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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  
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8E0BB 1LKQEP \*KABA  
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°) LII>0P FK JFIIFLKP BU@BMQ MBO PE>0B >JLRKQP

ŁfiŁŁ ŁfiŁŁ

2BQ P>IBP%

ÖÝ*Ä~VÝ~	~ †,\$fiŁ	ÅA	FDÍE€A
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Tà*VÄÄÖà*ÝÄHB	ŽŽ"fi	A	GDE€FA

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Ł à~*ÄÝÄ~VÝ~ÄÄÝ\X'@YÝ~Ää*Ý ä~Ä~ŽäbæAWÝ'ábB	†,\$ž†	A	€ÍĐE€A
ŠÝ"äæZDAZÝæÝV'AVæYAVY ä äææ~*^V*äãÝÄ\&Ýæ~Ý~	\$\$	A	ÈÈIA
MÝ&^ÝXäV*äàæDAYÝ&Ý*äàæAVæYAV ä ä^ä{V*äæ	ŁŁfi	A	ÈÍÍA
Òä~ÄÄÝV^ææZ~BAÝ^ä ä ÄæäÝ~*ÝÝ~	fi†	A	ÄEHBA
K~~Ý*Ä ä &Vä^ ä Ýæ*AXŽV^ZÝ~	Ž	A	HA
SÝ~*^@X*^æZAVæYÄ*ŽÝ^AXŽV^ZÝ~ÄÄÖà*ÝÄĐEB	fi	A	ÈIA
ÖÝ*AZVæ~ÄäæÄ~VÝÄäÝAV~~Ý*~	°Ł~	A	ÄĐBA
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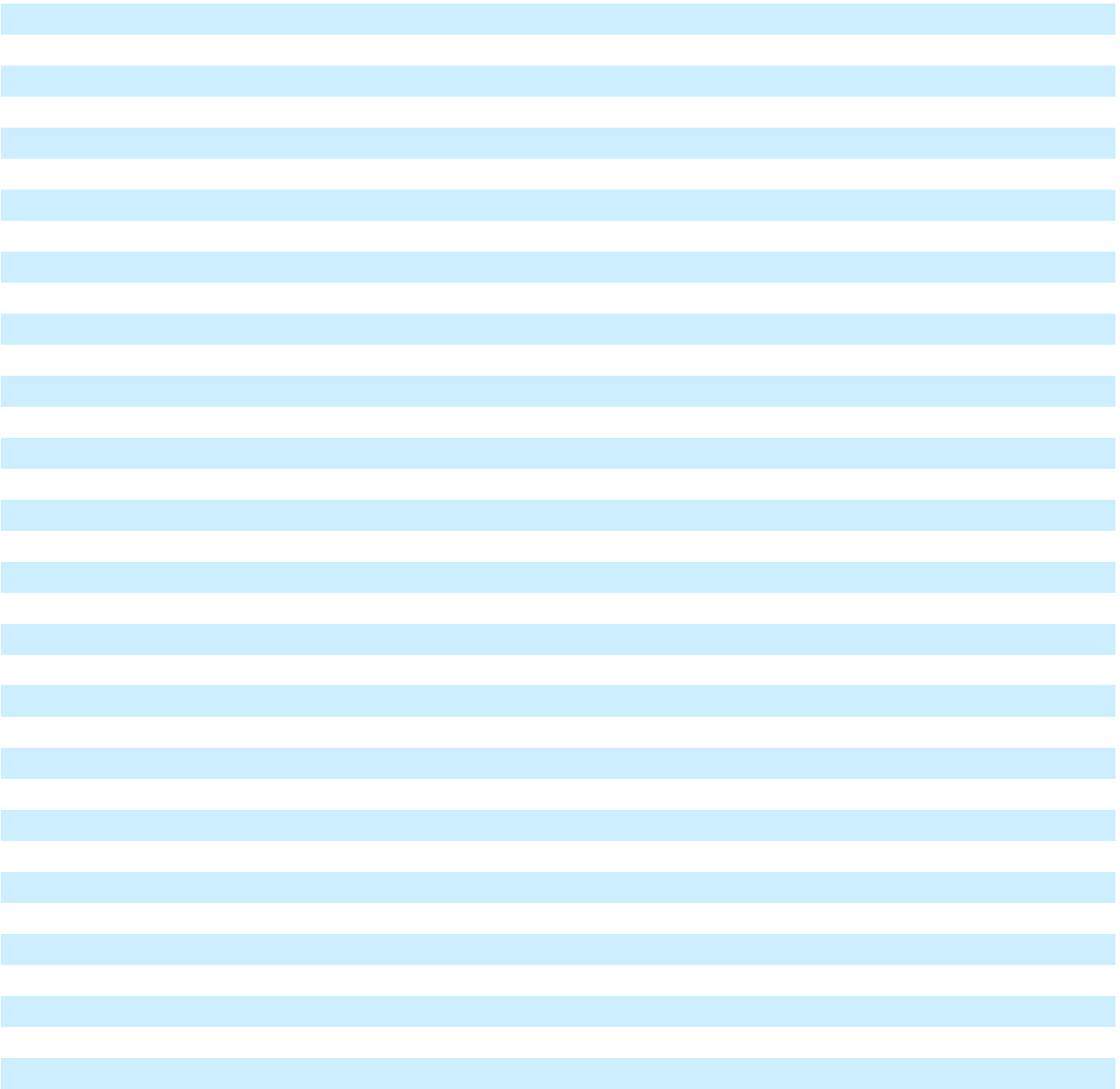
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ÖŸ*ÄŸV^ææZ~	~	fi\$\$	ÄÄ ÍÍDA
P*ŽŸ^AXà ä&^ŸŽŸæ~aäŸAæXà ä ŸÄÄ'ä~--BDæŸ*AaŸA*V\I			
Ł ŽVæZŸ~AææÄŸä^ŸZæAX@^ŸæX A^*Væ~V*aææAVŸá@~* ä Ÿæ*~		ŁŁ	A ÄDÍBA
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Ł ŽVæZŸ~AææAYŸ^aäV*aäŸŸæVæXaV^Aææ~*^@ ä Ÿæ*~		°ŽŽ	A ĐDA
Ł ŽVæZŸ~AææÄŸV^AäV^@ŸAàŸAVX*aäŸŸä & 'à  ŸŸAWŸæŸŸa^AææäŸ~* ä Ÿæ*~		Ł	A ~A
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TŽŸAVXXà ä &Væ |ææZæææ\*Ÿ~AV^ŸAVæææ\*ŸZ^V^A&V^\*AaŸA\*ŽŸ~ŸAXææŸŸæ~ŸŸAXææ~à äŸV\*ŸŸAŸææVæXaV^A~\*V^Ÿ ä Ÿæ\*~É

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SŸXYãVWŸ~DAŸ~~AV''àbVæXYAàŸAĀ€ÍAæAWà*ŽA&Ÿ%àY~	fl_!Ž\$	A ÈDFÍGA
SŸXYãVWŸ~AV^àãA^ŸV^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
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TŽŸA Ÿ à à b æ Z A à -AV A -X ŽŸY @ ŸA à ŸA ŸY X à æ X à æ Z A à Ÿ à -A à X à æ -à à YV ŸY A ŸV æ æ Z -AV Ÿ à ŸY A æ Ÿ à Ÿ -A V æ Y A æ X à à ŸA V Ÿ -Ī

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TŽŸA Ł à à & V æ | A Ž V -A & Ÿ a à @ ~ | A X à à à a \*\* ŸY A \* à DAV æ Y A X à æ \* æ @ Ÿ -A \* à A æ Ÿ æ Y æ Y A \* à DA & @ ^ -@ ŸA \* ŽŸA Y a -& à -a \* à æ A à ŸA X Ÿ ^ V æ AV ~ -Ÿ \* -A Ÿ V ŸY A \* à V A X à à & à æ Ÿ æ \* A à ŸA a \* -A Ÿ V \* E à Ÿ ŸY A W @ -æ Ÿ ~ -É A K -A à ŸA Ø V Ÿ X Ž A Ě DA Ď Ě Ě DA ŽŸA Ł à à & V æ | AV X X ^ @ ŸY AV A \* à V ŸA à ŸA Ā Ě Ě Ě A à a \* à æ A Ÿ a ^ A -Ÿ a Ÿ V æ X Ÿ A V æ Y A Ÿ \ a \* A X à ~ -DA à ŸA b Ž a X Ž A Ā Ě Ě Ě DA à a \* à æ A V æ Y A Ā Ě Ě Ě A à a \* à æ A a -A Ÿ X à ŸY Ÿ A æ AV X X à @ æ \* -A & V | VW Ÿ AV æ Y AV X X ^ @ ŸY A Ÿ \ & Ÿ æ -Ÿ -AV æ Y A & V | a Ÿ A V æ Y A W Ÿ æ Ÿ Ÿ a \* -A & V | VW Ÿ DA Ÿ Ÿ -& Ÿ X \* a Ÿ Ÿ | DA à æ A \* ŽŸA Ł à æ Y Ÿ æ -ŸY A Ł à æ -à à YV ŸY A LV V æ X Ÿ A Š Ž Ÿ Ÿ \* Ě A Ā Ě Ě A à a \* à æ A à ŸA \* ŽŸ -ŸA X Ž V Ÿ Z Ÿ -A b Ÿ Ÿ A æ X @ ^ ŸY A Y @ ^ æ Z A \* ŽŸA Ÿ a -A à @ V ^ Ÿ A Ď Ě Ě Ě Ě A Ō à & V | à Ÿ æ -A Ÿ a ^ A \* ŽŸ -ŸA X Ž V Ÿ Z Ÿ -A Ž V a Ÿ AV Ÿ Ÿ æ A à V ŸY AV -A à ŸA Ø V Ÿ X Ž A Ě DA Ď Ě Ě Ě

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SŸ a Ÿ æ @ Ÿ A a -A Z Ÿ æ Ÿ V ŸY A & à V a | A Ÿ a à A X à æ \* V X \* -A \* à A & a Y @ X Ÿ DA -Ž a & AV æ Y A Ÿ Ÿ a a Ÿ a -ŸY A & a Y @ X \* -DA V æ Y A \* à A VA Ÿ ~ -Ÿ Ÿ Ÿ \ \* Ÿ æ DA V b A à V \* Ÿ a V -A -V Ÿ -A ~ @ X Ž AV -A a \* à æ A à ŸY A & Ÿ Ÿ -AV æ Y A X à a Ÿ AW | E & a Y @ X \* -AV æ Y A Ÿ V Ÿ Ÿ -ŸY A -V Ÿ -É A O Ÿ æ Ÿ V Ÿ | DA Ď Ě A Š Ě Š Ÿ Ÿ Ÿ -A & Ÿ Ÿ a ^ a V æ X Ÿ A à W à Z V à à æ -A V Ÿ A -V à -Ÿ a ŸY A V æ Y A Ÿ a Ÿ æ @ Ÿ A a -A Ÿ X à Z æ a ŸY A b Ž Ÿ æ A \* a \* Ÿ A \* AV æ -Ÿ Ÿ -A \* à a @ ^ A X @ ~ \* à à ŸA Ÿ a ^ A & a Y @ X \* A -Ž a & ŸY A a ^ a -Ÿ a a X Ÿ -A V Ÿ A & a a a ŸY Ÿ A SŸ a Ÿ æ @ Ÿ -A V Ÿ A Ÿ Ÿ a ŸY Ÿ A æ Ÿ a à ŸA V æ | A -V Ÿ -A æ X Ÿ Ÿ a Ÿ Ÿ -É A Š Ž a & æ Z A V æ Y A à Ž Ÿ Ÿ a \* V æ -& a \* V à à æ X à ~ -A X Ž V Ÿ Z Ÿ Y A \* à

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Œà*Eà''ÝYA~ŽÝÝ*~	A	GËFA A	€ÎIA A	GÍEA A	~ A A	~ A A ÈDGËHA
Ł à YEà''ÝYA~ŽÝÝ*~	A	ÎIEA A	ÎĐA A	È€IA A	~ A A	~ A A ÈDĐÈĐA
Ł à V*ÝYA~ŽÝÝ*~	A	ÈÈËHA A	ĐĐFA A	FÍEA A	~ A A	~ A A ÈDÎÈEA
T@W@`V^&^àY@X*~	A	~ A A	~ A A	ÈGA A	€ÈHA A	~ A A €ĐÈA
K''AP*ŽÝÝ^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

<sup>AVB</sup> AŁ àæ~à~\*~A&^à V^|AàÏA~VÝ~AàÏA^VbA à V\*Ý^V'~AVæYAXààYA à VâæZAW|E&^àY@X\*~È

