉDÉAæX^YV~Y^YA&^a V^a' |AV~AV^A^Y~@^*AäY^A Ž&ZŽY^A^VäY^AVZ^YA^YV^a{Y^YA&^aXY~É

8DF L DMS QDR TKS R ENQ 2 HMH 2 HKK "e"

	9GQDD 2NMSGR *MCDC 2@QBG ffl			
	ŁfiŁŁ	ŁfiŁfi	(G@MFD	
NV^ææZ~AWY^YA^YAæ^Y^Y~*AVæYA^V\Y~AÄÄA ä a''aæ~B	ÄA	ĐIÍA A	È€DA	ÈÈÈA Ä
O^a~A ä V^Zæ		FHA Ä	€HA Ä	ÈÈA Ä
SVbA~Y^YA&^aY@X^aæAÄ ä æ^B	A	HÈÈA A	GÈÈA	ÈÍA Ä
ŁV&VW^a^*|A@^a^a{V^æ		MFA Ä	MGA Ä	ÄÈBÄ
Š^Y^YA~Ž& ä Yæ*~AÄ ä æ^B	A	GÈIA A	FFIA	ÈÈA Ä
KäY^AVZ^YA^YV^a{Y^YA~Y^YA&^aXYA&Y^YA^aæ	ÄA	ÈD€IDA	ÄA	ÎHIA

ÄV^AØæAØ^a^A~YZ ä Yæ*AVY^Y^YA^Y^YAØVæ@V^A|AÉGDÄDÉDÉA b a^Ž&ZŽY^A&@^XŽV~Y^YA^a^ŽY^YA ä VææZAY^a@a^ |Aææ^Y^Y~*AæAŁaZASäY^AŠ^Y^YÉ

TŽY^AæX^YV~Y^YAæAØæAØ^a^A^Y~@^*~Aÿ^A^a^ŽY^a^ŽY^YA ä ä æ*Ž~AÿæY^YAØV^XŽA€ÉDÄDÉDÄXâ ä &V^Y^YA^a^ŽY^A~V ä Y^A&Y^a^YAæAÐÉDÉA b V~A&^a V^a' |A Y@Y^A^aİ

- c æX^YV~Y^YA^VäY^AVZ^YA^YV^a{Y^YA&^aXY~DAæX^@YæZA ä a\AÄV&&^a\ a ä V^Y' |AÄDFGA ä a''aæB
- c æX^YV~Y^YA~Ž& ä Yæ*~AÄV&&^a\ a ä V^Y' |AÄDGA ä a''aæBAV~AV^A^Y~@^*AäY^A^ŽY^A&V^aV^A&Y^a^YAäY^A^ŽY^AŁ ä ä Væ |Ä~AXâæ^a^æZææ^Y^Y~*AæA ŁaZASäY^AŠ^Y^Y AæA RÈÄDÉDÉÉ

*ŽY~YAXŽVæZY~AbY^YA&V^aV''|Aâÿ~Y^AW|İ

- c Ž&ZŽY^A^VbA ä V^Y^aV^AXâ~*~AÄV&&^a\ a ä V^Y' |AÄÍGA ä a''aæB
- c æX^YV~Y^YA&Y^V^æZAXâ~*~AÄV&&^a\ a ä V^Y' |AÄÉGA ä a''aæB
- c Ž&ZŽY^A^YæY^Z|AXâ~*~AÄV&&^a\ a ä V^Y' |AÄGA ä a''aæB
- c Ž&ZŽY^A^a^ŽY^AXâ~*~DA&^a V^a' |AäV^aVW^Y^AXâ ä &Yæ~V^æAÄV&&^a\ a ä V^Y' |AÄ€ÈA ä a''aæBÉ

O^a~A ä V^ZæAÿ^A^ŽY^a^ŽY^YA ä ä æ*Ž~ aİ

O^ä~A ä V^ZæA^ä*Z^Y^Z^Y^A äæ*Z~A^YæY^Y^AØV^XZ^A€ÈDÀÈÈDÀXà ä &V^Y^A*ä^Z^Y^A~V ä Y^A&Y^AæAÈÈÈAæX^Y^V~Y^A&^ä V^g^|AV~AV^NÈ~@ÑäY^A
 ŽaZ^Y^AVäY^AVZ^Y^AVV^a{Y^YA&^X^Y~AVæYA~V^Y~Aäa^@ ä Y^È

8DF L DMS QDRTKSR ENQ 9TATK@Q

9GQDD 2 NMSGR *MCDC 2 @QBG ffl

	ŁfiŁŁ	ŁfiŁfi	(G@MFD
NV^ææZ~ÈÄ^ä~BAWY^A^Y^Aæ*Y^Y~*AVæYA^V\Y~AA^ÄA ä a''ææ~B	ÂA	I I A ÂA	ÂDÎBA €HHA Ä
O^ä~A ä V^Zæ		ĐÎA Ä	ÂÈÈBÄ FÈA Ä
SVbA~*Y^YA&^aY@X^aæAÄ ä æ*B	A	ÈGHA A	Î€A HÍA Ä
ŁV&VW^a^a^|A@^a^a{V^aæ		ŃÈA Ä	FĐA Ä ĐÍA Ä
Š^Y^A~Ža& ä Yæ*~AA ä æ*B	A	ÈĐÍA A	ÍÎA FFA Ä
KäY^AVZ^Y^AVV^a{Y^YA~*Y^YA&^X^YA&Y^YA^aæ	ÂA	ĐD€FÎA ÂA	ÈD€IĐA ŃÈA Ä

TŽY^AæX^Y^V~Y^AæA^T@W@^V^A^Y^@~*~AY^A^Z^Y^A*Z^Y^YA ä ææ*Z~A^YæY^Y^AØV^XZ^A€ÈDÀÈÈDÀV~AXà ä &V^Y^A*ä^Z^Y^A~V ä Y^A&Y^AæAÈÈÈAæXX@^Y^YA
 Y^Y~&a^Y^AXæ*ææ@Y^YAŽaZ^Y^YA^Y^~AäY^Aä&a^*~AVæYA^bV~A&^a V^g^|AY@Y^A^aİ
 c ææX^Y^V~Y^YAVäY^AVZ^Y^AVV^a{Y^YA&^X^Y~DææX^@YææZ^A ä a^AAV&&^a^a V^*Y^|AÄÈÈÈA ä a''ææB
 c ææX^Y^V~Y^YA~Ža& ä Yæ*~DææX^@YææZ^Aäa^@ ä Y^AY^YA^X^YæX^Y~AAV&&^a^a V^*Y^|AÄÈGA ä a''ææB
 c ää@^

