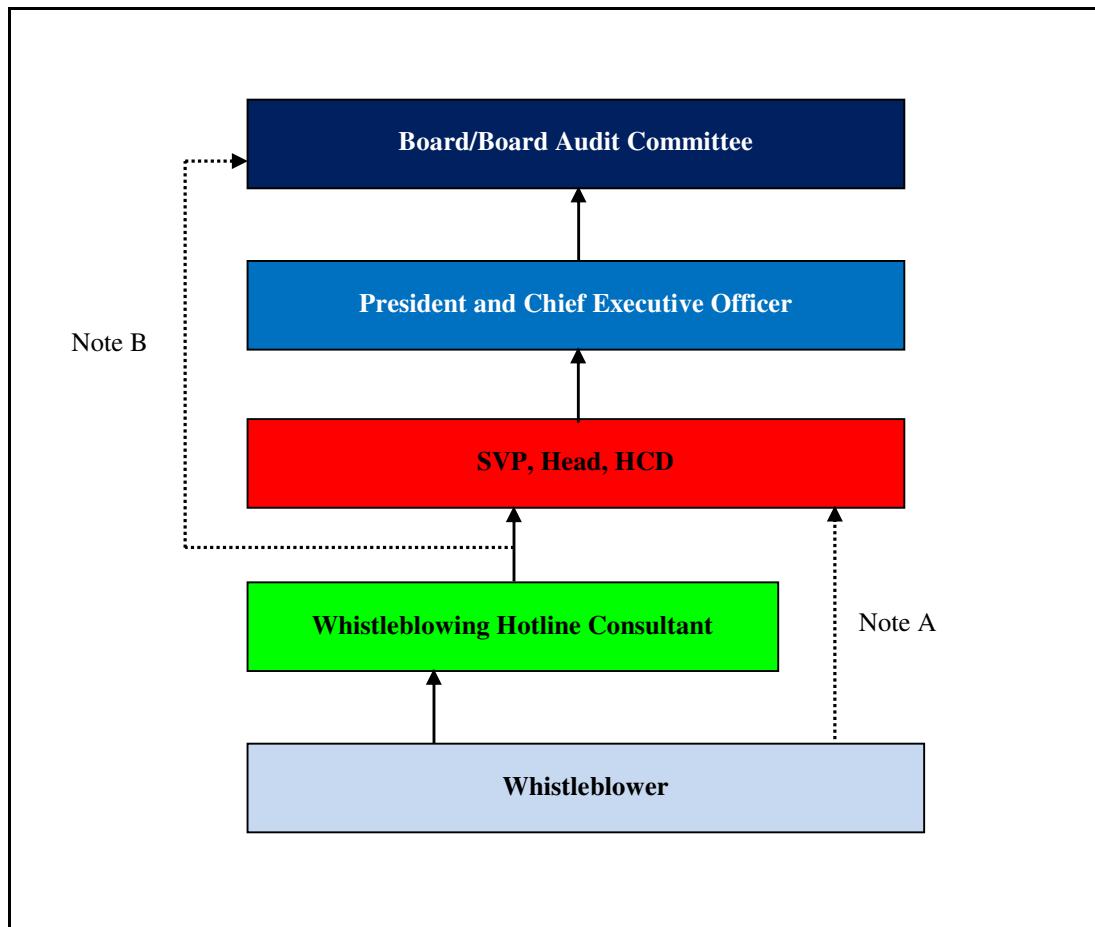


APPENDIX C

WHISTLEBLOWING REPORTING STRUCTURE



Note A : The whistleblower can also directly write to the SVP, Head, HCD, when he or she has a reasonable belief that there is serious malpractice relating to any of the wrongful activities or wrongdoings specified in paragraph 11.01 and it will not be adequately dealt with by reporting to the Whistleblowing Hotline Consultant.

Note B : If the whistleblower's disclosure implicates the SVP, Head, HCD, and the President & CEO, the Whistleblowing Hotline Consultant will report directly to the BAC/BOD.