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TŽÝAÝà''à bææZA\*VWÝA&^àãaYÝ~AVAYXàæXà à V^àæaàÏAXV~ŽĐAXV~ŽAÝà@aãVÝæ\*~AVæYA^Y~\*^X\*ÝYAXV~ŽA^Y&à^ÝYA b^ŽæaPÈA ŠÈA ŠÝÝÏ~A Ł àæYÝæ~ÝYA Ł àæ~à àYV\*ÝYA LVVæXYA ŠŽÝÝ\*~A \*ŽV\*~@ à A \*àa \*ŽYA \*à\*V^A àYA \*ŽYA ~V à YA V à à@æ\*~A ~Žà bæa ææa \*ŽYA Ł àæYÝæ~ÝYA Ł àæ~à àYV\*ÝYA Š\*VÝ à Ýæ\*ÀÏAŁV~ŽAÏ' à b~ÏA

*.K JFIIFLKP~	1>0@E tfl_ ŁfikŁ	)B@B J?B0 tfl_ ŁfikŁ	1>0@E tfl_ ŁfikŁ
ŁV~ŽAVæYAXV~ŽAÝà@aãVÝæ*~	~	Ł_#t" ÂA	€DGËFA ÂA ĐDÍHHA
SÝ~*^X*ÝYAXV~ŽAæAà*ŽÝÝ^AX@^Yæ*AV~~Ý*~	Ž	A FA A	ÈIA
SÝ~*^X*ÝYAXV~ŽAæAà*ŽÝÝ^æàæX@^Yæ*AV~~Ý*~	ŁŁ	A €ÈA A	GÍA
AAAAATà*V'AXV~ŽĐAXV~ŽAÝà@aãVÝæ*~AVæYA^Y~*^X*ÝYAXV~Ž	~	Ł_#t" ÂA	€DGËIA ÂA ĐDÍFÈA

K à à@æ\*~AææX'@YÝYAææA^Y~\*^X\*ÝYAXV~ŽA^Y&^Y~Ýæ\*A XV~ŽA WVVæXY~A b ŽaXŽA V^YA ÝZV''|A à^Xàæ^AVX\*@V''|A^Y~\*^X\*ÝYDA&^à V^|AÏA^YA ÝYX\*^XAV^AXAÏ@^æVXYAXàæ~\*^@X^àæDAÝæãa^àæ à Ýæ\*V^A àVWà^a^Y~AVæYAà\*ŽÝÝ^XV&^V^A&^àÝX\*~AVæYAææ~@^VæXYA&@^&à~Ý~È

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TŽÝA V~\*EææDA Ýa~\*Eà@\*A ÆÓŃPBA à Ý\*ŽàYA a~A \*ŽYA &^ÝYA à ææVæ\*A à Ý\*ŽàYA àYA ææãÝæ\*à^|A Xà~\*ææZA ÝàYA à@^M ÑV\*ESà''ÝYA VæYA T@W@`V^M ~ÝZ à Ýæ\*~ÈATŽÝAÝa~\*EææDAÝa~\*Eà@\*A ÆŃŃPBA VæYA à àaææZAVãÝVZÝA à Ý\*ŽàY~AV^YA\*ŽÝA&^ÝYA à ææVæ\*^ææãÝæ\*à^|AXà~\*ææZA à Ý\*ŽàY~AYà^M à@^M Øææa Øà''A ~ÝZ à Ýæ\*AVæYA \*ŽYA ŃŃPBA à Ý\*ŽàYA a~A \*ŽYA &^ÝYA à ææVæ\*A ææãÝæ\*à^|AXà~\*ææZA à Ý\*ŽàYA ÝàYA à@^M bŠŠNA ~ÝZ à Ýæ\*ÈAK\*A ØV^XŽA ÈEDAĐÈĐEA VæYAMÝXY à WÝ^M ÈEDAĐÈĐEDA \*ŽYA ÓŃPBA à Ý\*ŽàYAVXXà@æ\*ÝYA ÝàYA FÈA&^Y^XYæ\*A VæYAFÈA&^Y^XYæ\*A àYA \*à\*V^AææãÝæ\*à^|A àV'@Ý~DA^Y~&^YX\*à^Ý'ÏÉ

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SVbA à V*Ý^V~	~	fł_ŁfikŁ ÂA ÈDÈÍIA
ŠÝ ä aEÝææa~ŽÝYA&^àY@X*~	\$fifi	A ÍÈÈA
Ńææa~ŽÝYA&^àY@X*~	t#I	A €ÍIA
Š@&&^Ý~AVæYA~@æY^ A^Ý à~	ŽŁ	A GĐA
Tà*V'	~	Ł_ŽžfI



fifi 7QL@H' >PBA (LJMBKP>QFLK 4I>KP

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&ÝŃà à VæXYAVbVY~A à VJ|ãÿ~\*AV\*ZÝA ÝæYA àVA \*ZÝÝE|ÝVŃ&ÝŃà à VæXYA&ÝŃà à YA Xàæ\*æZÝæ\*À &àæA à ÝÝ\*æZA SPŁNA &ÝŃà à VæXYAZàV~AV&àãÝYAW|A\*ZÝA Ł à ä ä\*ÝÝË ÑàM\*ZÝA ÐËÐÐA VæYA ÐËÐÐA SPŁNA&ÝŃà à VæXYAVbVY~DA ÝVXZA |ÝVŃæA \*ZÝA \*ZÝÝE|ÝVŃ&ÝŃà à VæXYA&ÝŃà à bYzZ\*ÝYA V\*ADË&ÝXÝæ\*AVæYA\*ZÝAÿ|Ń\*ZÝÝE|ÝVŃ&ÝŃà à bYzZ\*ÝYA V\*AFË&ÝXÝæ\*À ã ã\*ZÝA \*à\*VAVbVYËA SPŁNA&ÝŃà à VæXYAVbVY~A à VJ|ãÿ~\*AVæYA&V|à@\*AGË&ÝXÝæ\*AV\*ZÝA\*ZÝ~Zà YA ÝàÝ ÐÆË&ÝXÝæ\*AV\*ZÝA\*VZÝA \*ÝàÝ AVæYADË&ÝXÝæ\*AV\*ZÝA à V\ à @ ä ã ÝàÝ ÆV&V|à@\*~ÈAQV| à Ýæ\*ÝàŃ&ÝŃà à VæXYAæAWÝ\*bÝÝæ\*ZÝA\*ZÝ~Zà YA&ÝXÝæ\*VZÝ~A b\*Á WYA æ\*Ý&à V\*ÝÝË TÝZA ÝVŃà ÆV|à ÝA àÝA \*ZÝA SPŁNA&ÝŃà à VæXYAVbVY~A à \*ZÝA VãÝVZÝA à VãÝ\*À &ÀXYA àÝA \*ZÝA @æYÝ^|æZA Xà à ä àæA~\*àXààæA\*ZÝAVVÝàÝA Væ\*È

ÓæA MÝXý à WÝA ÐËÐÐA VæYAK@Z@~\*ÐËÐÐA ~&ÝXAV&ÝŃà à VæXYEWW~ÝA ÝŃ~\*àXá@æA VbVY~\*ÁQŠP~BA bÝAÝA ZVæ\*ÝA\*à à Ý à WÝ~À ÆVZÝA Ł à ä &Væ|~À Ý\ ÝX@\*ãÝA ÝVÝŃ~Zà&Á ÝV à ÈŠZVŃ~AVVÁÝVæÝAWV~ÝA àæA \*ZÝAVXZàÝà Ý à Ýæ\*À ÆVXÝ\*VæA&ÝE~Ý\*À à@Væ\*V\*ãÝA&ÝŃà à VæXYAXŃ\*ÝŃVAY@VæZA\*ZÝAÿ|ŃE|ÝVŃ&ÝŃà à VæXYA&ÝŃà ÝDA ÓVæ@V|A ÈDA ÐËÐÐA \*ZÝA @ZZAMÝXY à WÝA ÈÐÐËGËA ŠZVŃ~A à VJ|ãÿ~\*ÁŃ` à bæZA\*ZÝA Ý\ &V\*àæA ÆV\*ZÝAQÝŃà à VæXYAQÝŃà ÝA ÝA ZÝA Ł à ä &Væ|A V\*ãÝ~ZÝA&ÝŃà à VæXYAXŃ\*ÝŃVËA

TÝZA Ł ZÝA N\ ÝX@\*ãÝA PŃVXÝA bV~AZVæ\*ÝA QŠP~A\*ZV\*ãÿ~\*A b\*ZÀ\*ZÝA ÿ` à bæZDA Ýá@V`|A bÝZ\*ZÝYDA &ÝŃà à VæXYA à ÝŃX~ÏÁ ÁBA NLÓTMKA à VZæA Ý\ &Væ~àæDA ÁBA ZÝÝæZà@~ÝA ZV~A Ý à a~àæ~A æ\*Ýæ~\*Á|A ÝÝ@X\*àæDA ÁBA V~Ý\*À &À\*Ýà`àà à &à\*à à{V\*àæDA ÁBA ÝàÝVZÝA à ÝŃX~AVæYA ÁBA Xà&á V\*ÝA^ÝV\*ãÝA ÆV|@V\*àæA P\*ZÝA à Ý à WÝ~A à ÝA \*ZÝA Ý\ ÝX@\*ãÝA ÝVÝŃ~Zà&Á ÝV à bÝAÝA ZVæ\*ÝA QŠP~A\*ZV\*ãÿ~\*A b\*ZÀ&ÝŃà à VæXYAXŃ\*ÝŃVAYVŃVÝA\*àÏÁ ÁBA àæA \*à ÝA VæYA àæAW@YZÝAXà à &Ý\*àæA ÆV LSDA ÆË ÁA à ÝA \*ZÝA ZVæ\*ÝA ÁBA NLÓTMKA à VZæA Ý\ &Væ~àæA ÆË ÁA ÆV\*ZÝA ZVæ\*ÝA VæYA ÁBA ZÝÝæZà@~ÝA ZV~A Ý à a~àæ~A æ\*Ýæ~\*Á|A ÝÝ@X\*àæA ÆË ÁA à ÝA \*ZÝA ZVæ\*ÝA

ÑàM\*ZÝAQŠP AVbVY~DA V&V|à@\*Áa~AVXZàÝAVVÝAV\*ZÝ~Zà YA ÆË ÁA à ÝA \*ZÝA BDA\*VZÝ\*ÁÆËË ÁA à ÝA \*ZÝA BA à M à V\ à @ ä ÁÐËË ÁA à ÝA \*VZÝ\*BA &ÝŃà à VæXYA VXZàÝà Ý à Ýæ\*ÈAQV|à@\*ÁV à à@æ\*~A b\*Á WYA æ\*Ý&à V\*ÝA WÝ\*bÝÝæ\*ZÝA \*ZÝ~Zà ÝDA \*VZÝA VæYA à V\ à @ ä A V à à@æ\*~È

filı .K@LJB 8>UBP

8>U MOLSFPFLK

ÑàM\*ZÝA \*ZÝYÁ à àæ\*Z~A ÝæÝYA ØVXZA €ÉDA ÐËÐÐA VæYA ÐËÐÐA \*ZÝA Ł à ä &Væ|A ÝXàÝÝYA VA V\A &àã~àæA àÝA ÁGËA à á`àæA VæYA ÁÐFHA à á`àæDA ÝŃ~&ÝX\*ãÿ|É TÝZA \*V\A &àã~àæA ÝA \*ZÝA ÝŃ~\*ZÝYÁ à àæ\*Z~A à ÝA ÐËÐÐA VæYA ÐËÐÐA bÝAÝA WV~ÝA àæA VæA Ý~\*à V\*ÝA Vææ@V\*ÝÝÝX\*ãÝAVVÝDA bZáXZàÝà@áÝ~A à VæVZÝ à Ýæ\*àA à VáÝA~AWÝ~\*ÁŃ~\*à V\*ÝA ÝAVæ@V&ÁV\AæXà à ÝA à M à ~AVæYA Ýa~XÝ\*ÝA á\*Ý à ~AVXàZæã|ÝAY@VæZ\*ZÝA&ÝŃà à ÝDA ÝAV&&áXVWÝÈ

TŽà@ZŽà@\*ZÝA|ÝVDA à VæVZÝ à Ýæ\*ÁÝZ@V`|A@&ÝV\*Ý~ÀÝàÝXV~ÝYA Vææ@V&ÁV\AÝ~@\*~ÀÝàM\*ZÝA Vãà@~AXà@æ\*ÝŃ~AæA bZáXZà bÝA&ÝŃVAVV~ÝA àæAXZVæZÝ~AæA ÝVX\*à~@XZAV~A&ÁXY~DA~Zá&á Ýæ~DA&àÝ@X\*À à a\DA &Væ\*à&ÝV\*æZA&ÝŃà à VæXYAVæYAXà~\*Á Ý~\*à V\*Ý~È TãA\*ZÝA ÝŃ~\*ZVAVX\*@VADË&ÁV\AÝ~@\*~ÀÝàM PÈSÈAVæYÁàÝZæAæXà à ÝA à M à ~ÀãV|ÁÝà à ÁŃ~\*à V\*Ý~AV&&áÝYA ZÝA ÝæDA \*ZÝA VX@V\*V\A &àã~àæA à VAWÝæÝŃ\*ÁXYXàZæã|ÝYAæA ÐËÐÐA Xà@YA WYA à V\*ÝV`|A ÝãÝÝA Ýæ\*ÁV à Á \*ZÝA ÝàÝXV~ÝYA V à à@æ\*A @~ÝYA\*áÁŃ~\*à V\*ÝA\*ZÝA V\A&àã~àæA ÝA \*ZÝA\*ZÝYÁ à àæ\*Z~AÝæÝYA ØVXZÀ ÈDA ÐËÐÐÉ