* MUHQNM L DMS@K 2 @SSDQR, 1 HSHF@SHNM @MC (NMSHMFDMBHDR

Šä ä Ýà àÝÀ ÞÉÀ ŠÉÀ Š*ÝÝ~ -AÝVXà 'à'aÝ~A b ÝÁÝÀææÀ à&Ý^V*àæAWÝÝà^ÝAÉ ÎÉÉÉAK*Žà@ZŽÀ*ŽÝA Ł à ä &Væ |AWÝ 'àÝäÝ~A*ŽV'Aa~A Ýæãà'àæ ä Ýæ^V'A&^VX*àXÝ~A ŽVäÝA Ý:ŽÝ^A ÝYA *ŽÝAææY@~*^ |A à^A V*A ÝV~*AWÝÝæA Xàæ~a~*Ýæ^A b^ŽA &^ÝäVá'ææZAææY@~*^ |A&^VX*àXÝ~DA ŽV{V^YA@~A ä V*Ý^V'~A ŽVäÝA WÝÝæA VæYA ä V |AXàæ*æ@ÝA*àAWÝA^Ý ÝV~ÝYAV^AX@^Ýæ^Aà^Ýä^ ä Ý^Aà&Ý^V*ææZA~a^Ý~Aà^AYÝ ääÝ^ÝYA^äA~a^Ý~Aà&Ý^V*ÝYAW |A*Ž^YA&V^a^Ý~É

P@^A ÞÉŠÉÀ ÝVXà 'à'aÝ~A V^ÝA ~@WáÝX*A*aA Ýæãà'àæ ä Ýæ^V'A 'Vb~A V&&'àXVWÝAææA *ŽÝA ÞÉŠÉDA ææX'@YææZA *ŽÝA Ł ÝVæA K^A^KX*A Á*ŽÝA Ł KKBDA *ŽÝA Ł ÝVæA ÚV^YA KX*A Á Ł ÚKBDA *ŽÝA SÝ~à^XÝA Ł àæ~Ý^äV^àæA VæYA SÝXäáÝ^ |AKX*A Á S Ł SKBA VæYA *ŽÝA Ł à ä &^ÝŽÝæ~ääÝA Næãà'àæ ä Ýæ^V'A SÝ~&àæ~ÝDA Ł à ä &Ýæ~V*àæAVæYAÒaVWá'a^ |AKX*A Á Ł NS Ł ÒKBDAV~AbÝ''AV~A~*V*ÝAVæYA' àXV'A Vb~AVæYA^ÝZ@'V^a^æ~É

ÞÉÀ ŠÉÀ Š*ÝÝ'ÀŽV~AææX@^ÝYA VæYA b a 'AXàæ*ææ@ÝA*àAææX@^A~@W~*Væ^a^V^XV&a^V^DA à&Ý^V*ææZDA VæYA ä Vææ^ÝæVæXÝA VæYA^Ý ä ÝYaV^aææA Ý\&ÝæYa*@^Ý~A V~A VA^Ý~@*^A àÝA Ýæãà'àæ ä Ýæ^V'A 'Vb~A VæYA^ÝZ@'V^a^æ~DA^Ý V^ÝYA*àA^Ý ÝV~ÝA àÝA ŽV{V^YA@~A ä V*Ý^V'~DA b Ž^XŽAææA^ÝXÝæ^A |ÝV^~A ŽVäÝA WÝÝæA ä Væ' |AÝ^A&^àXÝ~~AXŽVæZÝ~A*àA ä ÝÝ*A*ŽÝA Ł KKIàW'áZV^aææ~AVæYA~ä ä V^AàW'áZV^aææ~AææAN@^à&ÝÉ

