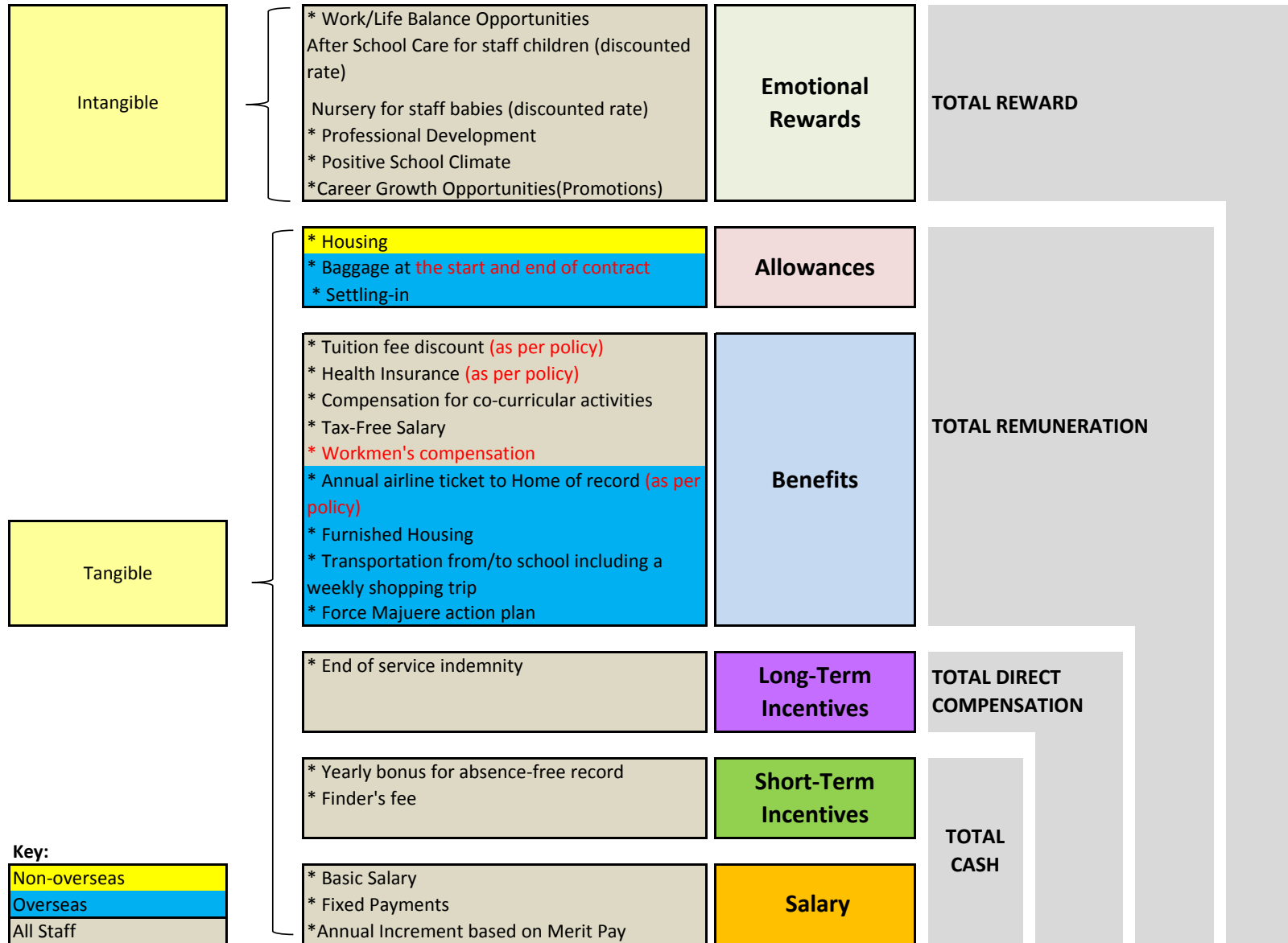




TOTAL REWARDS STRUCTURE



Key:

Non-overseas
Overseas
All Staff