ÓæA ØVXZÀ ÐËÐÐA \*ZÝA Ł à ä &Væ|A VæYA \*ZÝA KáVæ~V~ANXàæ à àXAMÝáÿ&á Ýæ\*À Ł à ä à a~àæA Ýæ\*ÝŃYÁæ\*àA \*ZÝA SÝX|XæZA TV\A Ł ÁÝá`ÀæXÝæ\*ãÝAKZÁÝ à Ýæ\*DA bZÝÁÝW|A\*ZÝA Ł à ä &Væ|A à V|AÝVæA~V\*ÝAæXà à ÝA V\AXÁÝá`~AæA VæA V à @æ\*ÁÝà V\*À\*àA ÈA&ÝXÝæ\*À ÆV\*ZÝA Xà~\*ÁVabV~\*ÝAÝY@X\*àæDA Ý@~ÝDA à M ÁÝX|XæZA Ýà@á &á Ýæ\*DA~@WáÝX\*Á à Á ÝŃæZA \*ZÝA Ýà@á Ý à Ýæ~À ÆV\*ZÝAKáVæ~V~A Ł à ÝYA KææA ŠÝX\*àæA ÐHEGËGËHDA ÝA M LSDA bZáXZà a~A @æÝŃXàæ~\*Á@X\*àæA æA P~XYà VDA KáVæ~V~È M à X@ à Ýæ\*V\*àæA ~@&á\*æZA \*ZÝA Ł à ä &Væ|A~Aæãÿ~\* à Ýæ\*ÀæA à@Vá|æZáÝà@á &á Ýæ\*À @~\*ÁWÝA~@W à á\*ÝÝAV~A&V\*àÝAVæV&&áXV\*àæA ÝáMXY\*áÝXV\*àæA Ý\ &ÝX\*ÝYA\*áWÝA Xà à &ÝŃYA àæA áWÝáÝADËÐËGËA ØVXZÀ ÐËÐÐA \*ZÝA Ł à ä &Væ|A ÁXYááÝYA V@ @ à È~@ à Á&V| à Ýæ\*À ÝAV&&à Vá V\*Ý|A Á Í ÐA à á`àæA V~A&ÁXYÝ~ÁÝà à Á \*ZÝA~VÝA àÝA V&á\*àæA àÝA Ý\ &ÝX\*ÝYA Ý@\*ÁÝA V\A XÁÝYA\*~\*áWÝA ÝVæÝYA W|A \*ZÝA Ł à ä &Væ|A Á~ÝYA ÓàÝA ÐËA ÝA M VÝY\*àæV Áæãÿà à V\*àæBÉATÝZA Ł à ä &Væ|A ÝŃ~\*à V\*Ý~\*ZV\*ÁXà@YA ÝVæA V\AXÁÝá`~AæA Ý\ Ý~À ÆV\*Á ÈËA à á`àæDA Ý\ X@~\*áÝA àÝA \*ZÝA V à à@æ\*A~\*ÁVæA ØVXZÀ ÐËÐÐA bZáXZà \*ZÝA Ł à ä &Væ|A b\*ÁXYàZæã|ÝAæA \*ZÝA|ÝVŃ\*ZÝAV~Ý~AVV&Á VXYÝAæ\*á~ÝãáXYA VæYA à ÝŃA



' >I>K@B 7EBB0 OL@>QFLK °FK J FIIFLKP~

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GÉÈÈ Ä

ÓæAPX\*àWÝ^AÐÈÈ ÎDAÞÉÅŠÉÅŠ\*ÝÝ^Aa~@ÝYAÁ€GÈA ä a''àæAàÝAGÈÈÈ ÄÅŠÝææà^AŁ àæãÝ^\*aWÝAÖà\*Ý~AY@ÝAÖàãÝ ä WÝ^AÈDAÐÈÐHAÐÈÐHAŠÝææà^A  
Ł àæãÝ^\*aWÝAÖà\*Ý~BÉÅ0æ\*Ý^Ý~\*ÀæA\*ZYADÈÐHAŠÝææà^AŁ àæãÝ^\*aWÝAÖà\*Ý~Aa~A&V|VWÝA~Y ä aEVææ@V''|AàæAØV|AÈAVæYAÖàãÝ ä WÝ^AÈAàÝA  
ÝVXŽA |ÝV^ÉA TŽÝAææa^aV^AXàæãÝ^~àæA^V^ÝAÝà^A\*ŽÝAÐÈÐHA ŠÝææà^AŁ àæãÝ^\*aWÝAÖà\*Ý~Aa~A|FÉÍ€ÍÈA~ŽV^Ý~AàÝA ÞÉÅŠÉÅŠ\*ÝÝ^AXà ä ä àæA  
~\*àXàA&Ý^AÈÐÈÈÈA&^ææXa&V^AV ä à@æ^DÁÝá@ããVÝæ^\*àAVæAææa^aV^AXàæãÝ^~àæA&^XÝAàÝAV&&^à^a ä V^Ý|AÁÈÈ€ÈHA&Ý^A~ŽV^ÝAàÝAXà ä ä àæA  
~\*àXàDA~@WàÝX^\*à^AVÝi@~\* ä Ýæ^A&@^~@Væ^\*à^\*ŽÝAÐÈÐHA ŠÝææà^AŁ àæãÝ^\*aWÝAÖà\*Ý~AaæYYæ^@^ÝÉA LV~ÝYA àæA \*ŽÝAææa^aV^AXàæãÝ^~àæA  
^V^ÝDA \*ŽÝAÐÈÐHA ŠÝææà^AŁ àæãÝ^\*aWÝAÖà\*Ý~A V^ÝA XàæãÝ^\*aWÝAææ^a^ÐHDÈ Í€DHÍGA~ŽV^Ý~AàÝA ÞÉÅŠÉÅŠ\*ÝÝ^AXà ä ä àæA~\*àXàAVæYA bÝA  
^Ý~Ý^aÝYA Ýà^A \*ŽÝA &à~@WÝA a~@VæXYA àÝA €€€ÍHDÍ€ÈA~ŽV^Ý~DA bŽXŽA a~A \*ŽÝA ä V\à à @ ä a V ä à @æ^A \*ŽV^AXà @ ÝA WÝA a~@ÝYA @&àæA  
XàæãÝ^~àæAV^A ä V^@^a^|ÉAQ^a^A^\*à^K@Z@~\*AÈDAÐÈÐHAŽàÝÝ^~AàÝAæà\*Ý~A ä V|AXàæãÝ^\*AV''Aà^AVA&à^\*àæAàÝA\*ŽÝA^Aæà\*Ý~AV^A\*ŽÝA^A&^\*àæA  
àæ|A@&àæA \*ŽÝA~V^a~ÝVX^\*àæA àÝA ~&ÝXàÝaÝYA XàæY^\*àæ~AVæYA Y@^ææZAXÝ^\*VæA&Ý^aÝ~ÉA PæA à^A V^Ý^A^K@Z@~\*AÈDAÐÈÐHAŽàÝÝ^~A ä V|A  
XàæãÝ^\*AV''Aà^AVA&à^\*àæAàÝA\*ŽÝA^Aæà\*Ý~A&^a^A^\*à^àÝA àà^HA A@ V|AXàæãÝ^\*AàÉAàÝA~VA^aàP ä ÝA @ È ä V É

ä V É



TŽYAVMAV@YAŸA

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M@VæZA\*ŽYÁ\*ŽYÁYá ä äæ\*Ž~AYæYÝAØV^XZÀÈÈÐÄÈÈÐÐÄ\*ŽYÁ Ł ä ä &Væ|A^YXà^YÝYÁ^Y~^A@X\*@VæZAVæYA à\*ŽYÁXŽV^ZY~A àYÁÈÈ I A ä ä'äæA  
 ^Y^V^YÁA \*äA \*ŽYÁ & VææYÝA ~V^YÁ àYÁ VA Xà ä ä &æYæ\*A b a\*ŽæA \*ŽYÁ ÑV^ESà^YÁ ~YZ ä Yæ^ÉA Ł V~ŽA &V| ä Yæ\*~A b YÁYÁ ä VYÁY^Y^YÝA \*äA  
 &^Yáä@~|AVXX^@YÁY^Y~^A@X\*@VæZÁ^àZ^V ä ~AàYAV&&^à V^Y|AÄÐÈA ä ä'äæÈA

TŽYÁVX\*äã\*|AæA\*ŽYÁVXX^@YÁVWV^æXÝ~AæX@^YÝAæA^Y^V\*äæA\*äA^Y~^A@X\*@VæZAY@VæZA\*ŽYÁ\*ŽYÁYá ä äæ\*Ž~AYæYÝAØV^XZÀÈÈÐÄÈÈÐÄ  
 bV~AV~ÄYá'äb~Ī

°.K JFIIFLKP~	* J MILVBB 6BI>QBA ( LPQP	* UFR ( LPQP	2LK~@>PE ( E>QDBP	8LQ>I
LVVæXÝAV^AMÝXÝ ä WÝ^AÈÈÐÄÈÈÐÐ	ÄA	ÈÈÐÄ ÄA	GÈA ÄA	~ A ÄA ÈĪÐA
KYYA*äæV^AXŽV^ZY~		fl	Y	Y fl
SÝÝV~YÁàYÁ&^àAVXX^@V~AVæYAà*ŽYÁVYá@~* ä Yæ*~^ÄV		°Ł~	°fl~	Y °Ł~
Ł V~ŽA&V  ä Yæ*~		°ŁŽ~	°ŁŁ~	Y °ŽĪ~
LVVæXÝAV^AØV^XZÀÈÈÐÄÈÈÐÈ		fifi"	Ł"	Y fĪŽ

<sup>ÄV</sup>æX@YÝ~AYÝ~YV~AàYAVXX^@V~^A^AYÝ^YX^AŽYÁX@^AYæ^AY~^a ä V^YÁàYÁXà~^A^A^Xà ä &Y^YAV&&^àYÁYÁY~^A@X\*@VæZÁ^àZ^V ä ~È

KXXA@YÝA^aVWá^aY~AYá^A^Y~^A@X\*@VæZÁ^àZ^V ä ~AV^YæX^@YÝYæA\*ŽYÁYá'ä bæZAWV^æXÝA~ŽYÁ^A^æY~Ī

°.K JFIIFLKP~	1 >0@E †fl ŁfĪŁ	)B@B J ?B0 †fl ŁfĪŁ
KXXA@æ*~A&V VW^Y	~	fĪ\$ ÄA €ÈA
QV ^à^AVæYAWÝæYÝa~A&V VW^Y		fĪfĪŁ A ~ A
Nä&^a YÝAWÝæYÝa~		Ž A ÈÈÈA
MÝÝ^MÝYAX^YÝa*~AVæYAà*ŽYÁAææX@^Yæ^A^aVWá^aY~		\$ A ÈĪA
Tà^V'	~	fĪŁŽ ÄA ÈĪÐA

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ÈÈA ŠÈA Š^YÝ^A a~A \*ŽYÁ ~@WáYX^A àYDA à^A &V^\*|A \*äDA VA æ@ ä WÝ^A àYÁ &YæYæZA à^A \*Ž^YV^YæYÝA ^YZV^A VX^aäæ~DA Xàæ\*ææZÝæXáY~A VæYA  
 Xà ä ä a^\* ä Yæ\*~Aææä ä äæZA VA àV^Y^\*|A àYÁ ä V\*\*Y^~DAæX^@YæZA Vb~AVæYA^YZ@^V^aäæ~A^Y^V^æZA^A^\*ŽYÁYæá^aæ ä Yæ^ÉA Ł Y^A^VæA àYÁ^\*ŽY~YÁ  
 ä V\*\*Y^~A V^YÁ Yá~X@~~Y^AWÝ^ä bÈA TŽYÁ @^\*a ä V^YÁY~à^\*@æA àYÁ^\*ŽY~YÁ Xàæ\*ææZÝæXáY~A Xà@ YDAæ YááY@V^|A à^A^æA^\*ŽYÁ VZZ^Y^ZV^YDAWÝA  
 ä V^Y^V^A^A^\*äA \*ŽYÁ Ł äæYÝæ~YÝA Ł äæ~à^aYV^YÁ ÑæVæXáV^A Š^V^Y^ä Yæ\*~ÈA Èà b YáY^DA ä VæVZÝ ä Yæ^A WÝ^aYáY~A \*ŽV^A ÈÈA ŠÈA Š^YÝ^A b a^A  
 ^Y^A VæA VA äaVW^YÁ VæYA Xà ä &Y^\*a^aYÁ Yæ^Y^A^~YÁ YáYæA \*Ž@ZŽA a^A a~A &à~aW^YÁ \*ŽV^A \*ŽY~YÁ Xàæ\*ææZÝæXáY~A Xà@ YÁ WÝA ^Y~à^aYÝA  
 @æYVá^VW^|È