EU Environmental Requirements and Slovak Operations

ÞÉÁŠÉÁŠ*ÝÝ*Áà&ÝV*Ý~AV~ÀæàæV**Vææ à Ýæ*Ab*ZÁ*ŽÝÁÐÉÉDAVææ@V*ÁQØ_{DEGA}~*VæYV*YÉA PæAK&A AHDAÐÉÉ Í DA*ŽÝA ÞÉŠÉANQKA&@W'a~ŽÝYA VAæà*XYA
*ŽV*ÁQÝææ~| 'ávæàVDA L V'áVæVA VæYÁOVVZàÁV'A YYA*áa~@W á a*AVAŠ*V*YÁO à & Ý à Ýæ*V'aæAQ VæAAVæAŠÓQBA*áAYÝ à àæ~*V*YAV**Vææ à Ýæ*Ab*ZÁ*ŽÝA
ÐÉÉDAVææYA&V*aX@V*YA~*VæYV*YAW|A*ŽÝAYVYV'ææYAÝ~*VW'a~ŽÝYAW|A*ŽÝA L KKÉAK~AVA*Y~@*A à ÝA*ŽÝAæà*XYDAQÝææ~| 'ávæàVDA VA~*V*YAæAb ZàXZÀ
b YA à&ÝV*YDA bV~A*Yá@áYÁ*áa~@W á a*VæAŠÓQA*áa*ŽÝA ÞÉŠÉANQKAæàA V*Y*VæA ÓááY à WY*Á I DAÐÉÉ Í Á*áH VáàYA~VæX*aææ~ÉA PæAK&A'Á Ð Í DA
ÐÉÉ Í DA*ŽÝA K'ÝZZÝæ|A L à@æ*|A QÉYV*ZÁ MÝ&V* à Ýæ*Á ÁKL CEMBA &@W'a~ŽÝYA VA Y*V*Á ŠÓQA ÝA*Á*ŽÝA K'ÝZZÝæ|A L à@æ*|A æàæV**Vææ à Ýæ*V*ÁVYA
b ZàXZAYÝ à àæ~*V*Y~A*ŽV*AV'Áà'ÁK'ÝZZÝæ|A L à@æ*|A b'á'á à ÝÝ*Áa*~AVV~àæVW*YÁV*Á*ŽÝA&àZ*Y~A*Yá@áY à Ýæ*~AVæYAWYÁæAV**Vææ à Ýæ*Ab*ZÁ
*ŽÝAÐÉÉDAQØ_{DEGA}Vææ@V*AVæYAÐFEZà@*Á ÖKKRŠAW|A MÝXY à WY*Á ÉDAÐÉÉDA b*ZÁ*ŽÝA Ý|a~*æZAXæ*á'á~A*ŽV*AV*YÁæA& VXÝÉA PæAŠY&*Y à WY*Á
ÉDA ÐÉÉ Í DA*ŽÝA K'ÝZZÝæ|A L à@æ*|A L àV*YA à'YA QÉYV*ZÁ @æVæà à à@~|A V&&ááYÁ*ŽÝA Y*V*Á ŠÓQA TŽÝA Y*V*Á ŠÓQA bV~A*ŽÝA~Yæ*Á*á*ŽÝA
QÝææ~| 'ávæàVA MÝ&V* à Ýæ*á àYA Næãá'ææ à Ýæ*V*Á Q'á'ÝX*áàæA ÁQKMNQBÉA QKMNQA~@W á a**YÁA*ŽÝA ŠÓQA*á*ŽÝA ÞÉŠÉANQKA ÝA*Á V&&ááV'Á àæA
ÓááY à WY*Á ÉDA ÐÉÉ Í ÉA TãA YV*YDA*ŽÝA ÞÉŠÉANQKA ŽV~Aæà*Á VáÝæA VX*áàæA àæA QKMNQ~A~@W á a**V'ÉA PæA MÝXY à WY*Á É Í DA ÐÉÉDA*ŽÝA ÞÉŠÉANQKA
&@W'a~ŽÝYA VA YæV'Á ^@YÁ &@^~@Væ*A*á a*~A~*V*@*á'á' |A Yá@áYÁA YáYáYá à YA ÖKKRŠA*ŽV*Á Y*Væ~A*ŽÝA Ý|a~*æZAQØ_{DEGA}~*VæYV*Y~A b*Zá@*A
ÁYáa~àæÉAÓæAYV'Á|ADÉÐÉDA~YáV'Á~*V*Y~AVæYAæàæZááÝæ à Ýæ*V*Á à ZVæa{V*áàæ~ÁYA YÁA*Y*áàæ~ÁY*Áá@YáXaV'ÁYáYáYá à YA'Á*ŽÝAVX*áàæA b*ZÁ*ŽÝA
PæA*YÁAŠ*V*Y~A L à@*Áà'ÁK&&ÝV~ÁYá*Á*ŽÝAMÉLÉA L aX@*ÁÉAŠYáY'ÁææY@~*Á|A*AVVYAZLà@&~AææY'ÁáYæYÁæA@&@&á'á'á'Á*ŽÝA ÞÉŠÉANQK~AVX*áàæÉA
TŽÝAXV~YÁY á Vææ~AæA VWY|VæXYAWYÝáYÁ*ŽÝAXá@*Á@æ*á'á'ØV*XZÁÉDAÐÉÉDAV~A ÞÉŠÉANQKA à à @æ*V'á' |A YáXæ~áYÝ~A*ŽÝAQØ_{DEGA} ÖKKRŠÉAÓæA
Xà@*ÁYá'ææZ~DA ÞÉŠÉANQKA VYáa~YÁA*ŽÝA L à@*Á*ŽV*Áa*Áææ*YæY~A*áXá à & ÝÝ*Áa*~AVYXæ~áYÝV*áàæA&áXÝ~AW|A&á&á~æZAVA@*YÁæA Š@ á Y'Á
ÐÉÉDA VæYA&á à @ ŽV*áæZA VA VæV'Á^@YÁæA Š&^ææZA ÐÉÉÉA L YXV@~YÁ ÞÉŠÉANQKA ŽV~A |Ý*Á*áXá à & ÝÝ*Áa*~AVYXæ~áYÝV*áàæA VæYA&á&á~YA VA
ÁYáa~YÁAQØ_{DEGA} ÖKKRŠA Væ |A á & VX*~AV*YÁææY~*á à VWYÁV*Á Zà~A*á à ÝÉ

PæAÓVæ@V*Á|ADHDADÉÉDAK L CEMAVææà@æXYA*ŽV*ÁYá*Á*ŽÝAÝæ*Á*á'á'á'ÁæAæZá~á'á|AV'ÁYáZŽ*AV*Áá@V*á' |A á àææ*á~AæA K'ÝZZÝæ|A L à@æ*|A á Y'Á*ŽÝA
ÝÝÝV'ÁV*Áá@V*á' |A~*VæYV*Y~AæX'@YæZDAæA&V*aX@V*Á~@Y@*ÁYá à YÁYAVæYA&V*aX@V*Yá à V**YÁAQØ_{DEGA}VæYAQØ_{EEBÉAQ}Y á à æV'A|AYV'VA'Á à á
ÐÉÉDAææYA X V*Y~A*ŽV*ÁV'ÁZŽ*AV*Áá@V*á' |A á àææ*á~AVXáæ*áæ@YÁ*á'á'á'Á*ŽÝA~*VæYV*Y~ÉA PæAØV*XZÁÉHDAÐÉÉDA ÞÉŠÉANQKA&@W'a~ŽÝYA VAYæV'Á
^@YDA VAX'YVæAY*VAYÝ*Y á ææV*áæDA~Zá b ææZÁ*ŽV*ÁK'ÝZZÝæ|A L à@æ*|A ŽV~AV**VææYÁA*ŽÝAÐÉÉDAVææ@V*ÁQØ_{DEGA} ÖKKRŠWV~YÁæAæA*ŽÝAÐÉÉ Í A
|ADÉÉDAV á WáYæ*ÁV*Áá@V*á' |AYV*VÉA LV~YÁæAæA*ŽÝ~YÁYV*VDAK L CEMAA~AæA*ŽÝA&áXÝ~A à YA~YÝáæZANQKA V&ááV'Á*áAÁYÝY~áZæV*YÁ*ŽÝAV'YVA
V~AV**Vææ à Ýæ*Ab*ZÁ*ŽÝAÐÉÉDAVææ@V*ÁQØ_{DEGA} ÖKKRŠÉ

Ná*ÁY@^*ŽÝA Yá~X@~--àæA à'YA'Y VáVæ*Á Yæãá'ææ à Ýæ*V'Á à V**YÁ~DA æX'@YæZÁ Yæãá'ææ à Ýæ*V'Á Y á ÝYáV*áæA à W*áZV*áææ~DA~YÝA ÉÓY á A ÉÉA ÓY ŽV'Á
Q'áXÝÝææZ~AÉANæãá'ææ à Ýæ*V'ÁQ'áXÝÝYææZ~ÉÉ

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ÞÉÁŠÉÁŠ*ÝÝ*ÁYáYáæà*ÁYæ*YÁææ*áAVæ |AæÝbA à V*YÁV'ÁàYVæV VæXYA~ŽÝY*AV**VæZÝ á Ýæ*~AY@ææZA*ŽÝÁV'Á~*Áá@V*ÁYá'ÁADÉÉDA