ÈÈA ŠÈA Š^YÝ^AVXX^@Y~AYá^A^Y~^a ä V^YÁXà~^A^Y^V^YÝA^aY^A~^æZA Vb~@a^~DAX^Va ä ~AVæYA&^aXÝYææZ~AbŽYæAa^Aa~A&^aVWV^YÁ\*ŽV^Aa b a^A  
 æX@^A\*ŽY~YÁXà~^AæA\*ŽYÁY@^AYAVæYA\*ŽYÁXà~^AV^YAYV~äæVW^|AY~^a ä VW^YÈ

**Asbestos matters** A ŠĪK~àYÁ ØV^XZÀÈÈÐÄÈÈÐÄ ÈÈA ŠÈA Š^YÝ^A bV~A VA YÝÝæYVæ^AæA V&&^à V^Y^|A ÎÐÈA VX^aäYÁ V~WÝ~^a~AXV~Y~A  
 ææä ä äæZA V&&^à V^Y^|A ÈÐGÈÈA & Vææ^aYÝ~ÈA TŽYÁ àV~^A ä Vá^a^\*|A àYÁ^\*ŽY~YÁ XV~Y~A ææä ä YÁ ä @^\*a &YÁ YÝÝæYVæ\*~ÈAKWá@^A ÈÐGFGDA à^A  
 V&&^à V^Y^|A HÐA &Y^XÝæ^DA àYÁ^\*ŽY~YÁ & Vææ^aYÝA X^Va ä ~A V^YÁ X@^MÝæ^\*|A &YæYæZA æA VA á@^a~YáX^aæA b ŽA XŽA &Y^a^\*~A Yá ææZ~A b a^ŽA  
 ä V~~aY^æ@ ä WÝ^A àYÁ & Vææ^aYÝ~ÈAK^AMÝXÝ ä WÝ^AÈÈÐÄÈÈÐÐA ÈÈA ŠÈA Š^YÝ^A bV~AVAYÝÝæYVæ^AæAV&&^à V^Y^|A ÎÐÈAVX^aäYÁ V~WÝ~^a~A  
 XV~Y~A ææä ä äæZA V&&^à V^Y^|A ÈÐGÈÈA & Vææ^aYÝ~ÈA LV~YÁ @&æA ÈÈA ŠÈA Š^YÝ^A YÁ Y\ &Y^AYæXÝAæA~@XŽA XV~Y~DA a^A WÝ^aYáY~A^\*ŽV^A^\*ŽYÁ  
 VX^@V^A æ@ ä WÝ^A àYÁ & Vææ^aYÝ~A b ŽA @^\*a ä V^Y^|A V~~Y^\*A X^Va ä ~A VZVæ~^A ÈÈA ŠÈA Š^YÝ^A b a^A^aY^|A WÝA VA ~ ä V^A Y^VX^aäæA àYÁ^\*ŽYÁ^\*V^A  
 æ@ ä WÝ^A àYÁ & Vææ^aYÝ~ÈA

TŽYÄÄ''ä bæZAVWYA-Zäb-A\*ŽYÄ@ ä WYÄäYAV-WY~\*ä-AX'Va ä -AæZAYAX@ÄYæ\*Ä&YäYAVæYA\*ŽYÄ&ä\*Ž'YÄ | YV~i

	(I>F J P) 3MBKF KD 2R J ?B0 LC (I>F J P)	(I>F J P) )FP J FPPBA, 7BQQI B A >KÄ 6BP LISBA	(I L P F K D 2R J ?B0 LC (I>F J P)
4B0FLA BKABA			
MÝXÝ ä WÝÄ€ÉDADĚĚ	ÐÐĚĚ	ÐĚĚ	ÐĠG
MÝXÝ ä WÝÄ€ÉDADĚĚ	ÐÐFFG	ÐĚĚ	ÐĤĚ
MÝXÝ ä WÝÄ€ÉDADĚÐÐ	ÐÐGĚG	Ð€Ě	Ð€G
ØVAXŽÄ€ÉDADĚĚ	ÐÐGĚĚ	GĚ	GĚ

TŽYÄV ä ä@æ\*ÄPÉŠÉÄS\*ÝÝ'AVXX^@Ý~ÄYÄÄ&ÝæZAV-WY~\*ä-AX'Va ä -AæZAYAX@ÄYæ\*Ä&YäYAVæYA\*ŽYÄ&ä\*Ž'YÄ | YV~i  
 PÉŠÉÄS\*ÝÝ'ÄÄÄ@æVWYA\*äÄY~\*äV\*YA\*ŽYÄ@\*äV\*YA ä\*XA ä YA äYA V-WY~\*ä-EÄYV\*YVA X'Va ä -AY@YA\*äAVA æ@äWYÄ äYA @æXÝ\*\*Væ\*äY~DA  
 æX'@YæZÄÄÉBÄ\*ŽYÄV\*Y~AV\*AbŽäXŽÄæÝbAX'Va ä -AVÄYAÝÄYDAÄÉBÄ\*ŽYÄ@äWYÄ äYA VæYA ÝÝYX\*Ä äYA WVæä^@&XaY~Ä äYA ä\*ŽYÄXa ä &VæäY~Ä  
 \*VYä\*äæV''JA YYÝYæYæZAV-WY~\*ä-AX'Va ä -DA ÄÉBÄ @æXÝ\*\*Væ\*äY~ÄV~äXaV\*YVA b ä ŽÄ\*ŽYÄ äVäV\*äæ-AæZAYAX@ÄYæ\*Ä&YäYAVæYA\*ŽYÄ&ä\*Ž'YÄ | YV~i  
 ä@Ä~YäX\*äæÄ\*äÄä@Ä~YäX\*äæDAÄÉBÄ@æXÝ\*\*Væ\*äY~ÄAVYZVÄYæZAV\*ŽYÄVX\*~DA X ä X ä \*VæXÝ~AVæYAYä~YV~YÄ&ÄXÝ~Ä b ä ŽÄYVXŽÄX'Va ä AVæYA  
 ÄGBAVæ | ÄæYb AYZ~V~äæÄYæVX\*YÄ\*äAVYÄY~AV-WY~\*ä-EÄYV\*YVA X'Va ä -ÄÄ

Ň@Ä\*ŽYÄDA PÉŠÉÄS\*ÝÝ'AYÄY~ÄæäAWÝ'äYäY\*ŽVAVæVXX^@V'ÄYä@æV~Y\*ÝYAX'Va ä -AæZAYAX@ÄYæ\*Ä&YäYAVæYA\*ŽYÄ&ä\*Ž'YÄ | YV~i  
 &ÄWVWYÄ\*ŽV\*äŽYÄVAVYÄ@æV~Y\*ÝYAX'Va ä -Ä\*ŽVAb ä WYÄYäYAVZVæ~\*Ä\*ŽYÄÄ ä &Væ | AæZAYÄY@\*ÄYÄTŽYÄÄ ä &Væ | ÄYæZVZY~AVæÄ  
 ä@\*~äYÄ äV'@V\*äæÄ Xäæ~@\*Væ\*Ä\*äÄ V~ä~\*Ä æÄ V~Y~æZÄ ä\*Ä VWA ä\* | ÄÄ Y~\*äV\*YA Væ VXX^@V'ÄYä@æV~Y\*ÝYÄ X'Va ä -ÄÄ TŽÄÄ  
 V~Y~ä äÝÄÄ~AVV~YÄÄæÄ\*ŽYÄÄ ä &Væ | ÄÄ~Y\*\*Y ä Ýæ'ÄY\&YäYæXYDÄæX'@YæZÄÄYXÝæAX'Va ä -Ä\*ÄYæY~ÄTŽYÄVæV' | ~äÄYÄX@~Y~ÄäæÄ  
 ~Y\*\*Y ä Ýæ~Ä äVYÄ äÄYÄ\*ŽYÄ V~\*Ä~YäYVÄ | YV~AV~Ä\*ŽY~YÄX'Va ä -AVÄYÄ äÄY | ÄäWY~\*ÄY&ÄY~Ýæ\*ÄY@\*ÄYÄX'Va ä AXŽVAVX\*YÄ~\*ÄX~ÄÄ  
 KÝ\*YÄÄYäYbAW | Ä\*ŽYÄ äV'@V\*äæÄ Xäæ~@\*\*VæAVæYA PÉŠÉÄS\*ÝÝ'Ä ä VæVZY ä ÝæDA ä b V~AYY\*Y ä æYÄ\*ŽV\*Ä\*ŽYÄ Ä ä &Væ | ÄXä@'YÄæÄ\*Ä  
 Y~\*äV\*YAVæVXX^@V'ÄYä@æV~Y\*ÝYAX'Va ä -ÄÄ

MÝ~&ÄYÄ\*ŽY~YÄ@æXÝ\*\*Væ\*äY~ÄÄ ä VæVZY ä ÝæAWÝ'äYäY~Ä\*ŽV\*Ä\*ŽYÄ@\*äV\*YAÄY~Ä ä@\*äæÄäYÄ\*ŽY~YÄ ä V\*\*YÄ~Ä b ä ÄæÄ\*ÄŽVäYÄVA ä V\*ÝÄV'Ä  
 VYäYÄ~YÄYÝYX\*ÄäæÄPÉŠÉÄS\*ÝÝ'ÄÄÄÄVæXAV'ÄXäæYä\*äæÉ

**Environmental matters** SA PÉŠÉÄS\*ÝÝ'ÄÄÄ~@WäYX\*ÄÄYÝYV'ÄÄ~\*VYDA äXVAVæYA äYäYäZæAVb~AVæYAÄYZ@'VäæÄÄY\*VæZÄ\*ÄÄ\*ŽYÄ  
 Yæä\*äæ ä ÝæÄÄ TŽY~YÄ 'Vb~Ä ZYæYV''JA &ÄäÄYÄ YÄÄ Xäæ^ä'Ä äYÄ &ä''@\*Væ~ÄÄYV~YÄ ææäÄ \*ŽYÄ Ýæä\*äæ ä Ýæ\*Ä VæYA ÄYä@ÄYÄ  
 ÄY~&äæ~ÄWYÄ &VÄ\*ÄY~Ä \*ÄÄ @æYÄ\*VÄYÄ ÄY ä YÄV\*äæÄ äYÄ ŽV{VYÄÄ~Ä bV~YÄ Yä~&ä~V'Ä~äY~ÄÄ QÝæV\*äY~Ä äVJA WYÄ ä ä &ä~YÄ YäÄ  
 æäXä ä &äVæXÝÄÄŽVZY~ÄæÄVXX^@YÄ äVWA ä\*ÄY~ÄÄYÄÄYäYäV\*äæÄVX\*ää\*äY~Ä bŽYÄYÄPÉŠÉÄS\*ÝÝ'ÄÄÄÄYæ\*äYäYAV~ÄAVæV ä YÄÄV\*Ä | Ä  
 V'ÄÄ~@ ä VÄ {YÄæÄ\*ŽYÄÄ''ä bæZAVWY

ÄÈB ÈÒOL Î ÎŎÅ PËŎJA ÈÑÎŎKŊÎA ÈĐŎ ÍRAGŊÍÁ ĐİOËÍÁ CÎŎÎŎCEN ÎŊŎEA Ñà^A\*ŽŸ~ÝA&^àáÝX\*~DA\*ŽŸAÝ\\*Ýæ^A àÝA^Ý ä ÝYàV^aàæA\*ŽV^A ä V|AWÝA  
^Ýà@è^ÝYÀa~Aæà^A |Ý^AáæàbæDA\*ŽŸA^Ý ä ÝYàV^aàæA ä Ý\*ŽàY~AVæYA& Væ~AV^ÝAæà^A |Ý^AYÝáÝ^à&ÝYDAVæYÉà^AXà~\*ÁÝ~^a ä V^Ý~AXVææà^A  
WÝAYÝ^Ý^ä æÝYÉA TŽŸ^Ý^á^ÝDA ~aZæáÝXVæ^AXà~\*~DA ææA VYYá^aæA^aA^\*ŽŸA VXX^@ÝYA^áVWá^á^Ý~ÁÝà^A^\*ŽŸ~ÝA&^àáÝX\*~DA V^ÝA^ÝV~àæVW^|A  
&à~~aWÝÉA TŽŸ^ÝA V^ÝA Ýà@^Ýæá^àæ ä Ýæ^V^A^Ý ä ÝYàV^aàæA&^àáÝX\*~AbŽŸ^ÝAVYYá^aàæV^AXà~\*~ÁÝà^AXà ä & Ý^aæAV^ÝAæà^AX@^Ýæ^\*|A  
Ý~^a ä VWÝA W@^A Xà@YA WÝA ä V^Ý^aV^ÉA TŽŸ~ÝA &^àáÝX\*~A V^ÝA V^A ÑVá^ÝáÝ^YA Úà^a~DA Òà^VææA T@W@V^DA PQUA VæYA \*ŽŸA Ýà^ ä Ý^A  
~\*ÝÝ^ ä VáææZA&Væ^AV^\*ÁŎá^Ý^\*DAŎ^áæà~ÉAK~AàÝA ØV^XŽAÉÉDAĐĚĚDA VXX^@ÝYA^áVWá^á^Ý~ÁÝà^A^\*ŽŸ~ÝA&^àáÝX\*~A^a^\*VÝYAÁÉA ä á^áæAÝà^A  
\*ŽŸA Xà~\*~A àÝA ~\*@ÝáÝ~DA ææáÝ~\*aZV^aàæ~DA ææ^Ý^a ä A ä ÝV~@^Ý~DA YÝ~aZæA VæYÉà^A^Ý ä ÝYàV^aàæÉA Ŏ^a~A^ÝV~àæVW^|A &à~~aWÝA \*ŽV^A  
VYYá^aàæV^A^áVWá^á^Ý~AV~~àXàV^ÝYA b^\*ŽAÝ@^@^ÝA^Ýá@è^Ý ä Ýæ\*~A^ÝZV^AYææZA~\*@ÝáÝ~DAææáÝ~\*aZV^aàæ~DAYÝ~aZæAVæYAY^Ý ä ÝYàV^aàæAÝà^A  
\*ŽŸ~ÝA&^àáÝX\*~AXà@YAWÝAV~A ä @XŽAV~AÁĐĐA ä á^áæA^aÁÉHA ä á^áæÉ

ÆÁÁ ÈÒOL Î ÎŎÅ PËŎJA ÈKÎŊKÏGŊŎA Ā Î ÎŎ Í ÁIKGHŊIKŎK ÎŎA PËŎJAGA CÎŊŊÎ ÎÁĐİOËÍÁ ÁÁK~AàÝA ØV^XŽAÉÉDAĐĚĚDA\*ŽŸ^ÝA V^ÝA\*Ž^ÝÝA~aZæáÝXVæ^A  
&^àáÝX\*~A b^\*ŽA ÝÝáæÝYA ~Xà&ÝA Z^ÝV^Ý^A \*ŽVæA à^A Ýá@V^A^aA







\*ŽY~YA~à@XY~AVYAÿæà@ZŽA\*àA~@&&àA\*ŽYAXà@æ\*|A~AY\&YXYAXæ~@ä&\*ææ\*Žà@ZŽA\*ŽYAYæ~\*AZVYAàYAÐÈÐEDA bŽaXŽAæX'@YY~AYY à VæYA  
 YàAæV\*@AVAZV~AYàA@AÞŠŠNA~YZ à Yæ\*Aà&YAV\*ææ~É

**6\*79087 3+ 34\*6&8.327**

ÞÉÁŠÉÁŠ'YÝ|A~AY~@\*~AææA\*ŽYA\*Ž'YÝA ä àæ\*Ž~AYæYÝAØVAXŽAÉEDAÐÈÐEDA Xà ä &V'YAA\*àA\*ŽYA~V à YA&YæàYAææAÐÈÐDA YÝX'ææYÝAÿæA\*ŽYA ÖàA\*ŽA  
 K ä YæXVæANV'ESà''YÝDA ØææA Øa''A VæYA ÞÉÁŠÉÁŠ'YÝAN@A&YA~YZ à Yæ\*DA&æ à V'æ' |AV~AVAAY~@\*A àYA' à b YMA~V'Y~A&æXæZÉATŽYAL à ä &Væ |A~A  
 T@W@V^AQ^AY@X\*~A~YZ à Yæ\*Aà@\*&Y'AY^à ä YYA\*ŽYA&æàA |YV^A&YæàYAY@YA' à ŽaZŽYMA~V'Y~A&æXæZAVæYææXAVV~YAYY à VæYE

- ~ **2L00E & JB0F>K +I>Q^6LIIBA ^+I>Q^6LIIBA** MAÑV'ESà''YAAÿ~@\*~AYYX'ææYAA&æ à V'æ' |AY@YA' à ä b YMA~V'Y~A&æXAYAVX^à~A ä Væ |A  
 X@~\*à ä Y'AVæYA ä Væ@YVX\*@ææZææY@~\*æY~É
- ~ **1FKF 1FIIL** ØææA Øa''AY~@\*~AYYX'ææYAA&æ à V'æ' |AY@YA' à ä b YMA~V'Y~A&æXAYAVX^à~A ä à~AXææ~@ ä ææZææY@~\*æY~É
- ~ **977\*** MAÞŠŠNAÿ~@\*~AYYX'ææYAA&æ à V'æ' |AY@YA' à ä b YMA~V'Y~Aä@ ä YAVæYA&æXAYAVæYAŽaZŽYMAVbA ä V'YæVAVæYAÿæYÝZ|AXà~\*~É
- ~ **8R?RI>0** MA T@W@V^AY~@\*~A ä &AäYAA&æ à V'æ' |AY@YA' à ä ŽaZŽYMA~V'Y~A&æXAYAYæ à A\*ŽYA~YVY |A ŽaZŽA'YáY~A à YA Yæ''ææZAVX^aa' |DA  
 &V^æV'' |AäY~Y'AW |AXæææ@YAAŽaZŽA'YáY~A à YA ä &A^~É

**2BQ Þ>IBPA?V PBD JBKQAY** A^A\*ŽYA\*Ž'YÝA ä àæ\*Ž~AYæYÝAØVAXŽAÉEDAÐÈÐEDA VæYAÐÈÐDAV^YA~Y'AY^àA\*ŽYAæA\*ŽYAY' à b ææZA^VWYÍ

°) LII>OP FK JFIIFLKP, BU@IRAFKD FKQØBPBD JBKQ Þ>IBP''	8E0BB 1LKQEP *KABA 1>0@E flL		* (E>KDB
	LfiLl	LfiLl	
ÑV'ESà''YÝ	Ł Ź "fi ÅA	ÐDÎGFA	ÅÈBÄ
ØææA Øa''	ż ł A	I È Í A	ÅÐBÄ
ÞŠŠN	# l # A	ÈÐÐGÈA	ÅÈBÄ
T@W@V^	ż fi ž A	È È Í A	HÈÄ
AAAA Tà*V^A~V'Y~AY^à ä AY&à*VWY^A~YZ à Yæ*~	Ž Ź ! ! A	GÐÐEDA	ÅÈGBÄ
P*ŽY^	Ž A	ÐA	ÈÈÈÄ
ÖY^A~V'Y~	Ł Ź "fi ÅA	GÐÐEFA	ÅÈGBÄ

ØVæVZÝ ä Yæ'~A VæV' |A~A àYA\*ŽYA MB0@BKQ>DB @E>KDB FK KBQ Þ>IBPAÿæA ÞÉÁŠÉÁŠ'YÝ|A~AY&à^VWYAW@~æY~A~YZ à Yæ\*~AYæA^A\*ŽYA\*Ž'YÝA  
 ä àæ\*Ž~AYæYÝAØVAXŽAÉEDAÐÈÐEDA Y^YA~Y'AY^àA\*ŽYAæA\*ŽYAY' à b ææZA^VWYÍ

: LIR JB	7QBBI 40LAR@QP ^>				3QEBO ^@	2BQ (E>KDB
	40F@B	1FU	+< ^?	^		
ÑV'ESà''YÝ	ÈGA Ä	ÅÐFBIÄ	ÅÈBIÄ	A~ A Ä	ÅÈBIÄ	ÅÈBÄ
ØææA Øa''	ÐÍ A Ä	ÅGÐBIÄ	A~ A Ä	A~ A Ä	A~ A Ä	ÅÐBÄ
ÞŠŠN	ÅÐÈBIÄ	ÅÍ BIÄ	ÅÈBIÄ	ÅFBIÄ	ÈA Ä	ÅÈBÄ
T@W@V^	ÐA Ä	HÈA Ä	ÈA Ä	A~ A Ä	A~ A Ä	HÈA Ä

AVBAINX'@YY~AææY^~YZ à Yæ\*A~V'Y~É  
 AVBAINà^YZæAX@^YæX|A^AVæ~V^ææY^YX\*~É  
 AVBIAQ^æ à V'æ' |A~V'Y~AàY^AVbA ä V'YæV~AVæYAXàY^A ä VææZAW|E&àY@X\*~É

ÖY^A~V'Y~AY^àA\*ŽYA\*Ž'YÝA ä àæ\*Ž~AYæYÝAØVAXŽAÉEDAÐÈÐEDA Xà ä &V'YAA\*àA\*ŽYA~V à YA&YæàYAææAÐÈÐDA bY^YAÁFDFI ÈA ä a''ææAVæYAÁGÐÐEFA  
 ä a''ææDAÿ~&YX^aäY' |É

- ~ NàMA\*ŽYAÑV'ESà''YAAÿ~@\*~AYYX'ææYAA&æ à V'æ' |AY@YA' à ä b YMA~V'Y~A&æXAYAVX^à~A ä à~AXææ~@ ä ææZææY@~\*æY~É
- ~ NàMA\*ŽYA ØææA Øa''A~YZ à Yæ\*DA\*ŽYA YÝX^YV~Y^AææA~V'Y~A&æ à V'æ' |AY@YA' à ä b YMA~V'Y~A&æXAYAVX^à~A ä à~AXææ~@ ä ææZææY@~\*æY~É
- ~ NàMA\*ŽYA ÞŠŠNA~YZ à Yæ\*DA\*ŽYA YÝX^YV~Y^AææA~V'Y~A&æ à V'æ' |AY@YA' à ä b YMA~V'Y~A&æXAYAVX^à~A ä à~AXææ~@ ä ææZææY@~\*æY~É
- ~ NàMA\*ŽYA T@W@V^A~YZ à Yæ\*DA\*ŽYAææX^YV~Y^AææA~V'Y~A&æ à V'æ' |AY@YA' à ä ŽaZŽYMA~V'Y~A&æXAYAVX^à~A ä à~AXææ~@ ä ææZææY@~\*æY~É

**7BIIFKD, DBKB0>I >KA >A JFKFPQ0>QFSB BUMBKBPB**

ŠÝ''æZDA ZÝæÝ^V^A VæYA VY ä ææ~\*^V^aáYÁ Ý\&Ýæ~Ý~A bÝ^YÁÁÍ ÍA ä a''ææA ææA \*ŽÝA\*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDA ĐĚĐĚA Xà ä &V^ÝYA\*äA ÁÈÈ IA ä a''ææAææA\*ŽÝA\*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDA ĐĚĐĚA TŽÝAXŽVæZÝ^AææA&Ý^æàY^æàÝ^æàY^æàÝ^æ~Ý~A b V~A&^æ à V^æ |AY^æãÝæAW |A&^æà^AVæYA äV^æVW^ÝAWV~ÝY^ææXÝæ^æãÝAXä~\*~É

**6BP00R@QR0FKD >KA LQEB0 @E>0DBP**

M@^ææZA \*ŽÝA\*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDA ĐĚĐĚA \*ŽÝA Ł à ä &Væ |A ^ÝXàZææ{ÝYA ^Ý~\*^X\*^ææZA VæYA ä \*ŽÝ^A XŽV^ZÝ~A àÝA ÁÈA ä a''ææA Xà ä &V^ÝYA\*äAXŽV^ZÝ~A àÝA ÁÈ IA ä a''ææA^ÝXàZææ{ÝYA Y@^ææZA\*ŽÝA\*Ž^ÝÝA ä ææ~Ž~A ÝæÝÝA ØV^XŽA €ÉDA ĐĚĐĚA TŽÝAXŽV^ZÝ~A^ÝXàZææ{ÝYAææA\*ŽÝA X@^Ýæ^AVæYA\*ŽÝA&^æà^A |ÝV^æ&Ý^æàY^æ&Ý^æVææA\*äA\*ŽÝA&VææÝYA Yæ~&ä~a^ææA àÝAXÝ^ææAV~~Ý~A^ÝV^ÝYA\*äAVAXà ä &ææÝæ^æàÝA\*ŽÝA Ł à ä &Væ |A~A Ý^V^æ^Ý^ÝAW@~ææÝ~~ÉAŠÝYAÖa^ÝĐĚA\*äA\*ŽÝAŁ àææÝÝæ~ÝÝAŁ àææ~à^ÝV^ÝYAÑææVæXàV^AŠ^V^Ý ä Ýæ~AÝ^æAY@^\*ŽÝ^AYÝ^Va~É

**3MB0>QFKD @LKCfDR0>QFLK >A@RPQ J BKQP**

TŽÝA Ł à ä &Væ |AVY^@~\*~Aa^~A ä&Ý^V^ææZA XàæÝaZ@^V^ææAææA^Ý~&ææ~ÝA\*äAXŽVæZÝ~AææA ä V^áÝ^AXàæY^æææ~DAZ^àWV^A äãÝ^XV&VXa^ |DA@æÝVæ^æ^AYÝYA &^VX^aXY~DAVæYAXŽVæZÝ~AææAX@~\*ä ä Ý^AYÝ ä VæYÉATŽÝ~ÝAä&Ý^V^ææZA XàæÝaZ@^V^ææAVY^@~\* ä Ýæ~AXVæAææX^@ÝY^ææÝÝ^ææa^Ý^ |AVæYA^Ý ä &^AV^æ^ |A aY^ææZA XÝ^AVææA àÝAa^~A ÝVXa^a^Ý~A V~A bÝ''A V~A^ÝE~\*V^ææZA &^aY@X^ææAV^AXÝ^AVææA àÝAa^~A ÝVXa^a^Ý~ÉA TŽÝA Ł à ä &Væ |A b a^AXæ^ææ@ÝA\*äAVY^@~\*Aa^~A ä&Ý^V^ææZA XàæÝaZ@^V^ææAææA^ÝÝ^æ^àAÝæ~@^ÝAa^~A à^ÝÝ^AW à ä AVæYA&^àY@X^ææAÝ^æ^æ^AV^ÝAWV^VæXÝYÉ