.39* 73&9.43&1 97&)*

ÞÉÁ ŠÉÁ Š*ÝÝ*Á Xææ*æ@Y~A *áA ÝVXYA a á &á*Á Xá à &Ý*áàæDA á @XZÁ áYA b ZàXZÁ a~A @æYV'a' |A *AVYÝYA VæYA Ý YÝYA W|A á V~--ááYA ZáVW'Á ~*ÝÝ*Á
ááYÁXV&VX* |DAX@*Yææ* |AY~*á à V*YÁA*AAWYÁááY'ÁGÉÉÁ á a'áàæA á Y*ÁXÁ*áæ~A&Y'Á|YV'Á |A á YA'Á*ŽVæAÝááYÁ*á à Y~A*ŽÝA Yæ*áYÁ ÞÉŠÉA~*ÝÝ*Á á V'ÁY'Á
VæYAááY'Á~YáYæ*ÝÝæA*á à Y~A*áV'Á ÞÉŠÉA~*ÝÝ*Á á &á*~ÉATŽÝ~YÁá à &á*~AVæYAááYÁXV&VX* |AæÝZV*ááY |Aá á &VX*Á*ŽÝA L à á &Væ |~Aá&ÝV'ÁáæV'Á
VæYA ÝææVæXaV'Á &ÝV'Á á VæXYÉA ÞÉÁ ŠÉÁ Š*ÝÝ*Á Xææ*æ@Y~A *áA ÝVYA ÝÝY'Á*~A*á VVY'ÁY~A*ŽÝ~YÁ XZV'YæZÝ~A*ŽV*Á*ŽÝV*YæA*ŽÝA L à á &Væ |DA á@*Á
b àáY'Á~DA á@*Á~áXáZá YÝ~DA VæYá@*ÁXá@æ*Á|~AæV*áæV'ÁVæYÁYXáæ à áXÁ~YX@*Á'É

K~AáYÁ*ŽÝAVY'ÁáY'ÁZá~ÁYá'áæZDA&@^~@Væ*Á*áVA~Y'ÁY~AáYÁQ'Y~áYÝæ*áV'ÁQ'áXV á V*áàæ~Aa~@YÝAæA VXXá^YVæXYá b*ZáŠÝX*áàæAÐÉÉDAÝA*ŽÝA VYÝA
N\&Væ~áàæA KX*Á áYA É Í HDDA ÞÉŠÉA a á &á*~A áYA XY**VæA~*ÝÝ*Á &áY@X*~A V'ÁYÁ ~@WáYX*Á*áA VA ÐGA &ÝXÝæ*Á V'ÁYDA Ý\XÝ&Á ÁÉBA a á &á*~A Y'Á á A
K'AZæ*æVDA L V {a'DAVæYA Šá@*ZÁÓáYVDA b ZàXZÁV'ÁY~@WáYX*Á*áY~*ÁX*ááYá@á*V~ÁÁÐBA á &á*~ÁY'Á á A*ŽÝAN@^á&ÝVæA PæAæAæAANPBAVæYAÓV&VæA
*ŽV*ÁV'ÁY á Y*ÝYAVæYA&á@ÁYÁæA*ŽÝANPÉÓV&VæDA b*ZáæAá@*ÁY'Á |A V'ÁYV'ÁYáá@á*VÁÁTSRBA'á á a*~ÁÁÉBA á &á*~ÁY'Á á A L VæVYVA VæYAØYæá

AYA&

VbDAVæYA*ŽV*A*ŽYAŌŠ ÚAMÝÝæYVæ*~A*â^*â@~|Aææ*Ý^Ý^Ý^YA b*ŽAŌŠ Ú~AW@~ææÝ~~A^Ý^V^*âæ~Ž&~ÉATŽÝAWV~a~AÝ^A^ŌŠ Ú~AV^ÝZV^*âæ~A^Ý^V^*YA
*âA*ŽYAŌŠ ÚAMÝÝæYVæ*~A&V^*X&V^*âæAææA*ŽYAMP L~A~ŠYX^*âæAĐEĐA&^âXÝ~~DAææX^@YææZA*ŽYAŌŠ ÚAMÝÝæYVæ*~A~@&&â^*âYA^ŽYAÝæVX^*â Yæ*A
àYA^ŽYAQ^Y~âYÝæ*~AŠYX^*âæAĐEĐA&^âX^V^*â V^*âæDA~*V^*Y^*â Yæ*~A à VYÝAW|A*ŽYAŌŠ ÚAMÝÝæYVæ*~AV^*Y^*A*ŽYAÝæVX^*â Yæ*A àYA^ŠYX^*âæAĐEĐA VæYA
ŽYAŌŠ ÚAMÝÝæYVæ~A&V^*X&V^*âæAææA*ŽYAŠYX^*âæAĐEĐA\X^@~ââæA&^âXÝ~~ÉAQ Vææ^*âY~A~ÝÝâ à àæÝ^V^|A YV^*â VZÝ~AææX^@YææZA^FGA à à^*âæA
Ý^A&V^|à Yæ*A àYA^ŠYX^*âæAĐEĐA^V^*âY~A VæYA @æ~&ÝX^*âYA YV^*â à@æ*~A Y^*A YææVæX^*A & YæV^*â Y~DA^*Y^*â æV^*âæA YÝ~A VæYA^*â~*A&^*â Y^*~A V~A bY^*AV~A
â*ŽY^*AYV^*â VZÝ~ÉA PÉA ŠÉA ŠÉA ŠÉA ŠÉA V^*âæZA b^*Z^*Z^*A^*ŽYA^*ŌŠ ÚAMÝÝæYVæ*~DA Y^*YA VA Ø^*âæA^*âA Ma~ ä a~~A*ŽYAXV~YA àæAK@Z@~*A É I DAĐEĐEÉA PæA
ŇYWA@V^|A É I DAĐEĐEÉA *ŽYA Ł à@^*A a~~@Y^*A VæA à&ææa àæA Y a~ ä a~~ææZA ŌŠ Ú~A Vææ^*â^*â@~*A X à à & Vææ^*A b^*Z^*Z^*A &^*â Y^*@Y^*X Y ÉA PæA ØV^*X ŽA ÉHDA ĐEĐEÉA ŌŠ Ú A
Y^*Y^*A VA æa^*X Y^*A à Y^*A V&& Y V^*A b^*Z^*Z^*A^*Pææ^*Y^*A Š^*V^*Y~A Ł à@^*A à Y^*A K&& Y V^*~A Y^*A^*Z^*Z^*A Ł a^*X @a^*ÉA TŽYA Ł à à & Væ |A a~A àa Z^*â à@~|A Y Y Y Y æ Y æ Z^*Z^*A
â V^*Y^*É