ÓY^ÝA P&Ý^V^ææ~

TŽÝAÝ^æ^à bææZA ä&Ý^V^ææ~AbÝ^AVææa^aV'' |AaY^ÝY^ææAĐĚĐĚAVæYA^Ý ä VææÝYAaY^ÝAV~A àÝA ØV^XŽA €ÉDA ĐĚĐĚA TŽÝ~ÝAÝVXa^a^Ý~AVæYA\*ŽÝ^ææA^Ý~&Ý^æãÝA XV^æ |ææZA äV^@Ý~AV~A àÝA ØV^XŽA €ÉDA ĐĚĐĚA ææX^@ÝÝÝÍ

- ~ L V~^AY@^æVXÝAKAV^AOVææ^ÝAŁ a^ |A Ú à^â~DAÁGA ä a''ææ
- ~ ÒàæYAŠ^V^æT@W@^V^æP&Ý^V^ææ~DAÁGA ä a''ææ
- ~ Òà^AVææT@W@^V^æP&Ý^V^ææ~DAÁHĚA ä a''ææ
- ~ ÚŽÝÝ^ææZA ØVXŽ^ææÝAQ^aY@X^~AXà@& ææZA&^àY@X^ææAÝVXa^a^ |AV^ACE@ZŽÝ~AŠ&^ææZ~DATÝ\V~DAa ä ä V^Ý^æV'

ÓæAĐĚĐĚDA PÉAŠÉAŠ^ÝÝ^AææÝÝ^ææa^Ý^ |AaY^ÝYA @æYJ                      Ý                      <                      %o%o                      V a æ                      ŽA€ÉDAĐ

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Ń'V*ESà'ÝÝ	°"~ ÁA	GĐÎA	ĂĚĚĚBĂ
ØæææAØá''	fiŁ A	ĐIÍA	ĂÎHBĂ
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T@W@'V^	ŁŁŁ A	IIA	ĐĚĚAĂ
Tà*V'AYV^æææZ~AĪ^à äA^Y&à^*VW'YA~ÝZ ä Ýæ*~	ŁfiŁ A	ÈÈÈFÍA	ĂÍĐBĂ
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O^à~~A ä V^Zæ	fifi		ÄEHBÄ
SVbA~*ÝÝ^A&^àY@X^*àæAÄ ä æ*B	"žš	A	ÄHA
L V&VWä a'  A@*a a{V^aæ	\$t		ÄIA
Š^ÝÝ^A~Ž& ä Ýæ*~AA ä æ*B	!žš	A	ÄEA
KäÝ^VZÝ^ÁYV^a{ÝYA~*ÝÝ^A&^XÝA&Ý^MA^æ	"šž	ÄA	ÄEIDA

TŽÝAYÝX^ÝV~ÝAæA OææA Oä''^Ý~@\*~Aÿ^A^\*ŽÝA^Ž^ÝÝA ä æ\*Ž~AÝæÝÝA O V^XŽA E D Ä E B E X ä & V^ÝYA^\*ä^\*ŽÝA~V ä ÝA&Ý^a Y AæA D E D Ä b V~A&^ä V^a' |A Y@Ý^äi

- ~ 'äbÝ^MvÄÝ^VZÝ^ÁYV^a{ÝYA&^XÝ~DææX^@YæZ A ä a \ÄV&&^a \a ä V^Ý |AÄF E Ä ä a' àæB
- ~ 'äbÝ^Mä\*ŽÝ^MvæY AæææE^a ä ÝA~V^Ý~AAV&&^a \a ä V^Ý |AÄ E Ä ä a' àæB

\*ŽÝ~ÝAXŽVæZÝ~AbÝ^ÝA&V^aV'' |AäÝ~Ý^AW |I

- ~ ææX^ÝV~ÝYA~Ž& ä Ýæ\*~AAV&&^a \a ä V^Ý |AÄ E Ä ä a' àæB
- ~ 'äbÝ^MvB A ä V^Ý^a V^AXä~\*~AAV&&^a \a ä V^Ý |AÄ F E Ä ä a' àæB
- ~ 'äbÝ^Mä\*ŽÝ^AXä~\*~Dæ&^a V^a |AäV^aVW^ÝAXä ä & Ýæ~V^\*àæAAV&&^a \a ä V^Ý |AÄ D G Ä ä a' àæBÉ

O^a @-A ä V^ZææA ä ä ŽÝ^A^\*Ž^ÝÝ^A ä æ\*Ž~AÝæÝÝA O V^XŽA E D Ä E B E X ä & V^ÝYA^\*ä^\*ŽÝA~V ä ÝA&Ý^a Y AæA D E D Ä XÝX^ÝV~ÝYA&^ä V^a' |AV~AV^Ý~@\*^A ä Y^äbÝ^MvÄÝ^VZÝ^ÁYV^a{ÝYA&^XÝ^A&^XÝ^DææZ A ä a \ÄV&&^a \a ä V^Ý |AÄ F E Ä ä a' àæBŠŠ

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ÄOä~~BAÝV^æææZ~AWÝÿ^ÁY^ææ*Ý^Ý~*AVæYA^V\Ý~AA^A ä a' àæ~B	°fž	ÄA	ÄE E B Ä
O^à~~A ä V^Zæ	Y		ÄDFBÄ
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L V&VWä a'  A@*a a{V^aæ	#\$		ÄIA
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KäÝ^VZÝ^ÁYV^a{ÝYA~*ÝÝ^A&^XÝA&Ý^MA^Ä^æB	\$fi\$	ÄA	ÄEÄEÄ
KäÝ^VZÝ^ÁYV^a{ÝYA~*ÝÝ^A&^XÝA&Ý^MA^ç^æB	#ž"	çA	ÄEÄBÄ

TŽÝAYÝX^ÝV~ÝAæA BŠŠNA^Ý~@\*~Aÿ^A^\*ŽÝA^Ž^ÝÝA Ä F E Ä ä a Ž a Z Ž

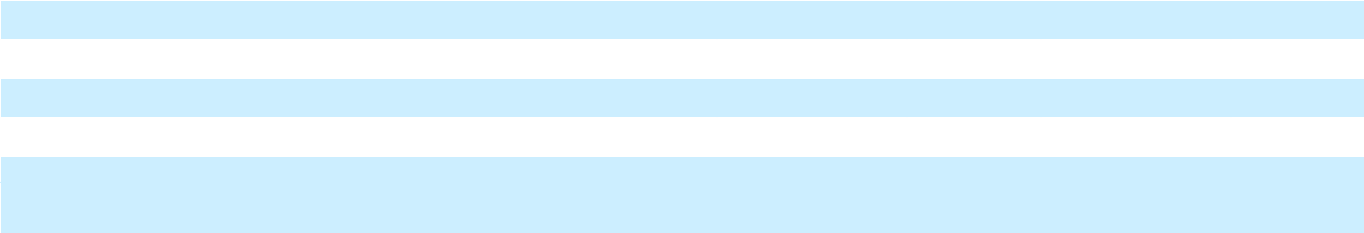


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ÖY\*AXV~ŽA&^aā:YŸYAW|A à&Y^V\*æZAVX\*āā\*Y~A bV~AÂÉ|ÈA ä a''aæAYà^A\*ŽY^\*Ž^YŸA ä äæ\*Ž~AYæYŸYA ØV^XŽA €ÈDA ĐÈĐÈA Xà ä &V^YŸA\*âAæY^\*AXV~ŽA &^aā:YŸYAW|A à&Y^V\*æZAVX\*āā\*Y~A àY^A I | ÈA ä a''aæA æA\*ŽY^~V à Y^A &Y^aàYA ææA ĐÈĐÈA TŽY^A &Y^aàYA ä aY^A &Y^aàYA YŸX^YV~Y^A ææA XV~ŽA Y^a ä A à&Y^V\*æZAVX\*āā\*Y~A à A\*ŽY^A&^aā:YŸYAW|YV^A&Y^aàYA bV~A&^a ä V^a | AY@Y^A\*âA'â bY^AæY^\*AYV^ææZ~AVæYAXŽVæZŸ~AææAæXà ä Y^A\*V\Y~A&V|VW^YAVæYAYŸYŸ^YŸA \*V\Y~DA&V^\*V''|A àY~Y^AW|AXŽVæZŸ~AææA b à^âææZAXV&^\*V^E L ŽVæZŸ~AææA b à^âææZAXV&^\*V^AXVæAâV^|A~aZæaYæXVæ\*|AYŸ&YæYæZaâæAVX\*â^~A~@XŽA V~A\*ŽY^A\*â ææZaàYææâYæ\*â^|A&^aY@X\*âæAVæYA&@^XŽV~Y~DA b ŽaXŽa~AVŸYX\*YŸYAW|A\*ŽY^A YæZ^ŽaY^a@^AW@~æY~~AX|X^Y~AV~Ab Y''AV~Aâ@^AXV&^aāY^A ^VbA à V^Y^V~A&^a~a'âæDAX@~\*â ä Y^A&V| ä Yæ\*~AàY^VXXà@æ\*~A^YXŸaāVW^YAVæYA&V| ä Yæ\*~A\*âAâYæY^a^~AææA\*ŽY^A^YZ@^V^AXà@^~Y^A àY^AW@~æY~~È

K~A~ŽabæAWY^à bAâ@^AXV~ŽAXàæāY^~aàæAX|X^Y^A à^A\*ŽY^A^~\*Aâ@V^\*Y^aàY^AĐÈĐÈA YŸX^YV~YŸYAW|AGAYV|~AV~AXà ä &V^YŸA\*âA\*ŽY^A à@^Ža à@V^\*Y^A àY^A ĐÈĐÈ





XŽVæZÝX'V@~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@\*~\*VæYæZ A @æYÝ^A \*ŽÝA ÝVXä'a\*|ÉA TŽÝA 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^ÝAææ^Ý^Ý~\*DA\*V\Ý~DA YÝ&^ÝXaV^äæA VæYAV ä ä^a{V^äæAÄNLÓTMKBA^V^äA äÝA Ý~~A\*ŽVæA€ÉĞĚĪÉAÝä^A\*ŽÝA^ä'äæZ A \*b Ý^äÝA ä äæ\*Ž~A ÝæYæZ A Ô@æÝA €ÉDAĐĚĐĚÉA TŽÝA Ł ä ä &Væ|A ŽV~A YÝ\*Ý^ä ææÝA \*ŽV^A a^ä V|A æä^AWÝA VW^ÝA \*äAXä ä &'|A b a^Ža^Ža~AXääÝæVæ^AV^A Ô@æÝA €ÉDAĐĚĐĚÉA WV~ÝYA äæA \*ŽÝAX@^Ýæ\*'|A Ýä^ÝXV~\*ÝYANLÓTMKAÝä^A\*ŽÝA\*b Ý^äÝÉ ä äæ\*ŽA&Ý^äÝA ÝæYæZ A Ô@æÝA €ÉDAĐĚĐĚÉA TŽa~AXà@Y A &V^aV''|A ä^A Ý@''|A á 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 V äÝ^A ä V|A ÝVÝA\*äAVÝYä^äæV^A ÝæYÝ^A^ä^ÝX\*äæ~DA



&^aY@X\*ãæÉA TŽY^\*Ž^Ý~Žà`YAŸà^A VYã@~\* ä Ýæ\*~Aa~A~Ý\*A V\*A ÈGA &Ý^XYæ\*A VæYA b\_a`^A WY^A V~Ý~~ÝYA àæA\*ŽY^A WV~a~A àŸA VA^à`æZA VãY^VZY^A àŸA \*b^A  
&^ÝXYÝYæ\*A | ÝV^~ÉAQ^aY@X\*ãæAYV\*VAãY^ŸãY^YAW | AVæA Ý\ \*Ý^æV^AV@Yã^a^~Žab~A\*ŽV^A PŠŠN|~^a`æZAVãY^VZY^A à^A ĐĚĚĚĚĚĚĚ^Y@^æY^A\*a^ŽY^A

TŽŸA Ł KKA V'~àA ^Yá@P^Y~A \*ŽŸA PĚŠĚA NQKA \*àA YŸáY' à&A VæYA a à & Y' à Yæ\*A ÖV\*àæV'A K à WáYæ\*A Kæ^A R @V'á\* |A Š\*VæYV^Y~A ĀÖKKRŠBA Ÿa^A X^a\*Y^aVA &à' @\*Væ\*~DA b ŽaXŽAæX' @YŸDAV' à àæZA à\*ŽŸA~DA&V^\*aX@' V^\*YA à V\*\*^AĀQØBAEA Xæ~à~ææZA àYA QØĚĚAVæYA QØĚĚDA' YVYDAXV^WææA à àæà \a YŸDAææ^\*à ŽŸæA Yà \a YŸDA~@' Y^\*AYa \a YŸAĀŠP\_BAVæYA à {àæYĚ