PæA ŌVæ@V^|A ĐEĐA ĐEĐEÉA ŌŌŌŌ QYææ~|'ãVææVDA ŌŌŁA VæYA ŌŌŌŌŌæY a VæVDA ŌŌŁA A ŌŌŌŌŌŌBA Y^*Y^*A VA Ł à à & Vææ^*A ææA *ŽYA Ł à@^*A à Y^*A Ł à à à àæA
QYV~A à Y^*A K^*Y Z Z Y æ |A Ł à@æ^|DA QYææ~|'ãVææVA VZVææ~*A *ŽYA Ł à à & Væ |ÉA TŽYA Ł à à & Vææ^*A V^*Y Z Y~A *ŽV^*A *ŽYA Ł à à & Væ |A à VYÝA
ä a~^Y & ^Y~Y æ^*V^*âæ~A^*â^*ŽYAMP L^*A^Y Z V^*Y æ Z A ŌŌŌŌŌ~A^*Y^*â@Y^*~*A^*âAWY^*X^@Y Y Y^*A^*â à A^*V^*â Y~AV~Y~Y~Y^*A àæA~*Y^*A~VW~A a à & a^*Y Y Aææ^*â A^*ŽYA
Pææ^*Y^*A Š^*V^*Y~A & @^*~@Væ^*A^*â A^*ŽYA ØV^*X ŽA ĐEÉ I A ŠYX^*âæA ĐEĐA Q^*Y~â Y Y æ^*V^*A P^*Y Y^*A a à & à~ææZA^*V^*â Y~ÉA ŌŌŌŌŌ X^*V^*â ~A à a Y^*A ÁÉÉÉA à a^*âæA ææA
X à à & Y æ~V^*â^*|A VæYA à^*ŽY^*AYV^*â VZÝ~ÉA TŽYA Ł à à & Væ |A^*Y^* à à a Y^*A *ŽYAX V^*â A^*â A^*ŽYA Pææ^*Y^*A Š^*V^*Y~A Ma~*a X^*A Ł à@^*A Y^*A^*Z^*Z^*A Ú Y~*Y^*A Ma~*a X^*A
à Y^*A QYææ~|'ãVææVA àæA ŇYWA@V^|A ĐGDA ĐEĐEÉA PÉA ŠÉA ŠÉA ŠÉA ŠÉA V^*âæZA b^*Z^*Z^*A^*Pææ^*Y^*A Š^*V^*Y~A Ma~*a X^*A Ł à@^*A Y^*A^*Z^*Z^*A Ú Y~*Y^*A Ma~*a X^*A
ØV^*X ŽA ĐEĐEÉA *ŽYA Ł à@^*A a~~@Y^*A VæA à&ææa àæA Y a~ ä a~~ææZA ŌŌŌŌŌ~AX à à & Vææ^*A àæA Y Y Y V^*A & ^*Y^*Y^* à &^*âæAZ^*â@æY~AVæYA æa^*â^*â Y^*|A V&& Y V^*A
bV~A à VYÝÉ

PæAK&^*A ÉÉDA ĐEÉ I DA^*ŽY^*YA bV~AV^*A^*âXÝ~~A bV~*Y bV^*Y^*A^*Y^*V~YAV^*A à@^*A Ø^*Y b Y~*AQ Væ^*A^*A Ø^*Y b Y~*BAææQ a^*VZÝDA ŌæY a VæVDA^*ŽV^*A à & V X^*Y^*A VA
bV^*Y^*A à@Y^*V^*A *ŽV^*A Y a~X Z V^*Z Y~A^*â A L@^*æ~A Ú V^*Y^*bV|A æY V^*A ØV^*A Y a Ø^*X Z^*Z VæÉA TŽYA Ł à à & Væ |A ŽV~A ~ææX^*A a à & Y^*â Y^*æ^*Y^*A ~@W~*Væ^*a V^*A
à & Y^*V^*âæV^*DA &^*â XÝ~~A VæYA æa^*Y^*X V^*âæA a à &^*â a Y^*â Y^*æ*~A V^*A Ø^*Y b Y~*ÉA ŌæA ŌVæ@V^|A à Y^*A ĐEÉ I DA TŽYA Š@^*Y^*Y^*A ŇA @æY V^*âæA VæYA^*ŽYA Ł a^*|A à Y^*A
Ł Ža X V Z à A ææa^*a V^*Y^*A ~@a^*~A ææA^*ŽYA Ōa^*ŽY^*æA Ma~*a X^*A à Y^*A ŌæY a VæV^*Y^*ZææZA Ł Ú KA VæYA & Y^*â a^*A à a V^*âæ~A V^*A Ø^*Y b Y~*ÉA PæAK&^*A ĐDA ĐEÉ I DA^*ŽYA
PÉŠÉA NQK A VæYA^*ŽYA Š^*V^*Y^*A à Y^*A ŌæY a VæV^*A ææa^*a V^*Y^*A VA ~Y^*V^*Y^*A V X^*âæA VZVææ~*A^*ŽYA Ł à à & Væ |A VæYA^*à Y Z Y^*A VA Ł àæ~Yæ^*A M Y X^*Y^*A æ Y Z^*a V^*Y^*A

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ÓæA PX*áWY^AÐÉÉGDÁO^Væa^YÁL*á|A Úá^á~A^YXYááYVAUáà V*áæA Óà^aXYÁ^á à A*ZYÁ^:æàa~ANæã^ææ ä Yæ^V^AQ^a^YX^*aæAKZYæX|JÁÁ^ZYÁÓNQKBæAæA
bZæXZÁ^ZYÁÓNQKV^YZY~A^ZV^A PÉA SÉA S^Y^Y Áæáà V^Y^Y A ZYÁ Y á a~ææA á à a^~A Yá^Aæa^aZVæA à YáY~ÁÁÓP\BÁVæYA áà V^á Yá^ZVæAXá à &@æY~A
Yá à A^ZYÁ LV~aXÁ P | JZYæA Ñ@æVXYA N^YX^A~*V^aXÁ Q^YXá&á^V^a^M Š^VXáÉA ÓæA VVYá^aææDA *ZYÁÓNQKA V^YZY~A^ZV^A PÉA SÉA S^Y^Y A YÁY^Y^Y A a^~A
æV^@V^AZV~A@~VZYÁ^á à A^V^Aa^~A L à OYæY^V^aææA L à YÉA PÉA SÉA S^Y^Y A Y^~&æY^Y A^á A^ZYÁæá^aXYAVæYA a~X@M^Yæ^*|A Yá~X@~ææZA^Y^~á @^aæA á YÁ
*ZYÁ à V^Y^A b^a^ZÁÓNQKÉ

K^*Zá@ZÁ Yá~X@~ææA a b^a^ZÁ ÓNQKA^Y^ZV^AVæZA *ZYÁ Yá^ZáææZA V^YZY^Y Áæá V^áæ~A V^Y^A ææZáææZA VæYA *ZYÁ^Y^~á @^aæA á YÁ^ZY~YÁ à V^Y^Y~A a~A
@æY^V^VæAV^A^Zá^a^á YDá^Aa~Aæá^AVæ^aXá&V^Y^Y^ZV^A^ZYÁ^Y^~@^*AáYá^Zá~YÁYá~X@~ææ~Ab^a^AWYA à V^Y^V^A^á@PÉA SÉA S^Y^Y É

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PæA NYW^@V^|A HDA ÐÉÉÉDA *ZYÁ PÉA SÉA NQKA &@W^a~ZYÁ VæA NÓQA *ZV^A V&& áY^A *à^*VXáæa^YÁ V^Xá a^áY~AææA ØæææY~à^VÉA KæA NÓQA Y~VW^a~ZY~A VæYA
^Yá@æ^Y^A Y á a~ææA á à a^~A VæYA *ZYÁ @~YA áYá^ábA ÓP\A^Y^Y@X^aæA *YXZæá àZ|JÁ ææA ææY@V^ææZA Y@æVXY~A V~A LY~A KáVá VW^YA S^Y^Y^A áY^A
TYXZæá àZ|ÉA ÚZá YÁ PÉA SÉA S^Y^Y Aææ~*V^Y^Y á bA ÓP\AW@æY^A~AææA *ZYÁ YÁY@æVXY~AV^A Øæææ^VXÁ VæYA a~AX@M^Yæ^*|JÁ W^aZV^Y^Y A^áææ~*V^A á bA
ÓP\A W@æY^A~AææA *ZYÁ^b^á à ZY^Y^A^Y@æVXY~AV^A Øæææ^VXÁ &@^~@Væ^*á à Yá^~ææZA VZ^Y^ á Yæ^~A VæYA &Y^á a^~DA *ZYÁ@^YÁ b@^YÁ Yá^á@^YÁ *ZYÁ
ææ~*V^V^aæA á YÁ VÁ á bA ÓP\AW@æY^A~AææA *ZYÁææYÁY@æVXY^A^OY^Y^VXÁ Yá^bZæXZÁ PÉA SÉA S^Y^Y A Yá Yáæá^AZVá YÁ VæA á ZY^Y^A~YÁ Yá^~ææZA W^aZV^aææA
PÉA SÉA S^Y^Y A^Y^~á à V^Y^~A Y^Yá^&Y^á@M^Y^~AV~ææA V^Y^Y A b^a^ZÁ^ZYÁææ~*V^V^aæA á YÁ á bA ÓP\AW@æY^A~A á XZÁV~ÁÁÐGA á a^~ææA á AÉÉA á a^~ææA
ÓæAÐÉÉÉDA PÉA SÉA S^Y^Y A YÁ YÁ VÁ &Y^á^aææA YÁ VÁ Y á æææ~*V^Y^á YÁ YÁ Xæá~á Y^Y^V^aææA á A^ZYÁ PÉA SÉA NQKA VæYA VÁ &Y^á^aææA YÁ á Yá Xá V^A^Y^Y á Y bA á Yá
NÓQA VæYA YÁ YÁ VÁ á Yá^ZYÁ ØæææY~á V^A SÓQA^á A^ZYÁ NæZZ^ZÁ L^a^X@^a^ÉA ÓæA K&V^A ÐÉÉÉHDA *ZYÁ PÉA SÉA NQKA &á à @^ZV^Y^Y A VÁ Yá a~YÁ NÓQA b^a^ZÁ^ZYÁ~V á YÁ
~@W~Væ^aá YÁ Yá @^Y^ á Yæ^~A Yá^A PÉA SÉA S^Y^Y ÉA ÓæA Ó@æYá ÐÉÉÉHDA PÉA SÉA S^Y^Y A YÁ YÁ VÁ &Y^á^aææA YÁ VÁ Y á æææ~*V^Y^á YÁ YÁ Xæá~á Y^Y^V^aææA á YÁ
NÓQA^á A^ZYÁ PÉA SÉA NQKA VæYA VÁ &Y^á^aææA YÁ á Yá Xá V^A^Y^Y á Y bA á Yá *ZYÁ ÐÉÉÉH NÓQA WY^Y^A^ZYÁ NæZZ^ZÁ L^a^X@^a^ÉA @^A^á YÁ K&YV~ÉA ÚZá YÁ^ZYÁ
&á X^Y^YæZ~A^Y^ZV^AææZA^ZYÁ &Y^á^aææA YÁ á Yá Xá V^A^Y^Y á Y bA á Yá *ZYÁ ÐÉÉÉH NÓQA Y^Y^Y A VæY^Y A~*V|Y^Y Dá^AV^AVZ@ á Yæ^~A^Y^ZV^Y^ææZA^ZYÁ &Y^á^aææA á YÁ
á Yá Xá V^A^Y^Y á Y bA á Yá *ZYÁ ÐÉÉÉH NÓQA b^YÁ YÁ ZY^Y^YAW|JÁ^ZYÁ NæZZ^ZÁ L^a^X@^a^ÉA @^A^á YÁ K&YV~ÉA ÓæA Óá Yá WY^AÉGDÁ ÐÉÉ É Á T Z @~DA W^a^Zá &Y^á^aææA~A Yá^A
á Yá Xá V^A^Y^Y á Y bA á Yá VæA b^a^ZÁ^ZYÁ NæZZ^ZÁ L^a^X@^a^ÉA PæA M^YX^Y á WY^A FDA ÐÉÉ É DA *ZYÁ PÉA SÉA NQKA &@W^a~ZYÁ VÁ æá^á Yá Xá V^AææA ææA *ZYÁ NY^Y^V^A
S^YZá~*Y^MæA bZæXZÁ^ZYÁ PÉA SÉA NQKA Y^YæY^Y A PÉA SÉA S^Y^Y~A VY á æææ~*V^Y^á YÁ &Y^á^aææA~A Yá^A^Y^Xæá~á Y^Y^V^aææA VæYA~*V|A á YÁ^ZYÁ ÐÉÉÉH NÓQA VæYA
ÐÉÉÉH NÓQA PæA NYW^@V^|A ÉDA ÐÉÉ É DA PÉA SÉA S^Y^Y A Yá Y^Y A VÁ &Y^á^aææA YÁ á Yá Xá V^A^Y^Y á Y bA á Yá *ZYÁ PÉA SÉA NQK~A Y^YæV^A á YÁ^ZYÁ VY á æææ~*V^Y^á YÁ
&Y^á^aææA~A Yá^A^Y^Xæá~á Y^Y^V^aææA á A^ZYÁ NæZZ^ZÁ L^a^X@^a^ÉA @^A^á YÁ K&YV~ÉA T Z YÁ PÉA SÉA NQKA VæYA PÉA SÉA S^Y^Y A^Y^VXZ^Y^Y A VÁ Y^Y^Y á Yæ^~A^Y^ZV^Y^ææZA
*ZYÁ Yá^YÁ ææY@V^ææZA^ææY~AV^A Øæææ^VXÉA K^Y^Y^A^&á &á ææZA VÁ Yá a~YÁ NÓQA VæYA^Y^~&ææææZA^á A @W^aXÁ á à Yæ^~DA ææA ØV^XZÁ ÐA ÐÉÉÉDA *ZYÁ
PÉA SÉA NQKA &á à @^ZV^Y^Y A VÁ VæV^A^Y^Yá~YÁ NÓQAææXá &á^AV^ææZA^ZYÁ XáæYá^aææ~AVæY^A á a^~A Yá^A Øæææ^VXÁ^á bZæXZÁ^ZYÁ &V^Y^Y~AVZ^Y^Y ÉA PÉA SÉA
S^Y^Y^AVæYA^ZYÁ PÉA SÉA NQKXáæææ@Y^á^áææYá^a^V^Y^M^Y^~á @^aææA á YÁ^OY^Y^VXÉA