ÓæA PX\*àWY^AĎĚĚGDA \*ŽŸA PĚŠĚA NQKA' à b Y^YŸA \*ŽŸA ÖKKRŠA Ÿa^A à {àæY^Y^A à A IGA&V^\*~A&Y^AWa' 'ààæAĀ&&WBA\*àA I ĚA&&WĚA PæA ŌāāY à WY^A HDAĎĚĚ I DA \*ŽŸA PĚŠĚA NQKA YŸ~aZæV^YŸA à à~\*AV^YV~AææA b ŽaXŽA b ŸAà&Y^V^YAV~AV\*\*Væ à Yæ\*A b a ŽA\*ŽŸAĎĚĚGA~\*VæYV^YĚA ŌæAVA~Y&V^V^Y^A^@' ææZA àæA Ō@æYAFDA ĎĚĚ Í DA \*ŽŸA PĚŠĚA NQKA YŸ~aZæV^YŸA à \*ŽŸA V^YV~AææA b ŽaXŽA b ŸA à&Y^V^YAV~A\* ä V^ZæV^AææV\*\*Væ à Yæ\*c^b a ŽA\*ŽŸAĎĚĚGA à {àæY^A~\*VæYV^YĚA PæA MŸXŸ à WY^A HDAĎĚĚ Í DA \*ŽŸA PĚŠĚA NQKA &@W'á~ŽŸYAVAYæV^A^@' Y^AYZV^AYæZA à & Y' à Yæ\*V^aàæA à ŸA \*ŽŸAĎĚĚGA à {àæY^A~\*VæYV^YĚA LYXV@~Y^æA~\*V^\*YA ^Y Z@' V^\*à' |A à^A&Y^A à a\*\*ææZAVX^\*aæ~A^àW^ææZ^\*ŽŸA à {àæY^AææV\*\*Væ à Yæ\*AV^YV~Aææ\*àAV\*\*Væ à Yæ\*A ŽVāY^A |Y^\*à^AWY^A&^à&à~YŸA à^AYŸáY' à&YŸA Ÿa^A PĚŠĚA Š^YŸ^AVVX^a^aY~DA \*ŽŸA à&Y^V^aæV^AVæYA ŸæVæXaV^A a à & VX^\*a à ŸA \*ŽŸA à {àæY^A ÖKKRŠA X Vææ a^AWY^A^YV~àæVW' |A Y~\*a à V^YŸAV^\*Ža~A^\*a à YĚA PæA MŸXŸ à WY^A ĚĎAĎĚĚĎA \*ŽŸA PĚŠĚA NQKA &@W'á~ŽŸYAVAYæV^A^@' Y^A&@^~@Væ\*A^\*àA a^\*~\*V^\*@\*a^a' |A^Y^a@P^YŸA^Y^aY^b a ŸA ÖKKRŠA \*ŽV^\*A^Y^\*Væ~A \*ŽŸA à {àæY^A ÖKKRŠA V^\*A I ĚA &&WĚA ŌæA ŌVæ@V^ |A ĎĚĚĎA ŌYbA Ūa^āDA V^æZA b a ŽA ~YāY^V^A ~\*V^\*Y~A VæYA æææZaāY^æ à Yæ\*V^A à^ZVææ {V^aàæ~A Ÿa^Y^A &Y^\*a^aæ~A Y^a^A @Y^XaV^A^Y^aY^b a ŸA \*ŽŸA VX^\*aàæA b a ŽA \*ŽŸA PæA^YŸA Š^V^Y~A Ł à@^\*A à ŸA K&&YV~A Ÿa^A \*ŽŸA MĚĚĚA Ł Ě^X@^\*ĚA ŠYāY^V^A à \*ŽŸA~\*V^\*Y~A VæYA ææY@~\*^A |A^\*AVYŸA Z^a@&~A ææ\*Y^āY^æY^A ææA ~@&&à^\*A à ŸA \*ŽŸA PĚŠĚA NQKA~A VX^\*aàæĚA TŽŸA XV~Y^AY^ à Vææ~A ææA VWY^ |VæXŸA WYŸa^Y^A \*ŽŸA Xa@^\*A @æ^\*A MŸXŸ à WY^A ĚGDAĎĚĚĎA V~A \*ŽŸA PĚŠĚA NQKA āā @æ^V^a' |A^Y^Xaæ~aYŸ^~A \*ŽŸA à {àæY^A ÖKKRŠĚA LYXV@~Y^\*ŽŸA PĚŠĚA NQKA ŽV~A |Y^\*A^\*Xa à & Y^\*Y^A a^\*~A ^Y^Xaæ~aYŸ^V^\*aæAVæYA&^a&à~Y~\*A^\*Y^ā~Y^A à^AY^\*Vææ\*ŽŸAĎĚĚĎA à {àæY^A ÖKKRŠDAVæ |A a à & VX^\*~AV^Y^Aæ a^Y^~\*a à VW^YAV^\*Ža~A^\*a à YĚ

PæAMŸXŸ à WY^A ĚĎAĎĚĚĎA \*ŽŸA PĚŠĚA NQKA &@W'á~ŽŸYAVAYæV^A^@' Y^A&@^~@Væ\*A^\*àA a^\*~\*V^\*@\*a^a' |A^Y^a@P^YŸA^Y^aY^b a ŸA ÖKKRŠA \*ŽV^\*A^Y^\*Væ~A \*ŽŸA Y^ \a~\*ææZA QØĚĚA~\*VæYV^Y~A b a Ža@^\*A^Y^ā~aæĚA ŌæA YV^ |A ĎĚĚĎA ~YāY^V^A ~\*V^\*Y~A VæYA æææZaāY^æ à Yæ\*V^A à^ZVææ {V^aàæ~A Ÿa^Y^A &Y^\*a^aæ~A Y^a^A @Y^XaV^A^Y^aY^b a ŸA \*ŽŸA VX^\*aàæA b a ŽA \*ŽŸA PæA^YŸA Š^V^Y~A Ł à@^\*A à ŸA K&&YV~A Ÿa^A \*ŽŸA MĚĚĚA Ł Ě^X@^\*ĚA ŠYāY^V^A à \*ŽŸA~\*V^\*Y~A VæYA ææA ~@&&à^\*A à ŸA \*ŽŸA PĚŠĚA NQKA~A VX^\*aàæĚA TŽŸA XV~Y^AY^ à Vææ~A ææA VWY^ |VæXŸA WYŸa^Y^A \*ŽŸA Xa@^\*A @æ^\*A ŌV^XŽA ĎĚĚĎA V~A \*ŽŸA PĚŠĚA NQKA āā @æ^V^a' |A^Y^Xaæ~aYŸ^~A \*ŽŸA QØĚĚA ÖKKRŠĚA PæA ŌVæ@V^ |A HDAĎĚĚĎA \*ŽŸA PĚŠĚA NQKA &^a&à~YŸA \*a^\* à b Y^\*A \*ŽŸA Vææ@V^A QØĚĚA ÖKKRŠA Ÿa^A à \*ŽŸA X@^\*Y^æ^A ĎĎA @ZĚ ā

TŽYÁ PĚŠĚÁ MÝ&V^\* ä Ýæ\*Ä àÝÄ Ł à ä Ý^XYÄ ÄMPŁ BA ä~Ä ä VæVZæZÄ VA &^àXY~~Ä ææA bŽäXŽÄ PĚŠĚÁ Xä ä &VæY~Ä ä V|A ^Ýä@Ý~\*Ä VæYĚÄÄ ä&&ä~ÝÄ \*Ý ä &ä^V^|A &^äY@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^ÝYÄ &^äY@X^\*~Ä ŽV^AV^ÝÄ ŽÝÄ~V ä ÝAV~DAÄÄ~@W~\*ä@\*Ý~ÄÝ^ÄÄÄ^äY@X^\*~Ä Væ@VX^\*@^ÝYAW|A PĚŠĚÁ Š^ÝÝ^Ä

Ø@ \*ä ÝÄ ÝZV^AXŽV^ÝæZÝ~Ä\*ä\*ŽÝÄ ŠÝX^äæA ÐĚÐAVX^äæA Xäæ\*æ@ÝAWÝÝ^ä^ÝÄ ŽÝÄ PĚŠĚÄ ä@^\*Ä äÝÄæ\*Ý^æV^äæV^ÄT^VÝÝÄÄŁ ŐTBVæYÄ\*ŽÝÄ PĚŠĚÄ ä@^\*Ä äÝÄK&&ÝV^~ÄÝÄ^Ä\*ŽÝÄ NÝÝÝ^V^Ä Ł ä^X@ä^ÄÄ Ł KNŁ BDA\*ŽÝÄ V^\*Ý^Ä bŽäXŽÄ ŽV~AXäæ~ä~\*Ýæ\*|A^ÝäÝX^ÝYÄ Xäæ~\*ä@\*äæV^AVæYÄ~\*V^\*@^\*Ä|AXŽV^ÝæZÝ~Ä\*ä\*ŽÝÄ ŠÝX^äæA ÐĚÐAVX^äæÄ

ŠæXYÄ ä~Ä ä ä Ý ä Ýæ\*V^äæA ææA ØV^XŽÄ ÐĚĚ ÍDA \*ŽÝÄ ŠÝX^äæA ÐĚÐÄ VX^äæA ŽV~Ä ~@&ä^ÝYÄ \*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^ŽÝææZ PĚŠĚÄ V^äæV^AVæYÄ ÝXäæä ä äXÄ~ÝX@^ä^|ĚÄ TŽÝÄ Ł ä ä &Væ|AXäæ\*æ@Ý~Ä\*äAVX^ääÝ^|AYÝÝæYÄ ŽÝÄ ŠÝX^äæA ÐĚÐAVX^äæÄ

ŐæÄ NÝW^@V^|A ÐĚĚ ÍDA \*ŽÝÄ N@^ä&ÝVæÄ Ł ä ä ä ä~~äæA ÄNŁ BA ä ä & Ý ä Ýæ\*ÝYÄ VA ÝÝ^ææ\*äÝÄ ~VÝYZ@V^YÄ äæA Z^äWV^Ä ~\*ÝÝ^Ä ä ä &ä^~ÄæA \*ŽÝÄ Ýä^ ä A äÝÄ TSR~Ä ŽV^Ä ä &ä~ÝÄ ÐG&Ý^XYæ\*Ä V^äÝ~Ä äæA~\*ÝÝ^Ä ä ä &ä^\*~Ä ŽV^Ä Ý\XYÝYÄ ŽÝÄ TSRÄ ä ä ä^DA ÝÝÝ^äÝÄ äÝÄ ä@ZŽÄ Ő@æYÄ ÐĚÐÄ ŐæAMÝXY ä WÝÄ ÐĚÐÄ \*ŽÝÄ NŁ Äææ\*äV^ÝYAVÄ ä@^\*ŽÄ ÝäÝ bÄ äÝÄ ŽÝÄ~VÝYZ@V^YĚ

Kæ\*äY@ ä &æZÄY@äÝ~ÄÄKMBAVæYAXä äæ\*Ý^äVä^æZÄY@äÝ~ÄÄ Ł UMA ä^AVæ\*ä~@W~äY|AY@äÝ~BAV&&^|ÄæAVYÝä\*äæA\*ä\*ŽÝÄ ŠÝX^äæA ÐĚÐÄ V^äÝ~DA ä@ä~V~DA TSR~Ä VæYÄ\*ŽÝÄ NŁ!~Ä~VÝYZ@V^YÄ VæYÄ KMĚ Ł UMA ä^ÝÝ^Ä~Ä ä V|AXäæ\*æ@ÝAWÝ|äæYÄ ŽÝÄ ŠÝX^äæA ÐĚÐÄ VX^äæA VæYÄ\*ŽÝÄ NŁ!~Ä~VÝYZ@V^YÄ PĚÄ ŠĚÄ Š^ÝÝ^Ä Xäæ\*æ@Ý~Ä\*ä^VX^ääÝ^|A ÝÝÝæYÄ VæYÄ ä Væ\*VææA \*ŽÝÄ HĚÄ PĚŠĚÄ KMĚ Ł UMA ä^ÝÝ^Ä~Ä VæYÄ ĚFÄ N PÄ KMĚ Ł UMA ä^ÝÝ^Ä~Ä Xä äÝ^æZÄ PĚÄ ŠĚÄ Š^ÝÝ^Ä &^äY@X^\*~ÄæA ä ä @\*ä &ÝÄ &äXYÝæZ~ÄWÝÝä^ÝÄ\*ŽÝÄ MPŁ DA PĚŠĚÄ Őæ\*Ý^æV^ÄT^VÝÝÄ Ł ä ä ä ä~~äæA ÄŐTŁ BDA Ł ŐTDA Ł KNŁ DA\*ŽÝÄ NŁ AVæYÄ N@^ä&ÝVæÄ Xä ä@^~Ä VæYÄ \*ŽÝÄ Ú ä^YAT^VÝÝÄ P^ZVææ{V^äæA Ä ŐTPĚ