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PæA Óáá Y á WY^A ÍDA ÐÉÉ É DA *ZYÁ PÉA SÉA NQKA S^YZáææA ÓÓÓA VæYAK L CEMA áææ^*|A a~@^Y^Y A VÁ Óá^aXYá YÁ Uá à V^áæA ÁÓ PUBA^Y^ZV^YææZA^ZYÁ L á à &Væ|~A
NYZV^A T Z á à ~ææA V^Xá a^á YáæA L^V^Y^Yá Xá DA Q^Yææ~|á VæA VÉA ÓæA VY^Yá^aææA ææA Óáá Y á WY^A ÐÉDA ÐÉÉ É DA K L CEMA a~@^Y^Y A VÁ ~Y&V^V^YDA W@^A^Y^V^Y^Y DA
ÓPU^A^ZYÁ L á à &Væ|JÁ^Y^ZV^YææZA^ZYÁ NYZV^A T Z á à ~ææA V^Xá a^á YáæA V^Y^Y A @&áæA^ZYÁ^ææ~&Y^X^aææ~AVæYA^Y^Y á Y bA á Yá Xá^X@ á Yæ^~A
Xá^YX^Y^Y A^Zá @Z Z á @^A^V^*ZYÁ V^*A^b^á | Y^V^~DA^ZYÁ VZ^Y^Xá Y^~AV^Y^Y^ZV^A^ZYÁ L á à &Væ|JÁ ZV~Aáá V^Y^Y A^ZYÁ L K KAW|JÁ Y Á X^Y^YææZA^ZYÁ V^~á b VW^YÁ
á a~W^YÁ Y á a~ææA~*VæY^V^Y~A Yá^á à AX^Y^VææA á &Y^V^aææ~AY@^ææZA a~V^Y^Y A Yá Yæ^~ÉA ÓæA VY^Yá^aææA^ZYÁ VZ^Y^Xá Y^~AV^Y^ZV^A^ZYÁ L á à &Væ|JÁ ZV~A
áá V^Y^Y A X^Y^VæA á VæA^YæVæX^Y DA^Y^á^ææZDA VæYA^Y^Xá^A Yá Y^YáææZA^Yá@æ^Y á Yæ^~ÉA PÉA SÉA S^Y^Y A á Yá b^a^ZÁ^ZYÁ PÉA SÉA NQKA S^YZáææA ÓÓÓA VæYA
K L CEMA~Yá Y^V^A á Y~ÉAK L CEMA^ZYÁ PÉA SÉA NQKA S^YZáææA ÓÓÓA VæYA PÉA SÉA S^Y^Y^AXáææ@Y^á^áææYá^a^V^Y^A VÁ &á^Y^V^A^Y^Y~á @^aææA á YÁ^ZYÁ à V^Y^Y É

PæA M^YX^Y á WY^A ÐFÐA ÐÉÉ É DA PÉA SÉA S^Y^Y~A L V^á^ææA Q Væ^A Y^Y^Yá YæX^Y^Y A VÁ Yá^Y^Y^X^ææZA &á^aææ~A á YÁ^ZYÁ V^Xá a^á YáæA á á Y^Y^AææA Y^Y^~@^Y@^V^aææA
á YÁ^ZYÁ Xáá YÁ áá YáæZV~AZ^YæY^V^Y^Y A Y@^ææZA^ZYÁ XááææZA &á X^Y^~ÉA Úá^Zá^ZYÁ Y^Y^~@^Y@^V^aææA &á X^Y^~A á @^A^á Yá &Y^V^aææA V~A V^A^Y^Y~@^*A á YÁ^ZYÁ
Yá^Y DA PÉA SÉA S^Y^Y A bV~AææA^VW^YÁ^á A X^Y^á | JÁ Xá à &á VæX^YÁ b^a^ZÁ L V^á^ææA Q Væ^~A T a^YÁ U A &Y^á a^á Yá Y^~A Yá^A~@^Y@^Y á a~ææÉA PÉA SÉA S^Y^Y A
&á à &^*|JÁ æá^á Yá YÁ K L CEMA bZæXZÁ ZV~A^Y^Z@^V^A^á | A á @^Yá^Yá Xá^áææA Yá^A^ZYÁ T a^YÁ U A &Y^á a^á DA VæYA @&Y^V^Y^Y A^ZYÁ K L CEMA^Y^Z@^V^|JÁ ææA Y^Y^á~*A^á
á a^ZV^Y^A Væ|JÁ &á^Yæ^á V^A Yææá^ææá Yæ^V^A á &VX^~A @æ^á A^ZYÁ Y^Y^~@^Y@^V^aææA &á X^Y^~A bV~A^Y^Y@^æY^Y A^á æá^á V^A á &Y^V^aææA ÉA P^YÁ *ZYÁ
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jurisdiction, then such provisions shall be deemed reformed in such jurisdiction juri

security), and shall also be entitled to require Breves to account for and pay over to the Company all compensation, profits, moneys, accruals, increments or other benefits derived from or received as a result of any transactions constituting a breach of the covenants contained herein, and shall also be entitled to cease paying or providing and be entitled to require Breves to repay all amounts paid pursuant to **paragraph 2 (Consideration)** only of this Agreement. In addition, in the event of an alleged breach or violation by Breves of paragraph 7 (Non-Competition

14. **MODIFICATION.** The provisions of this Agreement may not be modified by any subsequent

Agreement as originally executed unless otherwise specified. Any reference herein to any statu

Attachment A

- (f) She may revoke this General Release at any time within **seven (7) calendar days** of the General Release Execution Date by delivering a written notice of revocation to the Company's General Counsel;
- (g) If she does not exe

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due to the Participant becoming Disabled, or following attainment of Normal Retirement Age, then the Achieved Perf

death,

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 _____ awards 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 Part

16. Severability: In the event that any provision in this Agreement is held invalid or unenforceable, such provision will be severable from, and such invalidity or unenforceability will not be construed to have any effect on, the remaining provisions of this Agreement.