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

ŐæÄ NÝW^@V^|A ÐĚÐÄ DA Q^Ý~äÝÝæ\*Ä Ł äÝÝæAVææä@æXYÄ VYÝä\*äæV^ÄæX^ÝV~Ý~Ä äæä^ ä V^Ä V^äÝ~Ä äÝÄ @&Ä ä A I ĚÄ &Ý^XYæ\*Ä äæAXÝ^Ä VææA &^äY@X^\*~Ä Ýä ä A S@~~äVDÄæX^@YæZÄ &ZÄ äæDAXÝ^Ä VææA~\*ÝÝ^Ä &^äY@X^\*~Ä VæYÄ Ý^Ä äV^ä|~Ä DA ÝÝÝ^äÝÄ K&^Ä Ä ÐĚÐÄ

KYYä\*äæV^Ä V^äÝ~Ä äÝÄ I ĚGA äÄDGA &Ý^XYæ\*Ä Xäæ\*æ@ÝÄ ä AV&&^|A ä^XY^Ä VæA PĚŠĚÄ ä ä &ä^~Ä Ýä ä Ä Ł ŽæVDAæX^@YæZÄ XÝ^Ä VææA VbÄ ä V^Ý^äV^Ä~Ä~ÝYÄæA~\*ÝÝ^Ä &^äY@X^\*~Ä ä äÝÝææ~ŽÝYAVæYÄ Ýææ~ŽÝYÄ~\*ÝÝ^Ä &^äY@X^\*~Ä VæYÄ ÝÄ bæ~\*ÝÝ^Ä ä~\*ÝÝ^Äæ\*Ýæ~äÝÄ &^äY@X^\*~Ä DA @^~@Væ\*ä^ŠÝX^äæA ĚĚÄ äÝÄ



\* 2 : . 6 3 2 1 \* 2 8 & 0 4 6 3 ( \* \* ) . 2 , 7

TŽYÁĀ' à bæZĀ~AVA~@ ä ä V^|AäYÁ\*ŽYÁ&^XÝYæZ~AäYÁPĒÁŠĒÁŠ\*YÝ'A\*ŽV^A b Y^YÁ&YæYæZĀà^Xàæ\*Y ä & V^YÁV~AäYÁØV^XŽAĒĒDAĒĒDA@æYÝ^A  
YÝY^V^VæYA~\*V^YÁYæā^àæ ä Yæ^V^A Vb~DAVæYA b ŽaXŽA PĒÁ ŠĒÁ Š\*YÝ'A^YV~àæVW^|AWY^YāY~A ä V|A^Y~@\*AææA ä àæY^V^|A~VæX^aææ~A àY^A YV~\*A  
ĀĒA ä a''ææAĀ\*ŽYÁ\*Ž^Y~Žà Y^XŽà~YæAW|A PĒÁ ŠĒÁ Š\*YÝ'A V~A&Y^ä a\*\*YAW|AÓ\*Y ä AĒĒĒAäYÁ SYZ@ V^aææA ŠĒÖA&^a ä @ ZV^YÁ@æYÝ^A\*ŽYÁ ŠYX@^a^aY~A  
N\XŽVæZÝAKX^A àYÁĒ í ĒFDV~AV ä YæYÝYBĒAŌæY^a^ ä V^aææAVWā@\*A~&YXaY^X^A~a^Y~A b ŽY^YÁ PĒÁ ŠĒÁ Š\*YÝ'A a~A à^A ŽV~AWYÝæA YæZVZÝY AææA~aZæāY^XVæ^A  
X^YVæA@&Aä^A^Y ä YÝaV^aææAVX^aāa^Y~Aa~AV~āA~@ ä ä V^a{YÝAWY^ā bĒAN\XÝ&^AV~AYÝ~X^aWYÝAŽY^YææDAa^Aææa^A&a~aW^Y^A^aVXX@^V^Y^|A&^Y^Y^X^A  
\*ŽYÁ@\*a ä V^YÁā@\*Xā ä YÁāYÁ\*ŽY~YÁ ä V\*\*Y^Ē

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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 31<sup>st</sup> 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:

<b>Termination</b>	<b>Vested Parentage</b>
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**

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

**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, or any other federal or state securities laws. This information is not intended to be used in 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 direct1 (ng or)6 (o)-3.(d)-3.7 h2.2 (u)t otheblic is he62 ( )-7Elic,mplayect1 (ng or)6 (o2 ( p)-3. ( a)-78 (er)2.2 (s)-2 (o)-3.8 (n)-3( (er)2.1 ic,)1)



**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 Corporation may be unable to provide the information in this Exhibit C in all circumstances. The Corporation is not responsible for any tax consequences that may result from the exercise of the RSUs granted under the Plan. The Corporation is not responsible for any tax consequences that may result from the exercise of the RSUs granted under the Plan.

**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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IAA€NÛÓÁÈÁÈÛUUÓÓÁCEÓUÚÓXAUÐÑÛÉ

IAÐÑÛÓAUÓÚÓVÓÓÁUÐÚÁPÛÑÛÓUOXAUÓTŠÚÁŠSAGŠURABĀ Ī AŠÓĽSÚÓÓAKÚÑÓUAKÚÓÓAÐŠUTŠUNÛŠSÉ

ÈÑÚÓÁŠSARXAPSŠVÓÓÓÁÁUÐÚÁUÓTŠÚÁÓŠÓÚASŠÚACEŠSÛÑÓŠANŠXAUŠÛUÓÁÚÛÑÓRÓŠÚASÓANARÑÓUÓÑÓÁÑCEÚASÚASRÓUÁŠÁÚÛÑÓÁÑARÑÓUÓÑÓÁ  
ÓÑCEÚASÓCEÓÚÚÑUXAÚŠARÑPÓÁUÐÓÁÚÛÑÓRÓŠÚÁARNÓÓÁÁÓSAQÓÓÚÁŠÁUÐÓÁCEÚCEURÓÚŠCEÓÁÚSÓÓUAVØCEØÁÚÚCEØÁÚÛÑÓRÓŠÚÁVÓUÓARNÓÓÁ  
SŠÚARÓÚÓÑÓŠÓAVÓUOXAUÓTŠÚÁUŠAÚÓATÓÚŠÓACEŠÚÓUÓOXAUÐÚÁUÓTŠÚÉ

ÈÑÚÓÁŠSARXAPSŠVÓÓÓÁÁUÐÓAÓŠNSCEÑÓÁÚÛÑÓRÓŠÚÁÁÑSÓÁŠUØUOÓŠNSCEÑÓÁÓŠSÚARNÛŠSÁÓŠCEÚÓÓÁÓŠAÚÐÚÁUÓTŠÚÁÁÓÑÓXATUÓÚÓŠUÁÓŠA  
ÑÓARÑÓUÓÑÓÁUÓÚTÓCEÚÁUÐÓÁÓŠNSCEÑÓACEŠSÓÚÓŠÁUÓÚÓÚÁŠÁŠTÓUÑÓŠSÚANŠÓACEÑÚAÓŠVÚASÓAUÐÓAUÓÚUÑSÚANÚASÓANŠÓÁÓŠUÁUÐÓ  
TÓUŠÓUATUÓÚÓŠÓÁÓŠAÚÐÚÁUÓTŠÚÉ

LØÁUÓÓÚUÑSÚÁŠÚÓUACEÓUÚÓXÓŠÓASÓÓCEÓUANŠÓAIANÚÓAUÓTŠSÚÓUÓÁŠUÁÓÚUÑÓÚÚÓŠÓANŠÓARNÛŠNÓŠÓÁÓÚCEŠÚUÓÁCEŠSÚŠUÁÑSÓA  
TUŠCEÓÚUÓÁAÑÓÁÓÓŠÓÓÁŠAFWCEØÑSÓÁÉCEÚAJÚÓÁABCÑĀBDÉÓĀANŠÓABDÓĀBDÉÓĀANŠÓÁÓŠUÓŠNÓACEŠSÚŠUÁŠÓUÓŠNSCEÑÓAUÓTŠÚÓŠÓANŠÓ  
ÓÓÓŠÓÁÓŠAFWCEØÑSÓÁÉCEÚAJÚÓÁABCÑĀBDÉÓĀANŠÓABDÓĀBDÉÓĀÁÓŠUÁUÐÓUÓÚUÑSÚANŠÓAÐÑÓÉ

€ÓÚÓŠÓÁÚÚCEØÁÓÚCEŠÚUÓÁCEŠSÚŠUÁÑSÓATUŠCEÓÚUÓÚÁŠUÁCEÑÚÓÓÁÚÚCEØÁÓÚCEŠÚUÓÁCEŠSÚŠUÁÑSÓATUŠCEÓÚUÓÚÁÚŠAOĀ  
ÓÓÚÓŠÓÁÚSÓÓUASÚUAÚÚTÓUÚÚŠSĀÚŠAÓŠÚUÓÁUÐÑUARÑÓUÓÑÓÁÓŠSURNÛŠSAAUÓÑÓŠÓÁÚŠAUÐÓAUÓÚUÑSÚÁÓŠCEÚÓŠÓÁÓÚU  
CEŠSÚŠÓÁÑÓÁUÓUÓÓÚÓUÓÚÁÓÚARÑÓÁPSŠVSAÚŠAÚUOXASÚŠÓUAVÓUÓSAÚŠÓÁÓŠUÓÓÚÁATÑUÓCEÚÑUXAÓÚUÓŠÓAUÐÓATÓUŠÓÁ  
VØCEØÁUÐÚÁUÓTŠÚÁUÓAÓŠÓATUÓTÑUÓÉ

€ÓÚÓŠÓÁÚÚCEØÁÓŠUÓŠNÓACEŠSÚŠUÁŠÓUÓŠNSCEÑÓAUÓTŠÚÓŠÁŠUACEÑÚÓÓÁÚÚCEØÁÓŠUÓŠNÓACEŠSÚŠUÁŠÓUÓŠNSCEÑÓAUÓTŠÚÓŠÓ  
ÚŠAOĀÓÓÚÓŠÓÁÚSÓÓUASÚUAÚÚTÓUÚÚŠSĀÚŠATUŠÚÓÓAUÓÑÚŠSNOĀANÚUÚŠNCEÓAUÓÓNUÓŠÓAUÐÓAUÓÚUÓÓXASÓÁÓŠNSCEÑÓ  
UÓTŠÚÓŠÓANŠÓAUÐÓATUÓTÑUÓŠSASÓÁÓŠNSCEÑÓAUÓÚÓRÓŠÚÁŠUÁÓWÓUŠNÓATUÓTŠÓUÁÓSAÑCEŠÓÓŠNCEÓAVÓUÓÓŠÓUNÓXA  
ÑCEÓTÓÓÁÑCEŠSÚŠÓATUÓCEITÓUÉ

FÚÑUÓÑÓÁUÐÓÁÓÓÓCEÚÓÚÓŠÓÚÁŠÓAUÐÓAUÓÓÚUÑSÚÁÓÚCEŠÚUÓÁCEŠSÚŠUÁÑSÓATUŠCEÓÚUÓÚÁÑSÓATUÓÚÓŠÓÁÓŠAÚÐÚÁUÓTŠÚÁ  
ŠUACEŠSCEÚÚŠSÚANŠÓŠUÁUÐÓÁÓÓÓCEÚÓÚÓŠÓÚÁŠÓAUÐÓÁÓÚCEŠÚUÓÁCEŠSÚŠUÁÑSÓATUŠCEÓÚUÓÚÁANÚASÓAUÐÓÁÓŠAÚÐÓATÓUŠÓ  
CEŠÚUÓÓOXAUÐÚÁUÓTŠÚÁOÑÓÁŠSAAÚÚCEØÁÓÚUÓŠSĒANŠÓ

€ÓÚCEŠÚÓÓÁÓSAÚÓUAVÓTŠÚANŠXACEØÑSÓÓÁÓSAÚÓAUÓÓÚUÑSÚÁÓŠUÓŠNÓACEŠSÚŠUÁŠÓUÓÓŠNSCEÑÓAUÓTŠÚÓŠÓAUÐÑUÁŠCECEÚUÓÓÁ  
ÓÚUÓŠÓAUÐÓAUÓÓÚUÑSÚARŠÚUACEÓŠUÁÓÚCEÑÓAPÛÑUÓUAREÚÓAUÓÓÚUÑSÚÁÓŠSÚUÓÁÓÚCEÑÓAPÛÑUÓUASAUÐÓCEÑÓASÓANŠANŠSÚÑ  
UÓTŠÚÁAUÐÑUÁÐÑUARÑÓUÓÑÓXANÓÓÓCEÚÓÓÁŠUÁUÓUÓŠSNOĀXAPÓXAUŠARÑÓUÓÑÓXANÓÓÓCEÚÁUÐÓAUÓÚÓASANŠANŠCEŠÓ

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