17. Language: If the Participant has received this Agreement or any other document related to the Plan translated into a language other than English and if the meaning of the translated version is different than the English version, the English version will control.

18. Governing Law and Venue: This Agreement shall be construed and enforced in accordance with the laws of the Commonwealth of Pennsylvania, without regard to the conflicts of laws thereof

EXHIBIT A

Performance Goals for the Performance Period

Threshold

EXHIBIT B

Confidentiality and Proprietary Rights Agreement

Corporation Performance Share

Agreement

Exhibit B to, and incorporated as a part of, the United States Steel

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 _____ 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 rig

8. **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 (Em)16(p)-6(1)9(o)7(y)-6(e)-87 7(y)-

EXHIBIT C

Non-Competition Agreement

This Non-**Agreement** attached as Exhibit C to, and incorporated as a part of, the United States Steel Corporation Performance **Grant Agreement** 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 Company** in the Grant Agreement **Employee me I**, and the Employer and the Employee are collectively referred to herein as the **Parties**

1. Definitions.

- (a) **Products** means any product or service 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 any 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

9. **Injunctive Relief and Attorney's Fees.** Employee agrees that in the event Employee breaches this Agreement, the Company will be irreparably harmed and entitled to an injunction

EXHIBIT D

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 D 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,

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 14 of the Agreement.

(a) **Data Collected and Purposes of Collection.** The Participant understands that the Corporation, acting as controller, as well as the Employing Company, may collect, to the extent permissible under applicable law, certain personal information about the Participant, including name, home address and telephone number, information necessary to process the Performance Share Awards (e.g., mailing address for a check payment or bank account wire transfer information), date of birth, social insurance number or other identification number, salary, nationality, job title, employment location, any Shares or directorships held in the Corporation (but only where needed for legal or tax compliance), any other information necessary to process mandatory tax withholding and reporting, details of all Performance Share Awards granted, canceled, vested, unvested or out applicable service termination date and reason for termination

Data The Data is collected from the Participant, any Employing Company and the Corporation, for the exclusive purpose of implementing, administering and managing the Plan pursuant to the terms of this Agreement. The legal basis (that is, the legal justification) for processing the Data is to perform this Agreement. The Data must be provided in order for the Participant to participate in the Plan and for the parties to this Agreement to perform their respective obligations thereunder. If the Participant does not provide Data, he or she will not be able to participate in the Plan and become a party to this Agreement.

(b) **Transfers and Retention of Data.** The Participant acknowledges and understands that the Employing Company will transfer Data to the Corporation for purposes of plan administration. The Employing Company and the Corporation may also providers (such as accounting firms, payroll processing firms or tax firms), as may be selected by the Corporation in the future, to assist the Corporation with the implementation, administration and management of this Agreement. The Participant understands that the recipients of the Data may be located in the United States, a country that does not benefit from an adequacy decision issued by the European Commission and is not listed by the Swiss supervisory authority as a country with adequate data protection legislation. Where a recipient is located in a country that does not benefit from an adequacy decision or adequacy listing, the transfer of the Data to that recipient will be made pursuant to European Commission-approved standard contractual clauses when required by applicable law, a copy of which may be obtained by contacting

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

United States Steel Corporation, a Delaware c
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Name of Participant:

PARTICIPANT NAME

relevant taxable event, the Participant acknowledges that the Corporation and/or the Employing Company (or former Employing Company, as applicable) may be required to withhold or account for Tax-Related Items in more than one jurisdiction.

Prior to the relevant taxable event, the Participant shall pay or make adequate arrangements satisfactory to the Corporation and/or the Employing Company to satisfy all Tax-Related Items of the Corporation and/or the Employing Company. In this regard, the Participant shall pay any Tax-Related Items

- (l) the Corporation and the Employing Company are not providing any tax, legal or financial advice, nor are the Corporation or the Employing Company providing any tax, legal or financial advice to the Participant regarding the 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.

13. 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 Data 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 id

EXHIBIT A

Performance Goals for the Performance Period

Performance Goal	U. S. Steel's TSR Performance Relative to		Threshold	Target	Maximum
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- (b) If a Peer Group Company is acquired by another company or entity, including through a management buy-out or going-private transaction, the acquired Peer Group Company will be removed from the Peer Group for the Performance Period; provided that if the acquired company became bankrupt prior to its acquisition it shall be treated as provided in paragraph (a), above, or if it shall become delisted according to paragraph (e), below, prior to its acquisition it shall be treated as provided in paragraph (e).
- (c) If a Peer Group Company sells, spins-

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

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B Ę A O Ā N Ā G Ā Ā N H G Ĩ Ķ J Ā B Ç Ę Ā

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Ě B Ā Ĥ Ū Ø Ø Ā Ĥ V Ó Ū Ø Ø S Y Ā M Ø Ū B Ū Ø Ā B T Ā I B Ū Š Ā B Ā Ā Ĥ Ā B Ø Ā O T R Ū Ø Ø Ā N Ū Ó Ū Ø Ū Ā N Ū Ø Ø S Ā G B Ū Ū B Ū Ó Ū R B T Ā Ø B Ū Ā Ū Q Ø Ā U Ø Ū R B Ø Ā Ø T Ø R T P Ā Ĩ Ø Ū Ø Q Ā Ç B Ā Ā C Ā C Ā Ā Ø V S S Y Ā

**United States Steel Corporation
Mine Safety Disclosure
(Unaudited)**

For the quarter ended March 31, 2022

L RTØÅÅ Í ØØØÚÓŠA L RTØÅÑ
ØØØYÅØTØ
Í ØØŠUQAGÓŠ RTRÚÚÚØRPT
ÅÅ L N Í GÅÅ I Å

